

**PROJECT TITLE: Industrial/Organizational & Organizational Behavior (IOOB) 2017 student-run conference**

**PROJECT TAGLINE/CAPTION** (160 characters): A conference for all undergraduates and graduates, developing professionals, faculty and others interested in I/O psychology and organizational behavior.

**IMAGE:**



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**Name of Group/Organization:** Rice I/O Psychology Association (RIOPA)

**PROJECT DETAILS**

**Provide a description of the project.**

The Rice Industrial/Organizational Psychology Association (RIOPA), with the support of the Rice Psychology Department, will be hosting the 2017 annual Industrial/Organizational Organizational Behavior (IOOB) Graduate Student Conference from **February 9-11th, 2017** at the Jones Graduate School of Business at Rice University.

The IOOB Conference is a national conference for graduate students enrolled in industrial/organizational psychology, organizational behavior, and human resource management programs. It has been held by different schools nationwide since 1980. The 2017 IOOB Conference will be the first time that the conference has been held at Rice or in Houston since its inception. The conference accepts submissions from undergraduate students, graduate students and post-doc research fellows. Inspired by Rice's motto of unconventional wisdom, the theme of the 2017 IOOB Conference is: "Out-of-sight, out-of-mind: Bringing Overlooked

Research to the Forefront". This year's conference will include a wide range of topics, including but not limited to: Recruitment, Selection, and Placement; Training and Development; Performance Measurement; Motivation and Reward Systems; Organizational Development; Quality of Work Life; Consumer Behavior; The Structure of Work and Human Factors; Diversity and Discrimination; Teams; Leadership; Methods; and Individual Differences.

Since committing to hosting this event in the winter of 2015, we have made major progress in its organization. We have secured the conference location, applied for internal and external funding, and promoted this event through the Society for Industrial Organizational Psychology (SIOP; one of the most influential organizations in our field) and social media. We also have an impressive line-up of speakers: SIOP Fellow and 2016 national Cherry Award Winner Dr. Mikki Hebl (Rice) will be giving the opening keynote, and Dr. Jose Cortina, previous SIOP president, will be flying in from George Mason University to give the closing keynote. Other speakers include SIOP President-elect Dr. Fred Oswald (Rice), Dr. Murray Barrick (Mays Business School, Texas A&M), Dr. Juan Madera (University of Houston), Dr. Jay Goodwin (US Army Research Institute), Dr. Morton McPhail (current SIOP President), Dr. Kraig Schell (Angelo State University), Dr. Whitney Botsford Morgan (University of Houston-Downtown), Dr. Sarah Singletary Walker (University of Houston), Dr. Kelley Slack (NASA), Dr. Eduardo Salas (former SIOP President), Dr. Larry Martinez (Portland State University), Dr. Kristen Jones (University of Memphis), Dr. Enrica Ruggs (UNC Charlotte), Dr. Jen Wessel (University of Maryland), Dr. Brent Lyons (Beedie School of Business-Simon Fraser University in British Columbia), and Dr. Sabrina Volpone (University of New Mexico). The website for the 2017 Annual IOOB Conference is: [ioob.rice.edu](http://ioob.rice.edu). The complete conference information is available there.

**Timeline: If the project will take place at a specific time and place, please give details. Is it a one-time event or a series?**

IOOB 2017 will take place over Rice University's Spring recess from February 9-11th, 2017 in the Jones Graduate School of Business. Events have been planned from Thursday afternoon until Saturday afternoon, and it is a one-time event. Please see current program below:

**Thurs, Feb. 9th**

**5-7pm, Networking BBQ & Happy Hour**

Meet Rice and UH faculty, and join us outside, near Rice's very own dive bar, Valhalla, for beer and BBQ catered by locally renowned Goode Company!

**Fri., Feb. 10th**

**8-9am, Breakfast**

*Coffee and light breakfast in Jones School Salon*

**9-10am, Invited Opening Keynote**

Mikki Hebl, Rice University

**10-11am, Poster sessions in the salon**

TBA

**11am-12pm, Invited Talk**

Murray Barrick, Mays Business School at TX A&M

**12-1pm, Roundtable: Methods**

Table leaders include: Fred Oswald (SIOP president-elect), Rice University; Jose Cortina (former SIOP president), George Mason University; and Juan Madera, University of Houston

*Boxed lunches*

**1-3pm, Poster session in the salon**

TBA

**2-3pm, Invited Talk**

Whitney Botsford Morgan, University of Houston

**3-4pm, Roundtable: Practitioners**

Table leaders include: Jay Goodwin, US Army Research Institute; Morton McPhail (current SIOP president); Kraig Schell, Angelo State University; and Kelly Slack, NASA

**4-5pm, Poster sessions**

TBA

**4-5pm, Invited Talk**

Eduardo Salas (former SIOP president), Rice University

**5-6pm, Networking Happy Hour & Junior Faculty Panel**

Please join us for a happy hour at Rice Art Gallery outside of Sewall Hall. Additionally, we will also be hosting a career panel of junior faculty.

Panel speakers include: Larry Martinez (Portland State University); Kristen Jones (University of Memphis); Enrica Ruggs (UNC Charlotte); Jen Wessel (University of Maryland); Brent Lyons (Beedie School of Business — Simon Fraser University in British Columbia); and Sabrina Volpone (University of New Mexico).

**Sat. Feb. 11th**

**8-9am, Breakfast**

*Coffee and light breakfast in Jones School Salon*

**9-11am, Poster Session in the Salon**

TBA

**11-12pm, Invited Closing Keynote**

Jose Cortina (former SIOP president), George Mason University

**12-1pm, Networking lunch and concluding remarks**

**Audience: Who is your target audience? (e.g. program-specific, interdisciplinary, or university-wide? Will undergraduates, faculty, staff, or postdocs be involved? Any off campus participants?)**

This conference is a student-run conference for students. Students, both undergraduates and graduates from Rice and other universities, are the main audience. However, in providing a program for the student attendees, Rice faculty, other local faculty, alumni, postdocs, and community members will participate in talks, roundtables, and networking events. The research focus for the conference includes students from industrial/organizational psychology, organizational behavior, and human resource management programs. However, submissions and attendees do not have to be students in those exact areas.

**How many people do you anticipate will participate?**

We currently have over 60 student submissions from over ten universities (submissions are open through the end of November 2016). We also have a slate of over 15 faculty and practitioner speakers. We anticipate about 150 people in attendance.

**Marketing Plan: How do you plan to publicize the project?**

We have advertised through Rice listservs, communication with department chairs at other universities, advertising on the Society for Industrial Organizational Psychology (SIOP) website, Academy of Management (AOM) website, and through peer connections at Rice and other universities.

An article featuring the 2017 IOOB Conference explaining the theme and goals of this event was written by one of SIOP's marketing professionals (link:

[http://www.siop.org/article\\_view.aspx?article=1585](http://www.siop.org/article_view.aspx?article=1585)). SIOP also featured the conference on its homepage for the month of October 2016.

Additionally, we created a conference website to coordinate submissions, donations, the program, and other conference information: [ioob.rice.edu](http://ioob.rice.edu).

A Facebook page was also created to promote this conference via social media: <https://www.facebook.com/events/1686930631578175/>

## **ADVANCEMENT**

### **What are the goals of the project?**

The goals of IOOB 2017 are to (1) create a structured, educational environment wherein students are able to obtain experience presenting their research and receiving feedback; (2) provide students the opportunity to hear about both the academic and applied sides of the field; and (3) interact with academics, practitioners, and peers within a safe and welcoming forum. This is a great career development opportunity for undergraduate students, who will be able to learn more about industrial/organizational psychology and its sister field in business. Industrial/organizational psychology is rapidly growing, as the highest paid branch in psychology with diverse and bright job prospects. By attending, students can gain valuable information and insight into the industry, including about the many resources and research opportunities within Rice's Psychology Department. Many of the Industrial/Organizational psychology graduate students will also be presenting, and therefore available to inform and advise any interested undergraduates. Given this experience, student attendees will be able to better decide if these are areas they would like to pursue further through, e.g., through a research assistantship and/or graduate education. We hope to provide an informative, educational, and fun experience for attendees. Further, the sponsoring organization, the Rice Industrial/Organizational Psychology Association (RIOPA), is a newly founded and registered graduate student association led by Rice I/O Psychology PhD students with the mission to promote graduate and undergraduate students' involvement within and understanding of the field of Industrial/Organizational Psychology. Thus, this conference fits easily within the vision of our organization.

### **Briefly explain the need for the project and how it will promote excellence in scholarship, training, and/or development?**

This conference will be an excellent opportunity for Rice undergraduate and graduate students to learn more about Industrial/Organizational Psychology and related fields in business. I/O psychology is a relatively young field, but it is also among the highest paid branches in psychology with anticipated growth of 19% by 2024 (Bureau of Labor Statistics, 2015). Students will be exposed to diverse research topics, learn about career-related information (e.g., graduate study programs and applied jobs) and meet outstanding researchers in the field. This conference is also a great forum for graduate students to present their research, explore more research topics, and expand their networks.

### **If this is an existing project/event or a similar one exists, describe how the project/event is being expanded or enhanced.**

IOOB 2017 at Rice will be the 37<sup>th</sup> annual IOOB Conference. The theme for this year's event, "Out-of-sight, Out-of-mind: Bringing Overlooked Research to the Forefront," was developed from

a speaker series at Rice built on the concept of “unconventional wisdom”. We hope that this Rice-oriented theme can draw attention to underresearched topics, methods, and ways of thinking, and provide a place for researchers and practitioners to come together, collaborate, improve ideas, and potentially generate creative solutions of issues in our field.

**If your proposal is for a pilot project, suggest how it might develop over a three-year period.**

N/A

**Describe how you will measure the success and impact of this project. Please, provide quantitative targets, if possible.**

The success and impact of this conference will be measured by the quality and quantity of submissions, number of attendees and feedback from attendees. To ensure the quality of the conference, approximately 150 attendees is our goal.

## BUDGET

### **Itemized Budget**

Please, provide an itemized budget. List each item, a description, and the anticipated cost.

Item	Description	Cost
<b>Total Food</b> ( <i>based on 150 attendees, including speakers</i> )		\$9,379.25
	Thurs. Networking Event <i>Goode Company BBQ</i>	\$2,167.5
	Fri. Breakfast <i>Rice Student Coffeehouse</i>	\$585.75
	Fri. Lunch <i>Corner Bakery</i>	\$1,686.00
	Fri. Junior Faculty Career Panel <i>El Tiempo Cantina</i>	\$1,262.50
	Sat. Breakfast <i>Salento's</i>	\$675.00
	Sat. Lunch <i>Which Which</i>	\$1,552.50
	Alcoholic beverages for Thursday Networking event (first drink only)	\$450.00
	Alcoholic beverages for Friday	\$1,000.00

	Networking event (Valhalla-sponsored)	
<b>Total Materials</b>		<b>\$2,856.00</b>
	Conference materials (Printing advertising/sponsor posters, programs)	\$500.00
	Conference badges	\$256.00
	Offset cost of IOOB 2017 registration for Rice I/O graduate students/hosts (20 students)	\$600.00
	Cost of keynote speaker's flight and hotel accommodations	\$1,000.00
	Awards for three best student submissions	\$500.00
<b>Total Balance</b>		<b>\$12,235.25</b>

### ***Funds from other sources***

Please, provide any information on funds from other sources that you have secured or potential funds that you plan to apply for.

<b>Source</b>	<b>Status</b>	<b>Cost</b>
<b>Fundraising to offset cost</b>		
	Society for Industrial/Organizational Psychology	+\$1000.00
	Student Activities / President's Programming Fund (SAPP)	+\$500.00
	Rice Conference and Workshop Development Fund	+\$6040.00
	Registration Fees from non-Rice students	+\$1,800.00
<b>Total Amount</b>		<b>\$ 9,340.00</b>

### **If the project/event has been offered in the past, how was it supported?**

The host-school traditionally comes up with the operating funds for the conference, and then it is up to whatever creative fundraising the hosts can invent.