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**COFFEE BREAK: FRIDAY, 7:30–8:30**
**GRAND FOYER (HILTON)**


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**1. PLENARY SESSION: PRESIDENTIAL ADDRESS AND PRESENTATION OF SIOP AWARD WINNERS, FELLOWS, AND ELECTION RESULTS**
**FRIDAY, 8:30–10:00****GRAND BALLROOM (HILTON)****DEFINING OURSELVES: I-O PSYCHOLOGY'S IDENTITY QUEST**Michael J. Burke, Tulane University, *Chair*Ann Marie Ryan, Michigan State University, *Presenter*


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**COFFEE BREAK: FRIDAY, 10:00–10:30**
**INTERNATIONAL BALLROOM (HILTON)**


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**2. SYMPOSIUM: FRIDAY, 10:30–12:15**
**SALON 1 (HILTON)**

**THE DETERMINANTS OF LEADERSHIP:  
THE ROLE OF PERSONALITY, INTELLIGENCE, AND GENETICS**

Years of research on the determinants of leadership have shown that cognitive, personality, motivational, and genetic factors explain differences in leadership behavior. The papers in this symposium present current research that examines the relationships between these factors and different types of leadership criteria.

Maria Rotundo, University of Toronto, *Chair*Joyce E. Bono, University of Minnesota, Timothy A. Judge, University of Florida, *Personality and Transformational and Transactional Leadership: A Meta-Analysis*Amy E. Colbert, University of Iowa, Timothy A. Judge, University of Florida, Remus Ilies, University of Florida, *A Meta-Analysis of the Relationship Between Intelligence and Leadership*Paul Jacques, Center for Leadership Studies, Francis J. Yammarino, Binghamton University, Bruce J. Avolio, University of Nebraska, *Examining Antecedents to Leadership Emergence and Development*Bernard M. Bass, SUNY–Binghamton, *Genes and Heritability as Determinants of Leader Behavior*Richard D. Arvey, University of Minnesota, Maria Rotundo, University of Toronto, Wendy Johnson, University of Minnesota, Matt McGue, University of Minnesota, *The Determinants of Leadership: The Role of Genetics, Personality, and Cognitive Factors*Gary A. Yukl, University at Albany–SUNY, *Discussant*

Submitted by Maria Rotundo, rotundo@rotman.utoronto.ca

**3. SYMPOSIUM: FRIDAY, 10:30–12:15****SALON 2 (HILTON)**

**FROM RESEARCH TO PRACTICE:  
SOCIAL-COGNITIVE APPROACHES TO IMPROVING PERFORMANCE RATINGS**

To what extent can research aimed at exploring the cognitive processes responsible for rater error and bias contribute to performance appraisals in use? We address this question by presenting research in which a social-cognitive approach was used to enhance the quality of work performance ratings.

Richard F. Martell, Montana State University, Chair

Boris B. Baltes, Wayne State University, Cara C. Bauer, Wayne State University, *The Efficacy of a Structured Free Recall Intervention at Reducing Gender and Racial Biases in Performance Ratings*

Richard F. Martell, Montana State University, David Evans, Montana State University, *Reducing the Effects of Rater Expectations on Work Behavior Ratings: A Source Monitoring Approach*

Richard D. Goffin, University of Western Ontario, R. Blake Jelley, University of Western Ontario, *Facilitating Social Comparisons in Performance Appraisal*

Deidra J. Schleicher, University of Tulsa, David V. Day, Pennsylvania State University, Sarah A. Strupeck, University of Tulsa, *Frame-of-Reference Training and Trait-Based Impressions: The Contributions of Associated Systems Theory*

Daniel R. Ilgen, Michigan State University, *Discussant*

Submitted by Richard F. Martell, martell@montana.edu

**4. SYMPOSIUM: FRIDAY, 10:30–12:15****SALON 3 (HILTON)**

**PERSONALITY ACROSS INDIVIDUAL, TEAM, JOB, AND ORGANIZATIONAL LEVELS OF ANALYSIS**

The presentations in this symposium examine personality across individual, team, job, and organizational levels of analysis. As a set, the studies demonstrate the consequences of homogeneity for individual and team level outcomes. These results suggest that future research needs to consider personality within a multilevel framework.

Robert E. Ployhart, George Mason University, *Chair*

Jonathan C. Ziegert, University of Maryland, Benjamin Schneider, University of Maryland, *What Type of Homogeneity When? An Examination of the ASA Model*

Robert E. Ployhart, George Mason University, Jeff A. Weekley, Kenexa, Kathryn L. Baughman, George Mason University, *The Consequences of Personality for Individual Job Satisfaction and Organizational Citizenship Behaviors Across Individual, Job, and Organizational Levels*

David A. Hofmann, University of North Carolina, Lisa M. Jones, University of North Carolina–Chapel Hill, *Personality, Normative Behavior, and Organizational Performance*

Greg L. Stewart, University of Iowa, Ingrid Smithey Fulmer, Michigan State University, Murray R. Barrick, University of Iowa, *Linking Individual Personality to Team Characteristics Through Role Configuration*

Benjamin Schneider, University of Maryland, *Discussant*

Submitted by Robert E. Ployhart, rployhar@gmu.edu

**5. SYMPOSIUM: FRIDAY, 10:30–11:45****SALON 4/5 (HILTON)**

**AFFIRMATIVE ACTION: PROCEDURAL JUSTICE, THE JUSTICE SYSTEM, AND IMPLEMENTATION**

Public attitudes toward affirmative action are affected by the strength of the affirmative action plan, the organization's history of discrimination, and the justification given for the affirmative action plan. Factors associated with judicial decisions in reverse discrimination cases are induced. An affirmative action practitioner enumerates practical implications.

David A. Kravitz, George Mason University, *Chair*

Tamara Skinner, Christopher Newport University, Diane Catanzaro, Christopher Newport University, *Are Attitudes Toward Affirmative Action Influenced by Organizational Justice Views? A Manipulation of Procedural Fairness*

Jennifer L. Knight, Rice University, Michelle (Mikki) Hebl, Rice University, Tiffany Bludau, Rice University, *Affirmative Reaction: The Influence of Framing on Nonbeneficiary Attitudes Toward Affirmative Action Plans*

Jennifer Thompson, Chicago School of Prof Psychology, Scott B. Morris, Illinois Institute of Technology, *What Is the Difference Between Affirmative Action and Reverse Discrimination?*

Deborah Ashton, Darden Restaurants Inc., *Discussant*

Submitted by David A. Kravitz, dkravitz@gmu.edu

## 6. SYMPOSIUM: FRIDAY, 10:30–11:45

SALON 6 (HILTON)

### CROSS-CULTURAL PERSPECTIVES ON THE FEEDBACK GIVING AND RESPONDING PROCESS

Cross-cultural perspectives on giving performance feedback and responding to it are considered via the presentation of (a) a cross-cultural model of responses to feedback, (b) the results of cross-cultural research on the ProMES system in several nations, and (c) the findings of research on feedback giving across several cultures.

Lyman W. Porter, University of California–Irvine, *Chair*

Eugene F. Stone-Romero, University of Central Florida, Dianna L. Stone, University of Central Florida, *A Model of Cross-Cultural Differences in Responses to Feedback*

Robert D. Pritchard, Texas A&M University, Joel Philo, Texas A&M University, Satoris S. Youngcourt, Texas A&M University, *Responses to Feedback: An International Comparison*

Paul E. Levy, University of Akron, Stanley B. Silverman, University of Akron, Christina Norris-Watts, University of Akron, James M. Diefendorff, Louisiana State University, Mano Ramakrishnan, University of Akron,

*Differences Across Cultures in Developmental Feedback*

Miriam Erez, Technion, *Discussant*

Submitted by Eugene F. Stone-Romero, wolfcub@bellsouth.net

## 7. SYMPOSIUM: FRIDAY, 10:30–12:15

SALON 7 (HILTON)

### APPLICANT REACTIONS TO HIGH-TECH RECRUITMENT AND SELECTION METHODS

Organizations are increasingly turning to high-tech methods (e.g., the Internet) in an effort to streamline recruitment and selection. However, the impact of these methods on applicants remains largely unexplored. This symposium presents multiple perspectives on the impact of high-tech methods on applicant reactions and the potential for adverse impact.

Matthew E. Paronto, Portland State University, *Co-Chair*

Talya N. Bauer, Portland State University, *Co-Chair*

Michael M. Harris, University of Missouri–St. Louis, George E. Paajanen, Unicru, Inc., Melanie Blunt, University of Missouri–St. Louis, *Internet Recruitment: How Does It Compare to Other Sources?*

Matthew E. Paronto, Portland State University, Talya N. Bauer, Portland State University, Donald M. Truxillo, Portland State University, Michael A. Campion, Purdue University, Jeff A. Weekley, Kenexa, *Applicant Reactions to Three Screening Methods: What Do Candidates Prefer?*

Scott Tonidandel, Davidson College, Miguel A. Quinones, Rice University, *Differential Reactions to Computer Adaptive Testing*

Douglas H. Reynolds, Development Dimensions International, Lilly Lin, Development Dimensions International, *An Unfair Platform? Subgroup Reactions to Internet Selection Techniques*

Fritz Drasgow, University of Illinois at Urbana-Champaign, *Discussant*

Submitted by Matthew E. Paronto, matthewp@pdx.edu

**8. PANEL DISCUSSION: FRIDAY, 10:30–12:15****SALON 8 (HILTON)****TRANSPORTATION SECURITY ADMINISTRATION SECURITY SCREENERS:  
FACTS FROM THE FRONTLINE**

Following 9-11, the Aviation and Transportation Security Act was passed creating the Transportation Security Administration, mandating federalization of 429 airports, and requiring a federal workforce of 40,000+ screeners be hired and trained in less than one year. This panel will describe how history was made with the screener selection program.

Elizabeth B. Kolmstetter, Transportation Security Administration, *Chair*

Joanna G. Lange, JGL Human Resources Solutions, *Panelist*

Elizabeth B. Kolmstetter, Transportation Security Administration, *Panelist*

James C. Sharf, Employment Risk Advisors, *Panelist*

Deborah Gebhardt, Human Performance Systems, Inc., *Panelist*

Ann M. Quigley, Transportation Security Administration, *Discussant*

Submitted by Elizabeth B. Kolmstetter, [ekolmstetter@tsa.dot.gov](mailto:ekolmstetter@tsa.dot.gov)

**9. ROUNDTABLE: FRIDAY, 10:30–11:45****CRYSTAL (HILTON)****LICENSURE, WHAT IS IT AND WHY SHOULD I CARE?**

Even though the impact of licensing for I-O psychologists can be enormous, many I-O professionals and students are unaware of the consequences. This roundtable brings together experts on the issue of licensure to educate others regarding licensure and to discuss future implications for I-O psychologists.

Lori A. Marrs, University of Tulsa, *Co-Host*

Dayna L. Tomlin, University of Tulsa, *Co-Host*

Judith S. Blanton, RHR International, *Co-Host*

Greg Gormanous, Louisiana State University–Alexandria, *Co-Host*

S. Morton McPhail, Jeanneret & Associates, Inc., *Co-Host*

M. Peter Scontrino, Scontrino & Associates, *Co-Host*

Submitted by Lori A. Marrs, [lori-marrs@utulsa.edu](mailto:lori-marrs@utulsa.edu)

**10. POSTER SESSION: FRIDAY, 10:30–11:45****INTERNATIONAL BALLROOM (HILTON)****SELECTION AND TESTING****10-1 LIVE VERSUS VIDEOTAPED STRUCTURED INTERVIEWS: ARE THEY COMPARABLE?**

Videotape technology is widely used to study the selection interview, yet little research has examined the degree to which videotaped interviews are comparable to face-to-face interviews. The results of this study suggest that researchers and practitioners should be cautious about generalizing research findings based on video-based interviews to live interviews.

Chad H. Van Iddekinge, HumRRO

Patrick H. Raymark, Clemson University

Philip L. Roth, Clemson University

Submitted by Chad H. Van Iddekinge, [cvaniddekinge@humrro.org](mailto:cvaniddekinge@humrro.org)

**10-2 APPLICANT-INCUMBENT DIFFERENCES ON PERSONALITY, INTEGRITY, AND CUSTOMER SERVICE MEASURES**

This study compared applicant and incumbent responses on measures of personality, integrity, and customer service orientation. The analysis yielded much larger applicant-incumbent differences across the Big Five dimensions than on the customer service and integrity scales. Differences in the factor structure of responses from the two groups were also found.

Chad H. Van Iddekinge, HumRRO  
 Patrick H. Raymark, Clemson University  
 Carl E. Eidson, Wilson Learning Corporation  
 Dan J. Putka, HumRRO

Submitted by Chad H. Van Iddekinge, [cvaniddekinge@humrro.org](mailto:cvaniddekinge@humrro.org)

**10-3 EMOTIONAL INTELLIGENCE: A META-ANALYTIC INVESTIGATION OF PREDICTIVE VALIDITY**

The study used meta-analytic techniques to investigate the predictive validity of emotional intelligence (EI). Three different success criteria (i.e., work, academic, and life) were examined. Results indicate that across criteria EI had an operational validity of .23 ( $k = 41$ ,  $N = 6,995$ ). Moderating influences are examined.

David Van Rooy, Florida International University  
 Chockalingam Viswesvaran, Florida International University

Submitted by David Van Rooy, [dvanro01@fiu.edu](mailto:dvanro01@fiu.edu)

**10-4 VALIDITY OF THE REID REPORT FOR SELECTION OF CORRECTIONS STAFF**

The validity of the Reid Report, an overt integrity test, as a selection tool for corrections officers was assessed by correlating scores with performance-appraisal scores, use of sick leave, and disciplinary action. Validity was not established by any of these criteria. Without a significant validity, the utility was negative.

Jim J. Kramer, Middle Tennessee State University  
 Judith L. Van Hein, Middle Tennessee State University  
 Michael B. Hein, Middle Tennessee State University

Submitted by Judith L. Van Hein, [jvanhein@frank.mtsu.edu](mailto:jvanhein@frank.mtsu.edu)

**10-5 TESTING STEREOTYPE THREAT THEORY USING SAT-GRADE AND ASVAB-JOB PERFORMANCE RELATIONSHIPS**

To investigate stereotype threat (ST) in applied settings, models of relationships expected under ST theory were tested using SAT-grade ( $N = 49,374$ ), and ASVAB-job performance ( $N = 5,397$ ) relationships by race and gender. Findings were not supportive of ST theory, suggesting caution in positing ST as a key determinant of differences in applied settings.

Chaitra M. Hardison, University of Minnesota  
 Michael J. Cullen, University of Minnesota  
 Paul R. Sackett, University of Minnesota

Submitted by Paul R. Sackett, [psackett@tc.umn.edu](mailto:psackett@tc.umn.edu)

**10-6 THE CALIFORNIA PSYCHOLOGICAL INVENTORY AND RATINGS OF BACKGROUND INVESTIGATION DATA**

The relationships between Gough's (1975) CPI scales and performance on background investigation ratings were examined. Scores on the CPI scales and ratings of background investigation data were collected for court-security candidates ( $n = 467$ ). Stepwise regression analyses supported our expectation that Gough's Class II scales predict ratings of background data dimensions.

Mark A. Mishken, NYS Office of Court Administration  
Kevin C. Ruminson, CSU–Office of the Chancellor  
Krisztina Juhasz, NYS Office of Court Administration  
Submitted by Mark A. Mishken, mmishken@pace.edu

**10-7 THE VALIDITY OF BIODATA: EFFECT OF CONTEXT AND ITEM TYPE**

This study examines the validity of two different types of biodata items across incumbent and applicant groups. While the verifiable biodata items were equally valid across both groups, the nonverifiable items were significantly less valid in the applicant sample. We hypothesize that the differences in validity result from applicant faking.

Crystal Michele Harold, George Mason University  
Lynn A. McFarland, George Mason University  
Jeff A. Weekley, Kenexa  
Submitted by Crystal Michele Harold, charold@gmu.edu

**10-8 PATTERNS OF FAKING ON PERSONALITY ASSESSMENTS**

This paper presents a framework to integrate the faking research literature and to propose moderators of the intention to fake and the faking behavior relationship. Research is presented that examines the response pattern on two personality assessments when subjects are instructed to fake-good for specific jobs.

Suzanne E. Juraska, University of Illinois at Urbana-Champaign  
Submitted by Suzanne E. Juraska, sjuraska@s.psych.uiuc.edu

**10-9 PERSONALITY AND SITUATIONAL JUDGMENT TESTS ACROSS APPLICANT AND INCUMBENT SETTINGS**

The effects of validation design were examined across incumbents ( $N = 2,989$ ) and applicants ( $N = 7,259$ ). Applicants scored significantly higher than incumbents on three personality measures and significantly lower on an SJT. While the factor structures were not invariant, criterion-related validities were equivalent across samples. Subgroup differences were small to moderate in both settings.

Jeff A. Weekley, Kenexa  
Robert E. Ployhart, George Mason University  
Crystal Michele Harold, George Mason University  
Submitted by Jeff A. Weekley, jeff.weekley@kenexa.com

**10-10 IMPACT OF ELABORATION ON SOCIAL DESIRABILITY AND BIODATA MEASURES**

In investigating the impact of requiring biodata respondents to elaborate on item responses, we found that items with elaborated responses produced lower scores than did nonelaborated items. Requiring elaboration produced no significant effects for differences in mean test scores, validity, correlations with social desirability, and performance by racial subgroups.

Brian H. Kim, Michigan State University  
Neal W. Schmitt, Michigan State University  
Michael A. Gillespie, Michigan State University  
Lauren J. Ramsay, Michigan State University  
Frederick L. Oswald, Michigan State University  
Tae-Yong Yoo, Kwangwoon University

Submitted by Brian H. Kim, BrianKim@msu.edu

**10-11 DIVERSITY WITHOUT BANDING: A NOTE ON STOCHASTIC PERSONNEL SELECTION**

Cascio et al. (1991) developed sliding bands to increase diversity in personnel selection. Schmidt (1991) criticized the underlying logic of banding. We adapt Luce's (1959) choice rule to develop a stochastic selection procedure that increases the diversity of the selected job applicants and avoids Schmidt's criticisms of banding.

J. Neil Bearden, University of North Carolina at Chapel Hill  
Amanda Brown, University of North Carolina-Charlotte

Submitted by Amanda Brown, amabrown@charlotte.uncc.edu

**10-12 IMPRESSION MANAGEMENT USE AND EFFECTIVENESS ACROSS ASSESSMENT METHODS**

This study examines candidate verbal and nonverbal impression management (IM) use across four different assessment methods. Results indicate that IM use varies according to assessment method format and the effects of IM on assessor evaluations also vary across assessment methods. Thus, some assessment formats inhibit IM use and its effects.

Lynn A. McFarland, George Mason University  
Gunna (Janet) Yun, George Mason University  
Crystal Michele Harold, George Mason University  
Luciano Viera, George Mason University  
Lorie G. Moore, Human Resources Department, Arlington, VA

Submitted by Lynn A. McFarland, lmcfarla@gmu.edu

**10-13 NEW USE FOR AN OLD TOOL: VOCATIONAL INTERESTS AND OUTCOMES**

The congruence between an employee's interest profile and their work environment has been theorized to predict job satisfaction, tenure, and job performance. A meta-analysis of 93 studies ( $n = 48,938$ ) found moderate to weak relationships. Theoretical and methodological moderators were examined and implications for personnel selection practices are discussed.

Mark A. Morris, JCPenney  
James E. Campion, University of Houston

Submitted by Mark A. Morris, mark\_morris@yahoo.com

**10-14 FRAMING EFFECTS ON THE ANGOFF METHOD**

This study examined the effects of framing on judgments of item difficulty for a driving test. Judges were instructed to estimate the percentage of average drivers that would answer correctly (positive frame) or the percentage that would answer incorrectly (negative frame). Framing significantly affected the judges' estimates of item difficulty.

Todd J. Thorsteinson, University of Idaho  
Sarah Hironaka, University of Idaho

Submitted by Todd J. Thorsteinson, tthorste@uidaho.edu

**10-15 AN EVALUATION OF THE CONSTRUCT VALIDITY OF SITUATIONAL JUDGMENT TESTS**

Evaluates the extent to which SJT's can demonstrate convergent and discriminant validity by analyzing a SJT from a multitrait-multimethod perspective. A series of hierarchically nested confirmatory factor models were tested. Results indicate that the SJT demonstrates convergent and discriminant validity but also contains nontrivial amounts of construct-irrelevant method variance.

D. Matthew Trippe, Virginia Tech  
Roseanne J. Foti, Virginia Tech

Submitted by D. Matthew Trippe, dtrippe@vt.edu

**10-16 DEVELOPMENT OF THE ATTITUDES TOWARD COMPUTERS AND THE INTERNET SCALE**

Finding that existing computer attitude scales are of questionable validity with Internet populations, we created a new computer attitude scale better suited for use with computer-savvy populations. Preliminary evidence suggests reliability and validity of the Attitudes Toward Computers and the Internet scale for use with an Internet-based population.

Elizabeth Weiss, Georgia Institute of Technology  
Francisco Gabriel Barbeite, Georgia Institute of Technology

Submitted by Elizabeth Weiss, gte545r@prism.gatech.edu

**10-17 INDIVIDUAL DIFFERENCES AND FAIRNESS OF SELECTION PROCEDURES**

This study examined the effects of the Big Five personality traits and belief in a just world on perceptions of fairness in selection procedures. No consistent relationships were found between the Big Five and fairness perceptions. However, strong believers in a just world consistently perceived more fairness in all situations.

Anthony S. Boyce, Michigan State University

Submitted by Anthony S. Boyce, boyceant@pilot.msu.edu

**10-18 EFFECTS OF MEASUREMENT ERROR ON TEST-SCORE BANDING OUTCOMES IN SELECTION**

This paper investigates how measurement unreliability influences the effects of personnel selection decisions made using various methods of test-score banding. Simulation results varied the criterion-related validity, percent subgroup representation, selection ratio, and whether banding was conducted on the true scores or measured scores on the predictor.

Anthony S. Boyce, Michigan State University  
Frederick L. Oswald, Michigan State University

Submitted by Frederick L. Oswald, foswald@msu.edu



**10-19 ASSESSMENT CENTER RESULTS AND SELECTION DECISIONS: THE ROLE OF EXPERIENCE**

This study investigated the role of managerial and professional experience in interpreting assessment center results. Managers', trained assessors', and undergraduates' decision processes were examined. SMEs' ratings served as criteria. Calculations of Cronbach's accuracy components revealed differences among groups. A dominance analysis indicated the groups used different information when making decisions.

Erin K. P. Atchley, University of Tennessee–Knoxville

Robert T. Ladd, University of Tennessee–Knoxville

Submitted by Erin K. P. Atchley, [kateatchley@utk.edu](mailto:kateatchley@utk.edu)

**10-20 ASSESSING MANAGERS' ETHICAL DECISION MAKING: THE MANAGERIAL MORAL JUDGMENT TEST**

The purpose of this research was to develop a measure of managerial moral judgment that can be used in future research and managerial assessment. Results indicated that the new measure is reliable and correlates with a number of relevant variables in the hypothesized manner, demonstrating evidence of construct validity.

Greg E. Loviscky, SHL USA, Inc.

Linda K. Trevino, Pennsylvania State University

Rick R. Jacobs, Pennsylvania State University

Submitted by Greg E. Loviscky, [greg.loviscky@shlgroup.com](mailto:greg.loviscky@shlgroup.com)

**10-21 TRAIT AND METHOD EFFECTS IN EMPLOYMENT INTERVIEW DIMENSION RATINGS**

We investigated construct validity of employment-interview dimension ratings by assessing the extent of trait and method variance. A review of 29 multitrait-multimethod matrices indicated substantial method effects and weaker trait effects. We speculate on the substantive nature of method effects and the usefulness of interviews for measuring interpersonal traits.

James M. Conway, Central Connecticut State University

Allen I. Huffcutt, Bradley University

Bridget Settino, Central Connecticut State University

Submitted by James M. Conway, [conwayj@ccsu.edu](mailto:conwayj@ccsu.edu)

**10-22 CONSTRUCTIVE THINKING: MEASUREMENT AND APPLICATIONS**

Constructive thinking (CT) has recently received attention as an aspect of positive psychology that appears to predict positive emotional and behavioral outcomes in the workplace. This investigation used structural equation modeling to examine the structure, content, and core elements of the Constructive Thinking Inventory.

Terence J. Bostic, Leadership by Design

Steven G. Berger, Leadership by Design, Inc.

Submitted by Terence J. Bostic, [bostictj@att.net](mailto:bostictj@att.net)

**10-23 UNDERSTANDING THE UNDERLYING CONSTRUCTS OF THE SI AND PBDI**

Both SI and PBDI predicted typical teamplaying better than maximum teamplaying among 79 MBA students. Although the interviews correlated with facets of ability, these facets could only explain the interviews' validity for maximum, but not for typical performance. The interviews appear to assess primarily motivational constructs such as intentions or choices.

Ute-Christine Klehe, University of Toronto

Gary P. Latham, University of Toronto

Submitted by Ute-Christine Klehe, ute.klehe00@rotman.utoronto.ca

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**10-24      DEVELOPING A NEW CRITICAL THINKING TEST USING ITEM RESPONSE THEORY**

The Wagner Assessment Test (WAT) was developed to assess critical thinking ability via the conceptual approach taken by the Watson-Glaser Critical Thinking Assessment (WGCTA), using a less easily faked response format. Item response theory (IRT) analyses showed that the WAT produced higher test-information functions and higher internal consistency reliability.

Teresa A. Wagner, Virginia Tech

Robert J. Harvey, Virginia Tech

Submitted by Robert J. Harvey, rj@pstc.com

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**10-25      PREDICTORS OF MULTI-TASKING ABILITY FOR SELECTION: ATTITUDES VERSUS ABILITY**

A sample of manufacturing employees was used to test the comparative utility of measures of polychronic preference, polychronic ability (computerized multi-tasking simulation), and cognitive ability for predicting task-related job performance. The computerized multi-tasking simulation showed the highest utility in predicting job performance. Organizational implications and benefits are discussed.

Richard T. Cober, University of Akron

Alana B. Cober, University of Akron

Amie D. Lawrence, Select International, Inc.

Matthew S. O'Connell, Select International, Inc.

Submitted by Richard T. Cober, rcober@uakron.edu

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**10-26      EFFECT OF APPLICANT INFLUENCE TACTICS ON RECRUITER PERCEPTIONS OF FIT**

The present study examines the effect of applicant influence tactics on recruiter perceptions of fit. Results suggest that ingratiation has a strong, positive effect on fit. Fit also mediates the relationship between ingratiation and recruiter evaluations.

Chad A. Higgins, University of Washington

Timothy A. Judge, University of Florida

Submitted by Chad A. Higgins, chiggins@u.washington.edu

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**10-27      THE EFFECTS OF FAKING ON A SITUATIONAL JUDGMENT TEST**

We examined the fakability of a Situational Judgment test (SJT) of college student success by assigning students to an honest or a fake condition. The SJT showed significant correlations with personality, was not g-loaded and was fakable. Furthermore, faking had a negative impact on the criterion validity of the SJT.

Helga Peeters, Ghent University

Filip Lievens, Ghent University

Submitted by Filip Lievens, filip.lievens@rug.ac.be

**10-28 MODERATORS OF SITUATIONAL AND BEHAVIOR DESCRIPTION INTERVIEW VALIDITY**

A meta-analysis of 54 studies ( $N = 5,536$ ) found mean corrected validities of 0.43 for situational and 0.51 for behavior-description interviews. Job complexity moderated the validity of situational interviews but not behavior-description interviews. The mean validity of predictive studies was found to be 0.10 lower than concurrent studies.

Allen I. Huffcutt, Bradley University  
Philip L. Roth, Clemson University  
James M. Conway, Central Connecticut State University  
Ute-Christine Klehe, University of Toronto

Submitted by Allen I. Huffcutt, [huffcutt@bradley.edu](mailto:huffcutt@bradley.edu)

**10-29 COMPUTER ANXIETY AND TEST PERFORMANCE: COMPARING SELECTION TEST FORMATS**

A field study examined computer anxiety as a predictor of performance on two versions of a selection assessment: computer based and paper and pencil based. Negative affect and test anxiety were also examined. Computer anxiety predicted performance on both test versions, and may be better understood as part of the general state anxiety domain.

Lailani Frericks, San Diego State University  
Karen Holcombe Ehrhart, San Diego State University  
Matthew S. O'Connell, Select International, Inc.

Submitted by Karen Holcombe Ehrhart, [kehrhart@sunstroke.sdsu.edu](mailto:kehrhart@sunstroke.sdsu.edu)

**10-30 THE INCREMENTAL VALIDITY OF SITUATIONAL JUDGMENT TESTS FOR PERFORMANCE PREDICTION**

A situational judgment test (SJT) was found to have incremental validity over and above a measure of cognitive ability and a semi-structured interview. The SJT was also found to have a higher level of predictive performance for specific dimensions of the criterion.

Walter B. Porr, George Mason University  
Tonia S. Heffner, U.S. Army Research Institute

Submitted by Walter B. Porr, [WPorr@gmu.edu](mailto:WPorr@gmu.edu)

**10-31 AN EXAMINATION OF THE MEASUREMENTS OF EMOTIONAL INTELLIGENCE**

This study examines effects of different measurement approaches on emotional intelligence (EI), and the differences of emotional perception from other branches. Subjects include 594 undergraduate students. Results showed personality is significantly related to EI self-report measures, and cognitive ability is significantly related to objective measures but with emotional perception only.

Zeng Xiaofang, Wright State University  
Corey E. Miller, Wright State University

Submitted by Zeng Xiaofang, [xiaofangzeng@hotmail.com](mailto:xiaofangzeng@hotmail.com)

**10-32 EXAMINATION OF BIODATA CRITERION VALIDITY ACROSS MULTIPLE CRITERIA**

This paper presents an examination of the ability of biodata to predict across multiple criteria using an innovative approach for empirical scoring and cross-validation. The statistical procedure of bootstrapping was used to score and cross-validate the inventories. Validity coefficients generated were consistently high across predictors. Future research directions are offered.

Michelle A. Dean, San Diego State University

Submitted by Michelle A. Dean, michelle.dean@sdsu.edu

**10-33 CONDITIONAL REASONING TEST OF ACHIEVEMENT ORIENTATION:  
FAKABILITY AND ADVERSE IMPACT**

In order to combat faking on personality measures, researchers are experimenting with innovative formats, such as Conditional Reasoning Test (CR; James, 1998). This study shows that although the CR Test is relatively less susceptible to faking, it results in adverse impact against African Americans and in some undesirable psychometrics.

Esteban Tristan, Wright State University

Corey E. Miller, Wright State University

Megan Leasher, Wright State University

Submitted by Corey E. Miller, corey.miller@wright.edu

**10-34 THE TEAM EXPERIENCES SURVEY: A BIODATA TEST FOR TEAM SELECTION**

Although organizations have structured work around teams, few tools exist for selecting individuals to work in team settings. A new biodata selection test is developed that taps into 20 team-experience constructs. The Team Experiences Survey is almost wholly independent of cognitive ability, but somewhat related to personality factors.

Michael Johnson, Michigan State University

Frederick P. Morgeson, Michigan State University

Submitted by Michael Johnson, john1781@msu.edu

**10-35 SITUATIONAL JUDGMENT TESTING:  
FURTHER INVESTIGATION OF RESPONSE INSTRUCTION EFFECTS**

A study was conducted to test the effects of “would” versus “should” response instructions on situational judgment tests. One-hundred sixty-seven (167) participants reviewed an employee manual for a fictitious organization and answered 18 SJ questions. Results consistent with prior research were obtained, focusing on constructs that might differentiate “would” from “should” responses.

Morell E. Mullins, Xavier University

Shelba A. Devendorf, Bowling Green State University

Submitted by Morell E. Mullins, mullins@xavier.edu

**10-36 RESPONSE ENHANCEMENT AS A FUNCTION OF DISCRIMINATION PERCEPTIONS**

This study proposes that perceptions of discrimination are an important factor contributing to response enhancement on noncognitive selection instruments. It was found that individuals who believed they possessed a characteristic that would make them a possible target of discrimination during the selection process were more likely to modify responses.

Dalya Rofail, University of Akron  
 Barbara A. Ritter, University of Akron  
 Andrea F. Snell, University of Akron

Submitted by Barbara A. Ritter, [britter@uakron.edu](mailto:britter@uakron.edu)

### 10-37      **SENDING IMPRESSIONS: THE IMPACT OF INGRATIATION IN JOB APPLICATION LETTERS**

The present study examines the influence of impression management tactics applied in job application letters on perceived qualifications and hiring recommendations. We find results consistent with those of the interview context. Ingratiation in application letters improved ratings and that self-focused tactics were more effective than other-focused tactics.

SooMin Toh, Texas A&M University  
 Arup Varma, Loyola University–Chicago

Submitted by SooMin Toh, [smtoh@cgsb.tamu.edu](mailto:smtoh@cgsb.tamu.edu)

### 10-38      **FORCED-CHOICE PERSONALITY TESTS: A MEASURE OF PERSONALITY OR “G”?**

The present study investigated the moderating effect of test format on the personality-cognitive ability relationship. The results showed that faked responses to forced-choice personality items are in part a function of cognitive ability.

Natalia V. Dyomina, George Washington University  
 Nicholas L. Vasilopoulos, George Washington University  
 Jeffrey M. Cucina, George Washington University  
 Richard R. Reilly, Stevens Institute of Technology

Submitted by Natalia V. Dyomina, [ndyomina@gwu.edu](mailto:ndyomina@gwu.edu)

### 10-39      **THE INFLUENCE OF THE BIG FIVE ON TEST-TAKER REACTIONS**

This study examined the impact of the Big Five personality dimensions on the perceived job relatedness, invasiveness and likelihood of complaints of a cognitive ability and personality test. Using data from 196 test takers, several significant relationships were found between extraversion, agreeableness, openness, and neuroticism, and reactions.

Henry F. Thibodeaux, U.S. Office of Personnel Management  
 John M. Avis, U.S. Office of Personnel Management  
 Jeffrey D. Kudisch, University of Maryland

Submitted by John M. Avis, [jmavis@opm.gov](mailto:jmavis@opm.gov)

### 10-40      **SUBGROUP VARIANCE HETEROGENEITY IN THE ASSESSMENT OF ADVERSE IMPACT**

The use of Cohen's (1988) effect size index (d) can misestimate adverse impact ratios when subgroup variances are unequal. This paper examines the magnitude of misestimation, and demonstrates that the use of a common correction formula does little to increase accuracy. Heterogeneity of subgroup variance across multiple predictors is discussed.

William M. Rogers, Grand Valley State University  
 Lisa Brown, Grand Valley State University

Submitted by William M. Rogers, [RogersW@gvsu.edu](mailto:RogersW@gvsu.edu)

**10-41 PRACTICAL IMPLICATIONS OF APPLICANT VERSUS INCUMBENT DIFFERENCES ON PERSONALITY SCORES**

Applicant and incumbent scores were compared on personality tests to determine the practical implications of response distortion. Large group differences on personality scores were found for the dataset comparisons. There was a significant interaction between race and dataset for one comparison. Regression analyses indicated response distortion accounted for the differences.

Matthew S. O'Connell, Select International, Inc.  
Jennifer P. Bott, University of Akron  
Mano Ramakrishnan, University of Akron  
Dennis Doverspike, University of Akron  
Submitted by Jennifer P. Bott, [jphilip@uakron.edu](mailto:jphilip@uakron.edu)

**10-42 HIERARCHICAL CONFIRMATORY FACTOR ANALYSIS OF THE MYERS-BRIGGS TYPE INDICATOR**

Confirmatory factor analyses were conducted on the Myers-Briggs Type Indicator using over 11,000 student and leadership-development raters, testing (a) a first-order factor model with additional secondary loadings, and (b) a hierarchical, second-order factor model. Results indicated that both strategies succeeded in providing some degree of improvement in model-fit.

Tammy L. Bess, Virginia Tech  
Robert J. Harvey, Virginia Tech  
Dana Schwartz, Virginia Tech  
Submitted by Robert J. Harvey, [rj@pstc.com](mailto:rj@pstc.com)

**10-43 EFFECTS OF ADMINISTRATION METHOD, GENDER, AND COUNTRY ON EXAGGERATION**

This research study examined the influence of online versus paper-and-pencil methods of test administration on the tendency to exaggerate for a multicultural group of respondents. Countries represented in the study included the United States, Australia, New Zealand, and the UK. Significant differences were found for all countries except the U.S.

Ira H. Bernstein, University of Texas at Arlington  
George W. Dudley, Behavioral Sciences Research Press  
Shannon L. Goodson, Behavioral Sciences Research Press  
Submitted by Shannon L. Goodson, [slgoodson@bsrpinc.com](mailto:slgoodson@bsrpinc.com)

**10-44 LOGICAL REASONING ABILITY CORRELATES WITH POSITIVE SELF-PRESENTATION ON BIODATA INSTRUMENTS**

Applicants with greater logical reasoning ability changed biodata responses more effectively relative to a scoring key across two test administrations. Greater reasoning ability was related to enhanced self-presentation, though also to fewer item changes overall. Implications for test development, life expectancy of selection tests, and social desirability research are discussed.

Theodore L. Hayes, U.S. Immigration & Naturalization Service  
Julia McElreath, U.S. Immigration & Naturalization Service  
Susan M. Reilly, U.S. Immigration & Naturalization Service  
Nicholas L. Vasilopoulos, George Washington University  
Submitted by Theodore L. Hayes, [theodore.l.hayes@usdoj.gov](mailto:theodore.l.hayes@usdoj.gov)

**10-45 FRAME-OF-REFERENCE PERSONALITY AND VOCAL ATTRACTIVENESS IN EMPLOYEE SELECTION**

In a concurrent validity study with 154 participants, a structured interview and two different frame-of-reference personality measures are examined in three vocal attractiveness conditions. The validity of the interview and personality measures are found to vary in a pattern related to levels of vocal attractiveness.

Timothy G. DeGroot, Oklahoma State University

Submitted by Timothy G. DeGroot, degrotg@okstate.edu

**10-46 BANDING, PERFORMANCE, AND MINORITY HIRING: FURTHER MONTE CARLO SIMULATIONS**

Monte Carlo simulation compared the effects of (a) banding on one cognitive predictor and using a second uncorrelated predictor to select among individuals within a band, and (b) combining both predictors into a composite and selecting on the composite. The composite approach produced both higher performance and greater minority hiring.

Christopher M. Berry, University of Minnesota

Roxanne M. Laczko, University of Minnesota

Paul R. Sackett, University of Minnesota

Submitted by Paul R. Sackett, psackett@tc.umn.edu

**10-47 COMPARING DIRECTLY THE VALIDITY OF BROAD AND NARROW BANDWIDTH PREDICTORS**

This study tests meta-analytically hypotheses that broad personality scales show stronger relations with broad criteria than narrow scales, and that narrow scales show stronger relations with narrow criteria than broad scales. Sample weighted results support H1 but not H2. Corrected correlations suggest narrow scales yield higher validities than broad scales.

Christina R. Van Landuyt, Hogan Assessment Systems

Brent D. Holland, Hogan Assessment Systems

Submitted by Christina R. Van Landuyt, chris@hoganassessments.com

**10-48 ARE IMMIGRANT, BILINGUAL JOB APPLICANTS OVER-RECOMMENDED IN SELECTION PROCEDURES?**

Immigrant/Dutch differences were investigated with regard to interviewer's strategies in assessing job suitability, using a large sample of applicants. Immigrants receiving equal suitability recommendations as Dutch scored much lower on cognitive tests. Across groups, interviewers weighed tests differently, but impressions were weighed similarly, and language skills moderated recommendation decisions.

Karen Van Dam, Tilburg University

Jan te Nijenhuis, Leiden University

Submitted by Karen Van Dam, K.vanDam@uvt.nl

**10-49 AN EXAMINATION OF FACET-LEVEL RELATIONSHIPS BETWEEN INTEGRITY AND COGNITIVE ABILITY**

Based on a recent judgmental sort of integrity into 23 homogeneous item clusters, the relationship between integrity and cognitive ability was examined at a new level of detail. Results indicate that the near-zero relationship between integrity and cognitive ability is not uniform across thematic composites.

Emily E. Duehr, University of Minnesota  
Paul R. Sackett, University of Minnesota  
Deniz S. Ones, University of Minnesota

Submitted by Emily E. Duehr, dueh0005@umn.edu

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**10-50 RECRUITER INFERENCES FROM RESUME CHARACTERISTICS**

This study focused on inferences made by recruiters when viewing applicant resumes. In a within-subjects design, recruiters judged hypothetical job candidates that varied on GPA and work experience. Work experience and grades affected judgments about the likelihood of interviewing. These effects were partially mediated by inferences about ability and motivation.

Donna G. Rockford, Louisiana State University  
Jerel E. Slaughter, University of Arizona

Submitted by Jerel E. Slaughter, jslaught@eller.arizona.edu

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**10-51 TESTING A PROPOSED METHOD FOR ESTIMATING JCV TEST BATTERY VALIDITY**

This study compares JCV battery validity estimates developed using the Morris, Hoffman, and Schultz (2002) procedure to observed battery validity for six utility company progressions. JCV battery validity estimates were comparable to observed battery validity coefficients (ratings criteria) and were conservative compared to observed validity coefficients corrected for statistical artifacts.

Calvin C. Hoffman, Alliant University  
David C. Morris, Semptra Energy

Submitted by Calvin C. Hoffman, choffman@alliant.edu

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**10-52 THE BANDWIDTH-FIDELITY DILEMMA AND SITUATIONAL JUDGMENT TEST VALIDITY**

This study applied the bandwidth-fidelity dilemma to the validity of Situational Judgment Tests (SJTs). Most likely SJT responses were strongly related to personality, especially when personality was measured at the facet level. Least-likely SJT responses were unrelated to personality, but predicted training performance better than most-likely SJT responses.

Jeffrey M. Cucina, George Washington University  
Nicholas L. Vasilopoulos, George Washington University  
Julia A. Leaman, U.S. Immigration & Naturalization Service

Submitted by Jeffrey M. Cucina, jcucina@gwu.edu

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**10-53 REVISED ESTIMATES OF DIMENSION AND EXERCISE VARIANCE COMPONENTS IN ACPEDRS**

We re-analyzed AC PEDR MTMM matrices reported earlier by Lievens and Conway (2001) using a different set of CFA-based models to estimate Dimension and Exercise variance components. Based on our re-analyses we suggest that, consistent with previous narrative reviews, Exercise variance components dominate over Dimension variance components.

Charles E. Lance, University of Georgia  
Amanda G. Gewin, University of Georgia  
Tracy Lambert, University of Georgia  
Filip Lievens, Ghent University  
James M. Conway, Central Connecticut State University

Submitted by Charles E. Lance, clance@arches.uga.edu



**10-54 NEW MEASURES OF COMPUTER SELF-EFFICACY AND ANXIETY**

Two studies investigated the validity of computer self-efficacy and computer anxiety scales for an Internet sample. The first study found existing measures of computer self-efficacy and anxiety to be inadequate for an Internet sample. In the second study, new measures were created and compared to computer and Internet use behaviors.

Francisco Gabriel Barbeite, Georgia Institute of Technology

Elizabeth Weiss, Georgia Institute of Technology

Submitted by Francisco Gabriel Barbeite, fbarbie99@hotmail.com

**11. EDUCATION FORUM: FRIDAY, 10:30–11:45****QUINCE (HILTON)****TEACHING THE PRACTITIONER SIDE OF THE SCIENTIST-PRACTITIONER MODEL**

This forum focuses on stimulating discussion on how we could train graduate students to be practitioners. Three approaches (supervised field experiences, formal coursework and consulting/centers) will be discussed. Faculty and graduate students will describe each approach and its strengths and limitations with particular emphasis on student professional development.

Lynn K. Bartels, Southern Illinois University–Edwardsville, *Co-Chair*

Therese H. Macan, University of Missouri–St. Louis, *Co-Chair*

Lynn K. Bartels, Southern Illinois University–Edwardsville, Therese H. Macan, University of Missouri–St. Louis,

Brigid C. Gutting, University of Missouri–St. Louis, Matthew R. Lemming, University of Missouri–St. Louis,

Ryan D. McCrea, Southern Illinois University, *How is the “Practice” Component in I-O Training Delivered?*

Janet L. Barnes-Farrell, University of Connecticut, Lisa Kath, University of Connecticut, *Using Practicum and Internship Experiences to Develop Professional Skills*

Allan I. Kraut, Baruch College/Kraut Associates, *The View From Across the Bridge: Scientist Versus Practitioner Goals*

Jacob E. Hautaluoma, Colorado State University, *Teaching a Graduate I-O Psychology Skills Course*

Steven G. Rogelberg, Bowling Green State University, Alan G. Walker, Bowling Green State University, *The Scientist-Practitioner Ideal? Establishing a University Training and Research Institute*

Submitted by Lynn K. Bartels, LBartel@siue.edu

**12. PRACTITIONER FORUM: FRIDAY, 10:30–11:45****AZALEA (HILTON)****REMOTE TRAINING TECHNIQUES: TECHNICAL SOLUTIONS TO COMMON TRAINING CHALLENGES**

Difficulties and expense associated with training individuals in geographically dispersed and remote locations are challenges faced by many organizations. This session presents three innovative solutions to these challenges: telephone-coached role-play training, satellite video broadcast training, and cutting-edge Web-based training. The pros, potential cons, and impact of each are addressed.

Brian J. Rugeberg, Aon Consulting, *Chair*

William S. Battle, Aon Consulting, *An Innovative Solution to Suburban Propane’s Customer Service Training Challenge*

Christopher T. Rotolo, Behavioral Insights, LLC, *The Use of Satellite Video Broadcasts in Survey Feedback Training*

Paul Squires, Applied Skills & Knowledge, *Learning Principles and Instructional Design for Web-Based Training*

Submitted by Brian J. Rugeberg, Brian\_Rugeberg@aoncons.com

**13. SYMPOSIUM: FRIDAY, 10:30–11:45****NARCISSUS (HILTON)****TELEWORK: BREAKING THE MYTHS**

Working remotely is no longer just about avoiding crowded highways or providing perks to star employees. We share current research on new trends in remote work, with emphasis on teleworker characteristics, attitudes, and performance. Practical advice and identification of research needs assures an informative session for practitioners and academics alike.

Jennifer M. Verive, White Rabbit Virtual, Inc., *Chair*

Donald D. Davis, Old Dominion University, Karen A. Polonko, Old Dominion University, *Impact of the Virtual Office on Work Outcomes: A National Survey of Telework*

Nancy DeLay, Eli Lilly & Company, Mark LoVerde, Personnel Research Associates, *Impact of Informal Telecommuting on Employee Attitudes: A Survey of Employee Attitudes in a Midwest Pharmaceutical Company*

Mark LoVerde, Personnel Research Associates, Roya Ayman, Illinois Institute of Technology, Nancy DeLay, Eli Lilly & Company, *The Effects of Individuals' Psychological Needs on Telework's Impact on Job Performance*

Erica I. Desrosiers, Applied Systems, Rebecca A. Henry, Purdue University, *Telework and Work Attitudes: Organizational Commitment and Perceived Coworker Support*

Ann Howard, Development Dimensions International, *Discussant*

Submitted by Jennifer M. Verive, [jverive@wrvinc.com](mailto:jverive@wrvinc.com)

**14. EDUCATION FORUM: FRIDAY, 10:30–11:15****ORANGE BLOSSOM (HILTON)****MASTER'S PROGRAMS IN I-O: SHOULD THEY BE ACCREDITED?**

The proposed session will provide attendees an opportunity to discuss issues surrounding the accreditation of programs granting terminal master's degrees in I-O psychology. Accreditation of such programs (by the Master's in Psychology Accreditation Council) is relatively new and its advantages and disadvantages are not well publicized.

Jo Ann Lee, University of North Carolina–Charlotte, *Co-Chair*

Rosemary Hays-Thomas, University of West Florida, *Co-Chair*

William D. Siegfried, University of North Carolina–Charlotte, *Co-Chair*

Laura L. Koppes, Eastern Kentucky University, *Discussant*

Submitted by Jo Ann Lee, [jolee@email.uncc.edu](mailto:jolee@email.uncc.edu)

**15. EDUCATION FORUM: FRIDAY, 10:30–11:45****CAMELIA (HILTON)****I-O AT THE MOVIES: FEATURE FILMS AS TEACHING RESOURCES**

Session examines the increasingly popular use of feature films as teaching resources in I-O, OB, and HRM courses. It's intended for educators who wish to incorporate film into their teaching repertoire, as well as those who already utilize film-based instruction. Selected film clips will be shown, and teaching approaches/experiences shared.

John D. Watt, University of Central Arkansas, *Chair*

Wendy J. Casper, University of Tulsa, Deidra J. Schleicher, University of Tulsa, Chris Bourdeaux, University of Tulsa, Anthony F. Abalos, University of Tulsa, *Film Use in I-O Coursework: On a Roll?*

Peter D. Bachiochi, Eastern Connecticut State University, *Using the Film Office Space for an I-O Application Paper*

Joseph Champoux, The University of New Mexico, *At the Movies: Cinema in Our Classrooms*

John D. Watt, University of Central Arkansas, *Using Feature Films to Enhance Leadership Education*

Submitted by John D. Watt, [JohnWatt@mail.uca.edu](mailto:JohnWatt@mail.uca.edu)

**16. PANEL DISCUSSION: FRIDAY, 10:30–11:45****DOGWOOD (HILTON)****APPROACHES TO TEACHING CROSS-CULTURAL I-O PSYCHOLOGY**

Globalization is increasingly placing demands on I-O psychologists to use their skills in international settings. However, few graduate courses offer formal training on international issues or on cross-cultural I-O psychology. This panel will discuss various approaches for effectively teaching and imparting knowledge about cross-cultural I-O psychology.

Shreya T. Sarkar-Barney, Illinois Institute of Technology, *Chair*

Roya Ayman, Illinois Institute of Technology, *Panelist*

Jack M. Feldman, Georgia Institute of Technology, *Panelist*

Michele J. Gelfand, University of Maryland, *Panelist*

Submitted by Shreya T. Sarkar-Barney, sarkarbarney@iit.edu

**17. PRACTITIONER FORUM: FRIDAY, 10:30–12:15****CASTLE HARBOUR (ROYAL PLAZA)****HIGH-VOLUME SELECTION SYSTEMS: BENEFITS, STRATEGIES, PITFALLS, AND BEST PRACTICES**

Organizations are migrating towards high-volume selection strategies because they save money, maximize resources, and help hire the best possible talent across applicant pools. The practitioners will describe unique high-volume selection system and implementation strategies and provide a basic understanding of benefits, drawbacks, and best practices with each methodology.

Jared D. Lock, Hogan Assessment Systems, *Chair*

Ron Moser, Wachovia, *Developing and Implementing High Volume Strategies for Multiple Job Families*

Mark H. Strong, Jeanneret & Associates, *Multi-Site Selection Systems: Assessing Candidates All Over the Country*

Brad Kruse, Central Michigan University, Jared D. Lock, Hogan Assessment Systems, *Making Fine Distinctions Between Jobs in the Same Job Family*

David C. Morris, Sempra Energy, Ryan A. Ross, Hogan Assessment Systems, *Simplifying the Seemingly Impossible—Systematic Selection for over 180 Jobs*

Amy C. Hirsch, Verizon, *Discussant*

Submitted by Jared D. Lock, jlock@HoganAssessments.com

**18. SYMPOSIUM: FRIDAY, 10:30–11:45****HARBOUR 1 (ROYAL PLAZA)****THE INTERNET AT WORK OR NOT: PREVENTING COMPUTER DEVIANCE**

Since 1994 the Internet has become fundamental to the workplace, but it has raised managerial concerns regarding productivity, security, and legal liability. We present both research and “best practices” that provide the audience with base rates of nonproductive use, explanatory models, and techniques to foster a productive Internet culture.

Paul M. Mastrangelo, Genesee Survey Services, Inc., *Chair*

Paul M. Mastrangelo, Genesee Survey Services, Inc., Wendi J. Everton, Eastern Connecticut State University,

Jeffrey A. Jolton, Genesee Survey Services, Inc., *Nonproductive Computer Use at Work: Results from the 2001 National Work Opinion Survey*

Richard A. Davis, York University, Gordon L. Flett, York University, Avi Besser, Sapir Academic College,

*Organizational Commitment and Job Satisfaction in Employee Internet Abuse*

Jeffrey M. Stanton, Syracuse University, Kathryn R. Stam, Syracuse University, Slawomir J. Marcinkowski,

Syracuse University, *Behavioral Information Security: Defining the Criterion Space*

Jeffrey A. Jolton, Genesee Survey Services, Inc., Paul M. Mastrangelo, Genesee Survey Services, Inc., Wendi J.

Everton, Eastern Connecticut State University, *Innovative Approaches to Internet Access at Work: A Case Review*

Submitted by Paul M. Mastrangelo, paul.mastrangelo@gensurvey.com

**19. SYMPOSIUM: FRIDAY, 10:30–12:15****HARBOUR 2 (ROYAL PLAZA)****RECENT RESEARCH ON MANAGING/FOSTERING EMPLOYEE AND LEADER DEVELOPMENT**

Taking both practice and research points of view, this symposium will address several overlapping themes relevant to managing or fostering employee and leader development: leadership competence and development, organizational policies, practices and culture related to development, age/generation differences, employee and leader involvement in and differences in motivation for development.

Todd J. Maurer, Georgia Institute of Technology, *Chair*

Cynthia D. McCauley, Center for Creative Leadership, *Organizational Practices in Support of Leader Development*

Heather Pierce, Self-employed, Todd J. Maurer, Georgia Institute of Technology, *Leader-Member Exchange,*

*Perceived Organizational Support, Organizational Citizenship, and Development Participation*

Jennifer J. Deal, Center for Creative Leadership, Karen D. Bryson, Center for Creative Leadership, *Age/Generation*

*Differences in Preferences for Learning Tactics and Content*

Todd J. Maurer, Georgia Institute of Technology, Elizabeth Weiss, Georgia Institute of Technology, Francisco

Gabriel Barbeite, Georgia Institute of Technology, *Involvement in Development: Effects of Individual,*

*Situational, Motivational, and Age Variables*

Raymond A. Noe, Ohio State University, *Discussant*

Submitted by Todd J. Maurer, tm24@prism.gatech.edu

**20. PRACTITIONER FORUM: FRIDAY, 10:30–12:15****HARBOUR 3 (ROYAL PLAZA)**

**PREDICTING ORGANIZATIONAL SUCCESS:  
EMPLOYEE SATISFACTION VERSUS SERVICE CLIMATE**

Employee surveys are increasingly used as leading indicators of future performance. Many organizations today rely upon the long-standing intuition that employee-centric constructs (e.g., satisfaction, commitment, engagement) drive customer satisfaction and, in the long run, business performance. While dynamics are complex, service climate measures make better predictors of effectiveness.

Scott M. Brooks, Gantz Wiley Research, *Chair*

S. Douglas Pugh, University of North Carolina–Charlotte, Joerg Dietz, University of Western Ontario, Scott M.

Brooks, Gantz Wiley Research, Jack W. Wiley, Gantz Wiley Research, *Employee and Customer-Focused*

*Measures in Linkage Research*

Joe Colihan, IBM, *Well-Being, Effectiveness, and Job Type: Differential Effects in Linkage Research*

Daniel V. Lezotte, Illinois Institute of Technology, Patrick D. McLinden, Illinois Institute of Technology, *A Test of*

*Two Path Models to Determine Climate-Related Antecedents to Customer Satisfaction and Loyalty*

Kyle Lundby, Data Recognition Corporation., Kristofer J. Fenlason, Data Recognition Corporation, *Service*

*Climate Versus Employee Satisfaction: Which Matters? When? Why?*

Scott M. Brooks, Gantz Wiley Research, *Discussant*

Submitted by Scott M. Brooks, Sbrooks@gantzwiley.com

**21. SYMPOSIUM: FRIDAY, 10:30–11:45****HARBOUR 4 (ROYAL PLAZA)****TOWARD APPLYING THE SHARED COGNITION CONSTRUCT TO TRAINING APPLICATIONS**

This symposium represents a program of research developed by the Navy and academicians to address shared cognition in team performance. The goal of this program is to advance the science of shared team cognition to the point where valid, diagnostic, and practical measures are available to support applied training applications.

Lori R. Van Duyne, NAVAIR Orlando TSD, *Chair*

Kurt Kraiger, University of Tulsa, *Assessing Task Expectations and Structural Knowledge in Teams*

Joan R. Rentsch, University of Tennessee, David J. Woehr, University of Tennessee, Scott Hutchison, The Organizational Research Group, Kimberly A. Smith-Jentsch, NAVAIR Orlando TSD, *A Comparison of Three Measurement Methods in Predicting Performance*

John E. Mathieu, University of Connecticut, Kimberly A. Smith-Jentsch, NAVAIR Orlando TSD, Kurt Kraiger, University of Tulsa, *ATC's Shared Cognition and Tower Effectiveness*

Kimberly A. Smith-Jentsch, NAVAIR Orlando TSD, Alicia S. Smeltzer, University of Central Florida, Lizzette Lima, University of South Florida, Patrick J. Rosopa, University of Central Florida, Creig W. Crippen, University of Central Florida, *Investigating The Diagnosticity of a Method for Measuring Teamwork Mental Models*

Richard J. Klimoski, George Mason University, *Discussant*

Submitted by Lori R. Van Duyne, lvanduyne@cfl.rr.com

## 22. SYMPOSIUM: FRIDAY, 10:30–12:15

JASMINE BAY (ROYAL PLAZA)

### TESTING NEW THEORIES OF ORGANIZATIONAL JUSTICE

The purpose of this symposium is to showcase empirical tests of new theories in the justice literature, including fairness heuristic theory, fairness theory, and the fairness threshold model. Four empirical studies using both laboratory and field methods are detailed. The results of the studies are largely supportive of the theories.

Jason A. Colquitt, University of Florida, *Chair*

Jason A. Colquitt, University of Florida, Jeffery A. LePine, University of Florida, Bruce Louis Rich, University of Florida, Ronald F. Piccolo, University of Florida, *Fairness Heuristic Theory: A Field Test*

David A. Jones, University of Calgary, Daniel Skarlicki, University of British Columbia, *Integrating Fairness Theory With Fairness Heuristic Theory: Reactions to Interactional Injustice*

Deborah E. Rupp, University of Illinois at Urbana-Champaign, *Testing the Moral Violations Component of Fairness Theory: The Moderating Role of Value Preferences*

Elizabeth Layne Paddock, University of Arizona, Barry M. Goldman, University of Maryland, Stephen W. Gilliland, University of Arizona, *Revisiting the Fairness Threshold Model: Differences in Distributive, Procedural, and Interactional Justice*

Russell S. Cropanzano, University of Arizona, *Discussant*

Submitted by Jason A. Colquitt, colquitt@ufl.edu

## 23. EDUCATION FORUM: FRIDAY, 11:30–12:45

ORANGE BLOSSOM (HILTON)

### PICTURE THIS! USING FEATURE FILMS TO TEACH I-O COMPETENCIES

Presenters will share strategies and techniques for using full-length feature films and film clips to teach core concepts in human resource management, organizational behavior, and conflict/negotiations. Questions, insights, and experiences from participants will be encouraged. Lists of select feature films that contain the appropriate content will be provided to forum participants.

Crissie M. Frye, Eastern Michigan University, *Co-Chair*

C. Douglas Johnson, Michelin North America, *Co-Chair*

Crissie M. Frye, Eastern Michigan University, *Illustrating Human Resource Competencies With "Remember the Titans"*

C. Douglas Johnson, Michelin North America, *Illustrating Competencies with "12 Angry Men" and a Team Project*

Rebecca J. Bennett, University of Toledo, *Illustrating Conflict Resolution Skills With Feature Length Films*

Eduardo Salas, University of Central Florida, *Discussant*

Submitted by Crissie M. Frye, cmfrye@aol.com