



SOCIETY for
INDUSTRIAL and
ORGANIZATIONAL
PSYCHOLOGY

SCIENCE FOR A SMARTER WORKPLACE

New York 9.10.2018

To: The Global Compact Office

Statement by the Secretary General

As an active member of the United Nations Global Compact, the Society for Industrial and Organizational Psychology (SIOP) continues to adhere to the ten principles stipulated by the Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

SIOP, as well as our members, holds a special expertise within these areas as they pertain to the science of work and workers, and strives ensure that our activities are aligned with *the Universal Declaration of Human Right (1948)*, *the ILO's Declaration on Fundamental Principles and Rights at Work (1998)*, *the Rio Declaration on Environment and Development (1992)* and *the United Nations Convention against Corruption (2005)*. We express a firm ongoing commitment to these principles and endeavor to utilize them in the development of policies and practices within our organization, partners, and membership.

Since affiliating with the Global Compact, SIOP has striven to publicly align and intensify our practices and advocacy, particularly as they pertain to sustainability, human rights. For this first term, we have produced concrete and tangible results including:

- Public and professional advocacy of the Global Compact agenda
- Networking and engagement with partner organizations
- Pro-bono consultancy
- Academic and professional scholarship
- Development of tools and other resources related to the Global Compact
- Sincerely Yours,

Jeffrey R. Hughes

Executive Director

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Our Vision

The Society for Industrial and Organizational Psychology (SIOP) is an association of the world's top workplace behavioral scientists. With more than 10,000 members from 72 countries, SIOP is a diverse group with its primary focus on building better organizations by improving the well-being and performance of individuals, teams, and groups.

Specifically, SIOP seeks to: 1) Advance the science and practice of organizational psychology to improve the quality of working life on a global scale, 2) Impact global organizations' policies regarding corporate social responsibility, gender/ethnic diversity and sustainability initiatives, and 3) Promote the use of evidence-based decision-making in management and policy development on a global scale.

About SIOP

SIOP is the premier membership organization for those practicing and teaching I-O psychology. While an independent organization with its own governance, SIOP is also a division within the American Psychological Association and an organizational affiliate of the Association for Psychological Science. I-O psychology is a dynamic and growing field that encompasses workplace issues at the individual and organizational level. I-O psychologists apply research that improves the well-being and performance of people and the organizations that employ them. This involves everything from workforce planning, employee selection and leader development to studying job attitudes and job motivation, implementing work teams, and facilitating organizational change. SIOP is working to strengthen support for I-O psychology research and practice among national policy decision makers. A more comprehensive history of SIOP can be found at: <https://www.siop.org/History/historynew.aspx>.

Main achievements 2013-2018

SIOP has worked to advance the principles of the Global Compact through several strategic activities, including:

- Public and professional advocacy of the Global Compact agenda
- Networking and engagement with partner organizations
- Pro-bono consultancy
- Academic and professional scholarship
- Development of tools and other resources related to the Global Compact

Public and professional advocacy of the Global Compact agenda

SIOP endeavors to publicly advocate for the 10 principles of the Global Compact through public, professional, and student advocacy. Much of this advocacy occurs through the avenues of the United Nations, where SIOP represents issues pertaining to best practices in organizational behavior and management. SIOP also contributes to policy discourse with other decision-making bodies, such as the United States Congress and university programs. Additionally, SIOP regularly produces publications aimed at professional and academic membership that showcases ongoing efforts related to the principles of the Global Compact. A sample of SIOP's advocacy activities are found below:

Advocacy within the United Nations

Authored, co-authored and co-sponsored written and oral statements for the United Nations Commission on the Status of Women and United Nations Economic and Social Council's High Level Segment of the Annual Ministerial Review.

Co-authored foundational report developed by the United Nations Development Programme's Istanbul International Center for the Private Sector in Development that considers barriers to and opportunities for poverty reduction from the perspective of various psychology sub-disciplines.

Helped raise public awareness of relevant Economic and Social Council's agenda items through presentations and publications (cited below) at national and international conferences and governmental fora.

Formed teams of Society of Industrial and Organizational Psychology (SIOP) members to respond to United Nations calls for assistance, including the provision of white papers and engagement on special projects with United Nations working groups and agencies.

Assembled group of Industrial-Organizational psychologists to develop leadership competencies and advise on talent management activities for United Nations Children's Fund (UNICEF).

Joined the United Nations Global Compact and organized initiatives to attract new participants – including the development of a toolkit and support structure for assisting SIOP members in approaching their organizations and universities about joining.

Since 2014, have had a SIOP United Nations representative currently serving on the Americans for the United Nations Educational, Scientific, and Cultural Organization (UNESCO) board of directors, attending virtual and in-person Americans for UNESCO board meetings including a meeting held at the United Nations Foundation, Washington DC, 10 June 2014.

Co-chaired Psychology Day at the United Nations for two consecutive years, covering such topics as Sustainable Development and Global Violence; ongoing participation in planning for this annual event.

Co-founded and serve on the board of the Psychology Coalition of NGOs Accredited at the United Nations (PCUN).

Representative attended Empowering Women to Lead the Way to a Low-Emission and High-Resilient Future sponsored by United Nations Commission on the Status of Women, United Nations Global Compact and The Rockefeller Foundation, Hyatt Hotel, New York, NY, 19 September 2013.

Representative attended Preparing for Beijing+20 by the NGO Committee on the Status of Women, United Nations Headquarters, New York, 17 September 2013.

Representative attended “Partnering with the United Nations: The role of civil society in scaling up efforts to meet United Nations goals.” Hosted by Assistant Secretary-General for Strategic Planning Robert Orr. United Nations Headquarters, New York, 14 November, 2013.

Representative attended The Stakeholders’ Forum on Challenges and Achievements in the Implementation of the Millennium Development Goals (MDGs) for Women and Girls: The Road Ahead, United Nations Commission on the Status of Women, United Nations Headquarters, New York, 4-5 December, 2013.

Representative attended Beijing+20 – Leaving No One Behind: Women, Poverty, and Participation, by the NGO Committee on the Status of Women, United Nations Headquarters, ECOSOC Chamber, New York, 16 October 2014.

Representative attended the 58th session of the United Nations Commission on the Status of Women, United Nations Headquarters, New York, 10-21 March 2014.

Representative attended launch event of United Nations Women's global campaign Empowering Women – Empowering Humanity: Picture It! to mark the 20th anniversary of the World Conference on Women in Beijing, Apollo Theatre, 253 W 125th Street, New York, 26 June 2014.

Representative attended various monthly meetings, including sub-committee meetings on CEDAW (Convention on the Elimination of All Forms of Discrimination Against Women) of the NGO Committee on the Status of Women, Baha’I International Community, 866 United Nations Plaza, New York, NY, 2014-2015.

Representative co-authored Written Statement: Psychological Perspectives on the Implementation of the Millennium Development Goals for Women and Girls: Access to and Participation in Education, Training, Science and Technology, Including for the Promotion of Women’s Equal Access to Full Employment and Decent Work, submitted for the 58th session of the United Nations Commission on the Status of Women, United Nations Headquarters, New York, 10-21 March 2014.

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Representative co-authored Written and Oral statements: Promoting productive capacity, employment and decent work to eradicate poverty and workplace abuses in the context of inclusive sustainable and equitable economic growth at all levels for achieving the Millennium Development Goals (MDGs), presented to The United Nation's Economic and Social Council Annual Ministerial Review High Level segment, United Nations Headquarters, New York, 2-9 July 2012.

United Nations Initiatives For Women: How Can I/O Help? Panel session chaired by representative with Karen Lyness, Baruch College; Virginia Schein, Gettysburg College; Aarti Shyamsunder, Catalyst India; Anna Marie Valerio, Executive Leadership Strategies. The 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, Pennsylvania, 23-25 April, 2015.

Representative is a member of Non-Government Organization Committee on the Status of Women from 2013 to present date.

Representative attended the 60th session of the United Nations Commission on the Status of Women, United Nations Headquarters, New York, 14-24 March 2016.

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Representative attended the Regular Session of the United Nations Committee on Non-Government Organizations, United Nations Headquarters, New York, 21-30 May 2018.

SIOP Science Advocacy Initiatives, US Congressional Briefings, & White Papers

January 2015 Society for Industrial and Organizational Psychology (SIOP)/Society for Human Resource Management Collaborative White Paper, "Social Science Strategies for Managing Diversity: Industrial and Organizational Opportunities to Enhance Inclusion" (E. King & V. Gilrane) http://www.siop.org/UserFiles/Image/SHRM_SIOP_Diversity.pdf

March 11, 2015 Comments to White House Conference on Aging. 2015 priorities included retirement security, healthy aging, long-term services and support, and elder justice. Statement can be found here:

<http://www.siop.org/Userfiles/Image/SIOPWhiteHouseConferenceonAgingComments.pdf>

2014 SIOP White Paper, "What We Know About Youth Employment: Research Summary and Best Practices" (R. Searle, B. Erdogan, J. M. Peiro, U-C Klehe),

<http://www.siop.org/WhitePapers/Youth%20Employment%20Full%20FINAL.pdf>

brief:

<http://www.siop.org/WhitePapers/Youth%20Employment%20Summary%20FINAL.pdf>

December 2014 Congressional two roundtable discussions on the psychological impact of furloughs on the federal workforce, https://www.siop.org/article_view.aspx?article=1204

April 2013 SIOP White Paper, "Humanitarian Work Psychology: Concepts to Contributions" (S.C. Carr, L. F. Thompson, W. Reichman, I. McWha, L. Marai, M. MacLachlan, & P. Baguma),

<http://www.siop.org/WhitePapers/White%20Paper%20Series%2020122013HumanitarianWorkPsychology.pdf>

August 13, 2014 Congressional Briefing: The Science of Recruiting, Hiring, and Training Veterans for the Civilian Workforce, http://www.siop.org/article_view.aspx?article=1264

2015 SIOP White Paper, "Workplace Bullying: Causes, Consequences, and Intervention Strategies" (M. S. Herchcovis, T. C. Reich, & K. Niven),

<http://www.siop.org/WhitePapers/WorkplaceBullyingFINAL.pdf>

2015 SIOP White Paper, "Work-Life Balance" (A. A. Rife & R. J. Hall),

<http://www.siop.org/WhitePapers/WorkLifeBalance.pdf>

In 2016, SIOP held the first Corporate Social Responsibility Summit (CSR Summit), entitled, "The Micro-Processes of Social Responsibility in Organizations: A Bottom-Up Perspective." Committee representatives chaired the two-day meeting that was held on April 12-13 in Anaheim, CA, and included more than 50 attendees from different career backgrounds. The purpose of the summit was to identify new directions for research, facilitate collaborative projects, create networking opportunities, discuss practice highlights, and

review research updates and summaries, all toward the goal of promoting sound, ground breaking science and practice in the area of CSR.

In recent years, at its Annual Conference SIOP has included a separate topic track for papers and presentations on the area of pro-social psychology. Within this track, the specific content areas of humanitarian work psychology, corporate social responsibility, and sustainable development are covered. This practice serves to both encourage and highlight the research and practice efforts of I-O psychologists to address issues related to the Global Compact's principles.

2016 SIOP White Paper, "The Business Case for Employee Health and Wellness Programs" (M. M. Harris), <http://www.siop.org/WhitePapers/casehealth.pdf>

2017 SIOP White Paper, "The Bigger Picture of Employee Well-Being: Its Role for Individuals, Families and Societies" (S. Kaplan, R. P. DeShon, & L. E. Tetrick), http://www.siop.org/SIOP-SHRM/2017_02_SHRM-SIOP_Employee_Well-being.pdf

2018 SIOP White Paper, "Sick, Unsafe, and Unproductive: Poor Employee Sleep is Bad for Business" (T. L. Crain & L. K. Barber), <http://www.siop.org/whitepapers/sleep%20and%20health.pdf>

SIOP Member-oriented Publications

"News From the SIOP-United Nations Team: Exploring Work Experiences of Informal Workers and Promoting Decent Work for All" [July 2015, Volume 53, Number 1] <http://www.siop.org/tip/july15/pdf/un.pdf>

"Attention All I-O Programs: It's Time to Join the United Nations Global Compact!" [April 2015, Volume 52, Number 4] <http://www.siop.org/tip/april15/PDF/un.pdf>

The Development of Skills Internationally: A Question of Qualifications" [January 2015, Volume 52, Number 3] <http://www.siop.org/tip/jan15/523/files/185.html>

Setting Global Human Development Goals: The Role for Industrial-Organizational Psychology" [October 2014, Volume 52, Number 2] <http://www.siop.org/tip/oct14/522/files/169.html>

"News From the SIOP-United Nations Team" [July 2014, Volume 52, Number 1] <http://www.siop.org/tip/july14/pdfs/un.pdf>

"News From the SIOP-United Nations Team" [April 2014, Volume 51, Issue 4] <http://www.siop.org/tip/april14/UN.pdf>

"News From the SIOP-United Nations Team" [January 2014, Volume 51, Issue 3] <http://www.siop.org/tip/jan14/513rep.pdf>

“News From the SIOP–United Nations Team: SIOP Has Joined the UN Global Compact and So Can You!” [April 2013, Volume 50, Number 4]

http://www.siop.org/tip/Apr13/09_UN.aspx

“News From the SIOP–United Nations Team” [October 2013, Volume 51, Issue 2]

<http://www.siop.org/tip/oct13/reports.pdf>

“Spotlight on Humanitarian Work Psychology: Why Should We CARE About Aid and Development? An Interview with Dora Ward Curry” [January, 2016, Volume 53, Number 3]

<http://www.siop.org/tip/jan16/pdf/hwp.pdf>

“Unleashing Human Potential Through The Science of Work” [January, 2016, Volume 53, Number 3] <http://www.siop.org/tip/jan16/pdf/potential.pdf>

“Spotlight on Humanitarian Work Psychology: #thispsychmajor” [April, 2016, Volume 53, Number 4] <http://www.siop.org/tip/april16/pdfs/hwp.pdf>

“United Nations Policy Brief - Decent Work for All: Leveraging Big Data for a Human-Centered Approach to Sustainable Development” [April, 2016, Volume 53, Number 4]

<http://www.siop.org/tip/april16/pdfs/un.pdf>

“International Practice Forum Special Series Industrial-Organizational Psychology Helps Heal the World (Part 1): Using I-O to Help Refugees” [Fall, 2016, Volume 54, Number 2]

<http://www.siop.org/tip/oct16/IPF.aspx>

“SIOP’s Advocacy for Corporate Social Responsibility, Humanitarian Work Psychology, and Sustainable Development Continues: The SIOP CSR Summit” [Autumn, 2016, Volume 54, Number 2]

<http://www.siop.org/tip/oct16/csr.aspx>

“Humanitarian Work Psychology: GOHWP: Who We Are, Where We’ve Been, Where We’re Headed. [Autumn, 2016, Volume 54, Number 2]

<http://www.siop.org/tip/oct16/hwp.aspx>

“News From the SIOP–United Nations Committee: Congratulations to George Mason I-O for Becoming a United Nations Global Compact Participant!” [Winter, 2017, Volume 54, Number 3]

<http://www.siop.org/tip/jan17/un.aspx>

“Spotlight on Humanitarian Work Psychology: From corporations to causes: The demand for Humanitarian Work Psychology.” [Spring, 2017, Volume 54, Number 2]

<http://www.siop.org/tip/april17/hwp.aspx>

“Initiatives for Women and the SIOP UN Committee” [Spring, 2017, Volume 54, Number 4]

<http://www.siop.org/tip/april17/un.aspx>

“Announcing the Corporate Social Responsibility and Prosocial/Humanitarian I-O Registry” [Summer, 2017, Volume 55, Number 1] <http://www.siop.org/tip/july17/un.aspx>

“A “GLOW” (Global Living Organizational Wage): Where We Stand on the Issue of Living Wages” [Fall, 2017, Volume 55, Number 2]
<http://my.siop.org/tip/jan18/editor/ArtMID/13745/ArticleID/126/A-%E2%80%9CGLOW%E2%80%9D-Global-Living-Organizational-Wage-Where-We-Stand-on-the-Issue-of-Living-Wages>

“Spotlight on Humanitarian Work Psychology: Introducing I-O to nonprofits” [Fall, 2017, Volume 55, Number 2]
<http://my.siop.org/tip/jan18/editor/ArtMID/13745/ArticleID/119/Spotlight-on-Humanitarian-Work-Psychology-Introducing-I-O-to-Nonprofits>

“International Practice Forum Special Series Industrial-Organizational Psychology Helps Heal the World (Part 2): Civil Society Development & Maturity: An Area for I-O Exploration” [Winter, 2018, Volume 55, Number 3]
<http://my.siop.org/tip/jan18/editor/ArtMID/13745/ArticleID/247/International-Practice-Forum-Special-Series-Industrial-Organizational-Psychology-Helps-Heal-the-World-Part-2-Civil-Society-Development-Maturity-An-Area-for-I-O-Exploration>

“I-O Psychology at the United Nations: Job and Internship Opportunities” [Winter, 2018, Volume 55, Number 3]
<http://my.siop.org/tip/jan18/editor/ArtMID/13745/ArticleID/262/I-O-Psychology-at-the-United-Nations-Job-and-Internship-Opportunities>

“New Directions in Diversity and Inclusion: A Dialogue on What Truly Works.” [Winter, 2018, Volume 55, Number 3]
<http://my.siop.org/tip/jan18/editor/ArtMID/13745/ArticleID/252/New-Directions-in-Diversity-and-Inclusion-A-Dialogue-on-What-Truly-Works>

“Spotlight on Humanitarian Work Psychology: Project FAIR: Fairness in Aid Remuneration” [Spring, 2018, Volume 55, Number 4]
<http://my.siop.org/tip/jan18/editor/ArtMID/13745/ArticleID/331/Spotlight-on-Humanitarian-Work-Psychology-Project-FAIR-Fairness-in-Aid-Remuneration>

“SIOP UN Committee: Help us Identify How I-O Psychology Informs the Sustainable Development Goals” [Spring, 2018, Volume 55, Number 4]
<http://my.siop.org/tip/jan18/editor/ArtMID/13745/ArticleID/345/SIOP-UN-Committee-Help-us-Identify-How-I-O-Psychology-Informs-the-Sustainable-Development-Goals>

“I-O Helping Make the World a Better Place: SIOP Collaborating with Other Psychology Organizations at the United Nations” [Summer, 2018, Volume 56, Number 1]
<http://my.siop.org/tip/jan18/editor/ArtMID/13745/ArticleID/471/I-O-Helping-Make-the-World-a-Better-Place-SIOP-Collaborating-With-Other-Psychology-Organizations-at-the-United-Nations>

“International Practice Forum Special Series Industrial-Organizational Psychology Helps Heal the World (Part 4): Bringing advantages to disadvantaged women” [Summer, 2018, Volume 56, Number 1]

<http://my.siop.org/tip/jan18/editor/ArtMID/13745/ArticleID/464/International-Practice-Forum-Special-Series%E2%80%94O-Psychology-Helps-Heal-the-World-Pt-4-Bringing-Advantages-to-Disadvantaged-Women>

“Why is Living Wage Not the Minimum Wage?” [Summer, 2018, Volume 56, Number 1]

<http://my.siop.org/tip/jan18/editor/ArtMID/13745/ArticleID/466/Why-Is-Living-Wage-Not-the-Minimum-Wage>

Networking and engagement with partner organizations

The SIOP UN Committee works with various partner organizations in an effort to collaborate on shared goals relating to the UN agenda and the Global Compact. Primarily, the Committee is currently partnering with the Committee on the Status of Women, an NGO aligned with the wide range of UN initiatives for women and girls, the activities which are detailed below. This NGO focuses on the humanitarian themes of equality and decent work for women, the interplay of sustainability with women's rights and empowerment, as well as many other themes related to women and girls globally. Current initiatives include ensuring global participation in CEDAW (Convention on the Elimination of all Forms of Discrimination Against Women) and supporting commitments and measurements to assess progress for women and girls by country, especially as related to the 2030 Sustainable Development Goals.

The committee has also partnered with the Global Organisation for Humanitarian Work Psychology (GOHWP), which connects a global membership of work psychologists together for issues pertinent to humanitarian causes and humanitarian work. Several of the SIOP UN Committee members also serve or have served in direct leadership roles with GOHWP since its founding, and the Committee continues to work with GOHWP on shared projects and common objectives.

Representative attended Empowering Women to Lead the Way to a Low-Emission and High-Resilient Future sponsored by United Nations Commission on the Status of Women, United Nations Global Compact and The Rockefeller Foundation, Hyatt Hotel, New York NY, 19 September 2013.

Representative attended Preparing for Beijing+20 by the NGO Committee on the Status of Women, United Nations Headquarters, New York, 17 September 2013.

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Strategy for Poverty Eradication,” United Nations Headquarters, New York, 1-10 February 2017.

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Pro-bono consultancy

The Committee used its expertise in workplace hiring and evaluation practices to create a pro-bono team selected from its membership in order to assist UNICEF in revising its competency and job classification frameworks. UNICEF's unique organizational structure and vastly different work environments and job responsibilities across countries places particular challenges on the organization's capacity to identify proper selection tools for its many positions, as well as their ability to offer a centralized platform for senior staff selection. Working within current competency and job classification frameworks, the SIOP-led team explored ways in which competency definitions could be better tailored to capture the work demands inherent to different senior staff positions. The team also worked toward identifying a suite of assessments most suited to measure these competencies.

Representatives worked with the Psychology Coalition of NGOs Accredited at the United Nations (PCUN) in the areas of organizational effectiveness, teaming, and goal setting to help improve the overall effectiveness of the PCUN. This work began over two years ago and continues today.

Representatives from the UN Committee organized and facilitated the work of several SIOP experts to review the performance management system and practices of the United Nations Economic and Social Commission for Asia and the Pacific (ESCAP). This review highlights several effective features of ESCAP's current process, along with some opportunities for improvement. The SIOP-led team also provided several recommendations to help ESCAP streamline and improve the quality of its performance management system and processes.

The SIOP UN Committee has also just been asked to work with the United Nation's Office of Human Resources Management (OHRM) to review and assist with the refinement of its Institutional Performance Management framework; this work will be reported in future reports to the Global Compact.

Academic and Professional Scholarship

Those serving within the organization make a dedicated effort to produce impactful academic scholarship and make professional contributions that advance the cause of the Global Compact. Additionally, innumerable organizational members not holding service positions actively publish and engage in research in areas related to the Global Compact. A sample of these publications, presentations, and other activities include:

**SIOP Representative to the United Nations; **SIOP NGO Intern*

Agars, M. D., & Cazares, E. J. (2017). A cycle or a ceiling? The cumulative effectiveness of subtle discrimination through the lens of performance management. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 10 (1), 97-100.

*Aguinis, H., & Glavas, A. (2012). What we know and don't know about corporate social responsibility: A review and research agenda. *Journal of Management*, 38(4), 932-968. doi:10.1177/0149206311436079

Ahmed, S., Hoffman, A. J., Mullins, M., & Sywulak, L. (2017). Partnering against poverty: Fighting POSH bias through increased interdisciplinary research and practice. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 10 (3), 379-384.

Ahmed, S., & Mullins, M. (2017). From corporations to causes: The demand for Humanitarian Work Psychology. *The Industrial-Organizational Psychologist*, 54 (4).

Atkins, S. G., & *Thompson, L. F. (2012). Online volunteers and SmartAid. In S. C. *Carr, M. MacLachlan, & A. Furnham (Eds.), *Humanitarian work psychology* (pp. 266-292). New York, NY: Palgrave-Macmillan.

Avery, D. (2016). A plea for bystander intervention. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 9 (3), 558-561.

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Saxena, M. (2017). Workers in poverty: An insight into informal workers around the world. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 10 (3), 376-379.

Scontrino, M. P. (2018). Bringing advantages to disadvantaged women. In L. Zugec & W. Reichman, International Practice Forum Special Series Industrial-Organizational Psychology Helps Heal the World (Part 4). *The Industrial-Organizational Psychologist*, 56 (1).

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*Scott, J. C. (2012, April). SIOP and the United Nations: Setting the agenda. In G. Latham (Chair), SIOP and the United Nations: Setting the agenda. Invited panel conducted at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego.

*Scott, J. C. (2012). SIOP and the United Nations. *The Industrial-Organizational Psychologist*, 50 (2), 137-138.

*Scott, J. C. (2014, May). (Chair). Global Alliance Invited Session: I-O's alignment with the International Labor Organization's decent work agenda. Panel conducted at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

*Scott, J. C., *Rupp, D. E., *Saari, L., *Thompson, L. F., *Osicki, M., Mallory, D., & **Gloss, A. E. (2014). News from the SIOP-United Nations Team. *The Industrial-Organizational Psychologist*, 51 (4).

*Scott, J. C. & Okorodudu, C. (Co-Chairs) (2013, August). Promoting international human rights – advocacy of psychologists at the United Nations. Invited symposium conducted at the 121st annual conference of the American Psychological Association Psychology, Honolulu.

*Scott, J. C. (2017). Project GLOW. Presentation at the conducted at the 32nd annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

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Steelman, Lisa (2012) Pro-Social I-O—I-O Leading the Way. *The Industrial-Organizational Psychologist*, 50 (2) <http://www.siop.org/tip/oct12/02editor.aspx> [Editorial]

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Sturdivant, M., Yibass, S., Abraham, E., & Hauenstein, N. M. A. (2017). Using situational judgment tests to study subtle discrimination. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 10 (1), 94-97.

Subramony, M. (2017). Transformative service research as an exemplar for humanitarian I-O psychology. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 10 (3), 385-388.

*Thompson, L. F. (2012, April). I-O psychology and technology impact orphan centers in Thailand. In W. Reichman (Chair), *How organizational psychology improves the lives of the vulnerable*. Presentation delivered at the 27th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, California.

*Thompson, L. F. (2014, July). Discussant. In W. Reichman (Chair), *What is humanitarian work psychology? Expanding the frontiers of organizational psychology*. Presentation delivered at the 28th International Congress of Applied Psychology, Paris, France.

*Thompson, L. F. (2014, August). Global development is a lot of work: I-O psychology's role in poverty reduction. In T. S. Behrend (Chair), *Humanitarian work psychology as a way for I-O psychology to support global humanitarian goals*. Invited symposium presented at the 122nd annual meeting of the American Psychological Association, Washington, DC.

*Thompson, L. F. (2014, August). *The positive work cycle: Human development through goal setting, skills development, and workplace empowerment*. Presentation delivered to the United Nations Development Programme's Istanbul International Centre for Private Sector in Development, Istanbul, Turkey.

*Thompson, L. F. (2014, December). *Research at the intersections of work, psychology, technology, and global development*. Presentation delivered to the Faculty of Commerce, University of Cape Town, Cape Town, South Africa.

*Thompson, L. F. (2015, February). *Psychology influencing policy on the global stage*. Presentation delivered to the American Psychological Association's Council of Representatives, Washington, DC.

*Thompson, L. F. (2015, August). I-O psychology and global human development: Creating positive work cycles. In D. L. Blustein (Chair), *Reconnecting vocational psychology and I-O psychology in the fight against global poverty*. Presentation to be delivered at the 123rd annual meeting of the American Psychological Association, Toronto, Canada.

*Thompson, L. F., & **Gloss, A. E. (2014, March). *Occupational information and human-resource development in the United States*. Presentation delivered to the Human Resource Development Council of South Africa, Pretoria, South Africa.

*Thompson, L. F., & **Gloss, A. E. (2014, September). *Learning outcomes, qualifications, and occupations: A perspective from industrial-organizational (I-O) psychology on the proposed development of world reference levels of learning outcomes*. Presentation delivered to the United Nations Educational, Scientific, and Cultural Organization, Paris, France.

*Thompson, L. F. & **Gloss, A. E. (2014) "Spotlight on Humanitarian Work Psychology: Humanitarian Work Psychology in South Africa: Poverty, Inequality, the Legacy of Apartheid, and the Role of I-O Psychology". *The Industrial-Organizational Psychologist*, 51 (4), 118-125.

*Thompson, L. F., McWha, I. & **Gloss, A. E. (2013) "Spotlight on Humanitarian Work Psychology: Using I-O Psychology to Enhance Maternal Health and Child Healthcare in India" *The Industrial Psychologist* 51 (2) 99-105.

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*Thompson, L. F., & **Gloss, A. E. (2012, July). *Humanitarian work psychology*. Presentation delivered at the University of Cape Town, Cape Town, South Africa.

*Thompson, L. F., & **Gloss, A. E. (2012, July). *Humanitarian work psychology: Progress, challenges, and the role of ICT*. Presentation delivered at the 30th International Congress of Psychology, Cape Town, South Africa.

*Thompson, L. F., & **Gloss, A. E. (2012, July). *Industrial-organizational psychology: A growing voice in economic, workforce, and technological development*. Presentation delivered at RTI International, Research Triangle Park, NC.

*Thompson, L. F., **Gloss, A. E., & Blustein, D. L. (2015, February). *Exploring the potential of big data for skills development*. Presentation delivered at the United Nations Educational, Scientific and Cultural Organization (UNESCO) Mobile Learning Week, Paris, France. Meeting co-hosted by UNESCO and United Nations Women.

Thornton, M.A., Bielski-Boris, M., *Rupp, D.E. (2013). *Multifoci justice and emotional labor in unionized contexts*. Paper presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, Texas.

- Thornton-Lugo, M. A., & Munjal, D. (2018). Beyond victims and perpetrators. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 11 (1), 116-122.
- Tomlin, K. A. (2016). Alignment between antecedents and interventions: The critical role of implicit bias. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 9 (3), 583-590.
- Torres, W. J., Gilberto, J. M., & Beier, M. E. (2018). Using funds of knowledge to addressing diversity issues in STEM. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 11 (2), 335-339.
- Turner, M. R., McIntosh, T. J., Reid, S., & Buckley, M. (2018). Implementation of socially controversial CSR initiatives: Implications for HRM. Poster at the 33rd Annual Meeting of the Society for Industrial and Organizational Psychology Conference, Chicago, IL.
- Waltz, P., *Rupp, D. E., Santuzzi, A., Finkelstein, L. (2012). *Defining disability: The role of labels in justice perceptions*. Paper presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, California.
- Wang, Y., Ritter, K-J., & Matthews, R. A. (2016). Longitudinal effects of perceived prosocial impact on employee attitudes. Poster at the 31st Annual Meeting of the Society for Industrial and Organizational Psychology Conference, Anaheim, FL.
- Wiernik, B., Dilchert, S., Ones, D. S., Klein, R. (2016). Item factor analysis of employee green behaviors. Poster at the 31st Annual Meeting of the Society for Industrial and Organizational Psychology Conference, Anaheim, FL.
- Yazejian, A. A., Morganson, V. J., & Cornelius, A. M. (2017). Subtle discrimination in the service sector. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 10 (1), 100-107.
- Yoshikawa, K., Kokubo, A., & Wu, C-H. (2018). A cultural perspective on gender inequity in STEM: The Japanese context. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 11 (2), 301-309.
- Zabel, K. L., Zabel, K. L., Olson, M. A., & Carlson, J. H. (2016). Theoretical applications of the MODEL model to law enforcement training and interventions. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 9 (3), 604-611.
- Zugec, L., & *Reichman, W. (2018). International Practice Forum – Special Series Industrial-Organizational Psychology helps heal the world (Part 4): Bringing advantages to disadvantaged women. *The Industrial-Organizational Psychologist*, 56 (1).

Development of tools and other resources related to the Global Compact

The Committee has taken on several additional projects related to the Global Compact worth noting, including advocating industrial and organizational psychology graduate programs to join with the Global Compact, and the creation of a data collection tool on Global Compact-related Sustainable Development Goals (SDGs). The Committee is working with graduate programs in industrial and organizational psychology to support membership within the Global Compact and has thus far successfully assisted Purdue University's program in joining. Several other programs are in the process of applying. The Committee has also developed a data collection tool for use in collecting resources and information related to the United Nations Sustainable Development Goals from SIOP's members and affiliated organizations. This tool, presently available at <http://tinyurl.com/siopun>, will be used to utilize the subject-specific expertise of SIOP's membership in order to provide the UN, its affiliates, and partner organizations with best practices, current research, and experts pertinent to specific work-related SDGs.

In 2017, the committee facilitated the creation and launch of the **Corporate Social Responsibility and Prosocial/Humanitarian I-O Registry**. This is a searchable database that will allow one to identify SIOP members with expertise and experience with Humanitarian Work Psychology areas and issues. The purpose is to allow for SIOP members, external media, and external organizations to find members with expertise who will be able promote the science, advocacy, and practice of humanitarian work issues. More information can be found here: <http://www.siop.org/tip/july17/un.aspx>

In 2017, the George Mason University (GMU) I-O Psychology program officially became a Global Compact participant. By doing so, the GMU I-O program has committed to engaging in activities that are consistent with the Global Compact's 10 Principles.

In 2018, the committee implemented an initiative to post United Nations I-O psychology related position openings on the SIOP website to attract qualified I-O psychologist applications. Representative works with the United Nations staff monthly to update the position openings.

In 2018, the committee developed an annotated bibliography linking I-O psychology science and practice to the Global Compact's Sustainable Development Goal #2 (End hunger, achieve food security and improved nutrition and promote sustainable agriculture). Several other annotated bibliographies of other Sustainable Development Goals are underway. The process and findings are summarized in the Olson-Buchanan et al. (2018) article noted above.