

**The 33rd Annual IOOB
(Industrial Organizational Psychology/Organizational Behavior) Conference**

Call for Proposals

University of Central Florida
Orlando, FL Conference:

March 9th – 11th

**ELECTRONIC SUBMISSION DEADLINE
January 18, 2012, 5:00 pm Eastern Standard Time**

Dear IOOB Colleagues,

Below you will find information and instructions regarding submissions for the 33rd Annual IOOB Conference. Please make sure to follow the subsequent guidelines and rules when making your submission. Any submission violating the guidelines below will not be reviewed for acceptance.

Holding this annual conference is an honor for any graduate program and we were very pleased when the University of Houston chose the University of Central Florida to host the 33rd iteration of this event. Planning and organizing this conference is a group effort, and as such, there are several key personnel we would like to acknowledge. First, we would like to acknowledge Wendy Bedwell (Former President of SPIOP; University of Central Florida's Student IO Organization). Without her initial and continuing effort, we would not have been able to put together such a competitive package.

Next, we would like to thank Chrystal Ensey (2011 IOOB Marketing Committee Chair). Her willingness to share her previous experience and knowledge with us was a key instrument in our planning process. Additionally, all of the committee chairs have played an integral part in making sure that this conference is a success: Christopher Wiese (Logistics Committee), Wendy Bedwell (Program Committee), Marissa Shuffler (Speakers Committee), Becky Grossman (Submissions Committee), William Kramer (Awards Committee), Mitch Tindall (Transportation Committee), Michael Reeves (Publicity Committee), Derek Jacobs (Hotel/Lodging Committee), Christopher Jagiela (Sponsors Committee), and Jennifer Feitosa (Eventing/Event Entertainment Committee). Additionally, we would like to send a special thanks to members who were highly involved in planning this event, but were not necessarily heads of committees: Julia Fullick & Mary Jane Sierra. All of these individuals have sacrificed an inordinate amount of time in planning IOOB 2012 and without their efforts this event would never succeed.

Lastly, we would like to thank our faculty for their understanding and support for putting on this event: Eduardo Salas, Kimberly Smith-Jentsch, Robert Dipboye, Barbara Fritzsche, Nathan Carter, and Dana Joseph. Without their blessing, we would have had neither the time nor the person power to accomplish as much as we did.

We hope you all enjoy the conference and we look forward to seeing all of you in March.

TABLE OF CONTENTS

IOOB 2012 Committees _____	3
3-Day Conference Format _____	4
Key Dates and Deadlines _____	5
Rules for Submission _____	5
Proposal Format Requirements & Session Types _____	6
SESSION TYPES _____	6
Symposium-Single Paper. _____	6
Symposium-Full Set of Papers. _____	6
Poster. _____	6
Additional Guidelines for All Session Types. _____	7
PAPER TYPES _____	7
CONTENT AREAS _____	7
Required Submission Document Format _____	8
Awards Offered _____	9
Volunteer Opportunities _____	9
How to Submit Your Proposal _____	10

IOOB 2012 COMMITTEES

Conference Logistics

Christopher Wiese, Chair
Sharvari Dalal
Budd Darling
Ryan Jones

Program Committee

Wendy Bedwell, Chair
Lauren Benishek
Sharvari Dalal
Julia Fullick
David Glerum
Vanessa Koury
William Kramer
Amanda Thayer

Speakers Committee

Marissa Shuffler, Chair
Julia Fullick
Bridget McHugh

Submissions Committee

Becky Grossman, Chair
Megan Gregory
Jurate Liutuinskaite
Becki Lyons
Mary Jane Sierra
Amanda Thayer

Awards Committee

William Kramer, Chair
Derek Brown
Megan Gregory
Vanessa Koury
Mary Jane Sierra

Transportation Committee

Mitch Tindall, Chair
Jennifer Carlson
Chris Coultas
Audrey Innella
Patrick Saikas

Publicity Committee

Mike Reeves, Chair
Audrey Innella
Meggan Johnson
Elizabeth Sanz
Luiz Xaiver

Hotel/Lodging Committee

Derek Jacobs, Chair
Budd Darling
David Glerum
Bridget McHugh
Patrick Saikas

Local Discounts/Sponsors Committee

Chris Jagiela, Chair
Stephanie Zajac
Linus Rinke

Evening/Event Entertainment Committee

Jennifer Feitosa, Chair
Lauren Benishek
Jacqueline Spencer
Mitch Tindall
Carollaine Garcia

3-DAY CONFERENCE FORMAT

General Conference Format: The conference will feature several keynote speakers addressing the main themes of the conference as well as topics relevant to graduate students in IO and OB.

- ★ Friday kicks off with an opening keynote address—not to be missed—followed by a welcome reception for all attendees and faculty keynotes.
- ★ Saturday will focus on student posters and presentations organized around common themes, with keynotes as well. This year, we will see the return of Jeopardy, so gather your teammates and come enjoy some traditional IOOB fun on Saturday evening!
- ★ Sunday will culminate with additional student presentations/posters and an exciting ending keynote address that you will definitely want to see.

Session Types: There are three main session types for this year’s submissions: (a) Individual Presentation, (b) 50-minute Symposium/Forum and (c) Poster. Research, practice, and theory are encouraged under each session type.

- ★ We are experimenting with a special theme track this year: the “Thesis/Dissertation Track.” If you are interested in presenting your thesis or dissertation, practicing your proposal or defense, or just organizing your initial thoughts and getting feedback, please select the “THESIS/DISSERTATION TRACK” when submitting your proposal. This special session will allow students to present their thesis/dissertation and get feedback from fellow students regarding presentation style, construct issues, methods, etc. This is designed to be a non-threatening environment to practice and get constructive feedback before you are in front of your committee.
- ★ Additional details can be found in the submission requirements section

Workshops: Additionally, we will host a series of short workshops on specific themes, presented by faculty, which will occur throughout the conference. These hands-on sessions are your opportunity to gain valuable skills, and they are included in your conference fee! Workshops at conferences like SIOP tend to cost quite a bit of money, so consider taking advantage of this great opportunity to interact with experts in the field.

- ★ Space is limited, so if you are interested in attending a workshop, keep your eyes on <http://www.ioob2012.com> – New workshops will be added to the conference website as they are confirmed. We will send out another announcement with how you can sign up for a seat in the workshops once they are all confirmed.

The University of Central Florida provides a computer, LCD projector and screen, and a microphone (1 podium microphone).

KEY DATES AND DEADLINES

Online Submissions Begin:

November 9, 2011

Deadline for Conference Proposal Submissions

January 18, 2012

Notification of Acceptance or Rejection of Proposals

February 15, 2012

Online Registration Begins

November 9, 2011

Online Registration Ends

March 4, 2012

RULES FOR SUBMISSION

Q *Who May Submit a Proposal?*

A Proposals may only be submitted by Graduate Students who are currently enrolled in any Graduate Program. IOOB is a graduate student run conference exclusively for graduate students.

Q *How many proposals may an individual participate in?*

A An individual may be a presenter in NO MORE THAN THREE program submissions. This count will be established at the time of submission. If there is a violation of this rule, the first three submissions will be considered in chronological order. No submissions after the third will be considered for acceptance. A presenter is defined as:

- First Author on a Poster
- First Author on a presentation in a Symposium

Word Limits. Submissions that exceed the predetermined word limits will NOT BE REVIEWED. Please note that word limits include any appendices, but not references.

Blind Review. Papers submitted for presentation at a Poster Session will be blind reviewed by at least two members of the Submissions Committee. All other proposals also will be reviewed by at least two members of the same committee, but a blind-review process will not be used.

Notification of acceptance. The Submission Committee will notify the person who submitted the proposal about acceptance or rejection, including review comments, no later than February 15, 2012.

Please adhere to all the submission rules so your proposal may be reviewed and, if accepted, presented at the conference.

PROPOSAL FORMAT REQUIREMENTS & SESSION TYPES

SESSION TYPES

Symposium-Single Paper. A symposium is a multi-presenter session. For the ‘single paper’ option, the presenter can submit a single paper and the conference organizers will group it with related papers to form a themed symposium.

- **Symposium-Single Paper Submission Requirements.**
 - 10-word title
 - 50-word abstract
 - 750-word maximum (excluding references and appendices)

- **Examples of submissions**
 - Paper presenting the results of an empirical investigation
 - Paper presenting a theoretical model
 - Paper presenting the results of a meta-analysis or qualitative review
 - Paper presenting thesis/dissertation ideas or results

Symposium-Full Set of Papers. For the ‘symposium-full set of papers’ option, the presenters can submit a complete symposium based on a chosen theme. Along with a paper for each presentation, an additional paper should be included providing an overall summary of the symposium. Although individual presentations within a symposium may have all authors from the same institution, the overall session must contain presenters from at least two different affiliations. The length of the session—1 hour—should be considered when determining how many presentations to include in the session.

- **Symposium-Full Set of Papers Submission Requirements.**
 - 10-word title
 - 50-word abstract
 - 750-word maximum general summary (excluding references and appendices)
 - 750-word maximum summary detailing each presentation’s contribution (excluding references and appendices)
 - Does not need to be prepared for blind review

- **Examples of submissions**
 - A bundle of presentations discussing empirical work or a combination of empirical and theoretical work about a common topic or research question.
 - A bundle of presentations proposing new or discussing existing theoretical work.

Poster. A poster session will be organized to give presenters additional opportunities to present individual papers. During the poster session, many authors simultaneously present their papers through a visual medium, with key excerpts from the papers displayed on large boards. The poster session will be 1 hour long.

- **Poster Submission Requirements.**
 - 10-word title

- 50-word abstract
- 750-word minimum, 1,500-word maximum (excluding references and appendices)
- **Examples of submissions**
 - Paper presenting the results of an empirical investigation
 - Paper presenting a theoretical model
 - Paper presenting the results of a meta-analysis or qualitative review
 - Paper presenting thesis/dissertation ideas or results

Additional Guidelines for All Session Types.

- Presenters are welcome to submit both empirical and theoretical research.
- Research that has been submitted to other conferences is not excluded—Presenters are welcome to submit papers that have been submitted to SIOP, for example.

PAPER TYPES

You will need to select one of the following paper types that best describes the nature of your submission.

1. Empirical
2. Methodological
3. Theoretical
4. Theme track: Practicing I/O and OB in the New World
5. Thesis/dissertation (note: when this category is selected, papers will be placed in longer “thesis/dissertation” symposium sessions that allow for additional time for feedback and discussion)

CONTENT AREAS

Placing your submission into a content area helps to ensure it is evaluated by a reviewer with specific content expertise. Please read through every content area to make sure you pick those with the best fit. We recognize that this list is not exhaustive. There is no other category. Choose the best fit.

- | | |
|---|---|
| 1. Careers/Mentoring/Socialization/
Onboarding/Retirement | 12. Job Analysis/Job Design/Competency
Modeling |
| 2. Coaching/Leadership Development | 13. Job Attitudes/Engagement |
| 3. Consulting Practices/Ethical Issues | 14. Job Performance/Citizenship Behavior |
| 4. Counterproductive Behavior/ Workplace
Deviance | 15. Judgment/Decision Making |
| 5. Emotions/Emotional Labor | 16. Leadership |
| 6. Employee Withdrawal (e.g., absence,
turnover)/Retention | 17. Legal Issues/Employment Law |
| 7. Global/International/Cross-Cultural Issues | 18. Measurement/Statistical Techniques |
| 8. Groups/Teams | 19. Motivation/Rewards/Compensation |
| 9. Human Factors/Ergonomics | 20. Occupational Health/Safety/Stress &
Strain/Aging |
| 10. Inclusion/Diversity (e.g., sexual orientation,
race, gender) | 21. Organizational Culture/Climate |
| 11. Innovation/Creativity | 22. Organizational Justice |
| | 23. Organizational Performance/Change/
Downsizing/OD |

- | | |
|--|---|
| <ul style="list-style-type: none"> 24. Performance Appraisal/Feedback/
Performance Management 25. Personality 26. Research Methodology (e.g., surveys) 27. Staffing (e.g., recruitment, applicant
reactions, selection system design,
succession planning, workforce planning) 28. Strategic HR/Utility/Changing Role of HR | <ul style="list-style-type: none"> 29. Teaching I-O Psychology/Student Affiliate
Issues/Professional Development 30. Testing/Assessment (e.g., selection methods;
validation; predictors) 31. Training 32. Work and Family/Non-Work Life/
Leisure |
|--|---|

REQUIRED SUBMISSION DOCUMENT FORMAT

At the conclusion of the submission process you will need to upload your entire submission. The document you submit must conform to the following format in order for SIOP to use sophisticated software to process the submissions.

Your file should adhere to the following requirements:

- 1 inch margins, 12-point Times New Roman type, Word document
- DO NOT USE special margins or fonts, tab stops, or soft carriage returns
- Do not use all capital letters. It is very important to prepare this document exactly as stated below.

Your file should contain the following information (in order):

1. Type of proposed session (Debate, Symposium/Forum, Poster, etc.) typed on the first line.
2. The word TITLE on the second line.
3. The title of the proposed session on the third line.
4. A blank line.
5. The word ABSTRACT on the fifth line.
6. The abstract on the following lines (no more than 50 words).
7. Several blank lines or a new page.
8. The full text of the proposal, including tables, figures, and references as needed.

Blind review for posters. If your submission is a poster, be sure to omit names that could identify the author(s). Also, please go to "Properties" in the file menu, click on the summary tab, and delete any identifiers. All other submissions are NOT blind reviewed.

AWARDS OFFERED

Robert J. Wherry Award

This award will go to the student who is voted to have the best paper of the 2012 IOOB conference. All submitted papers will be considered for this award. Reviewers will narrow down all submissions to ten finalists. These finalists will then be contacted individually and asked to submit their full paper for review. From these papers, the winner will be chosen and he or she will be honored at the 2012 SIOP conference in San Diego.

Best Dissertation

This award will go to the student who is voted to have the best dissertation submission to the 2012 IOOB conference. Upon submission, students will have the opportunity to clarify whether or not their paper is a dissertation or thesis. From those dissertations obtained, the winner will be chosen and honored at the end of the conference.

Best Master's Thesis

This award will go to the student who is voted to have the best thesis submission to the 2012 IOOB conference. Upon submission, students will have the opportunity to clarify whether or not their paper is a dissertation or thesis. From those theses obtained, the winner will be chosen and honored at the end of the conference.

Best Conference Theme Paper

This award will go to the student who is voted to have the paper which best reflects the theme of the 2012 IOOB conference (The Challenges of a Multicultural, Globally Distributed, Technologically Mediated Workplace). As stated in previous sections, upon submission, students will have the opportunity to clarify the paper's content area. If a student submits a paper with a content area that reflects the theme, their paper will be automatically considered for the award. From those obtained, the winner will be chosen and honored at the end of the conference.

VOLUNTEER OPPORTUNITIES

Upon submission, participants will be asked to indicate whether or not they are willing to volunteer to serve as a session chair. Chairing a session will involve loading presentations onto a laptop or computer, introducing the session and presenters, and keeping track of time throughout the session. Participants will also be asked to serve as a submission reviewer. Those who submit will automatically be considered as a reviewer and may be sent submissions to review. To qualify to be a reviewer, however, participants must have prior experience presenting at least one conference. If participants do not qualify, or do not wish to serve as a reviewer, they will be asked to indicate this by checking a box upon submission.

Volunteers will not be asked to chair more than one session or to review more than two submissions. Their contribution will be vital to the success of the conference!

HOW TO SUBMIT YOUR PROPOSAL

Step	Action
1	Navigate to http://www.ioob2012.com/CFP/CallForProposals.html
2	Enter in your Contact Information. This will be the individual who will be notified as to whether the submission was accepted or not.

Proposal Submission Form

Contact Information

Point of Contact E-mail

First Name Last Name

Submission Preference

▼

Step	Action
3	Select your Submission Preference. You can choose from Poster , Complete Symposium , and Single-Paper Symposium .
4	Once you select your respective submission type, you will be prompted to enter in the Title, Abstract and Author Information
NOTE	<i>* Note – Author information for subsequent authors will automatically appear after all author information of the preceding authors is filled in. Make sure to fill in all author information.</i>
NOTE	<i>* Note – The system only allows for 10 authors per submission (complete symposiums are allowed 10 authors for each single paper). If you have more than 10 authors, please e-mail ioob2012@gmail.com.</i>
5	Once you have filled in all of the Title, Abstract, and Author information, you need to choose the content area of your submission. Earlier in this document there is a list of potential topic areas. Please select the topic areas that are more applicable to your submission.

Submission Information

Primary Content Area Secondary Content Area Tertiary Content Area

▼ ▼ ▼

Submission Track:

Empirical Theoretical Dissertation/Thesis

Theme Track:
 Probing I/O and OB in
 the New World

I would like to volunteer to be a Session Chair at IOOB 2012. *

Yes No

I would like to opt-out of being a reviewer for IOOB 2012.

Step	Action
6	Next, select which tracks you think your submission would fall under. You can select multiple options. For more information on each of the track, please refer here .
7	Select whether or not you would like to be a volunteer session chair for IOOB 2012. You can learn more about being a session chair here .
8	If you do not want to be a reviewer, please check the box indicating this. If you do not check the box, you will automatically be considered as a potential reviewer.
9	Next you will be asked to upload a file to our system. File formats can be doc, docx, or pdf. – Though pdf is the preferred format.
10	As far as file name, simply name it as the title of the submission.
11	Once you have uploaded your document, please click on Send Now!
12	If you have any questions about your submission, please contact IOOB2012@gmail.com

Upload File

[Upload a file](#)

You can upload any type of file. Max: 300 MB

[Send Now!](#)