

24. SPECIAL EVENT: FRIDAY, 12:00–1:45**SALON 4/5 (HILTON)****SHOULD I-O PSYCHOLOGISTS BE LICENSED? YES, NO, AND MAYBE**

This panel discussion will explore the most salient facets of the practice of applied psychology, namely: Should I-O psychologists be licensed? Panelists will reflect the spectrum of opinion on this matter. Discussion will address practitioner necessities, academic curriculum, state-wide regulation of professional practice, and continuing education.

Nancy T. Tippins, Personnel Research Associates, Inc., *Chair*
 S. Morton McPhail, Jeanneret & Associates, Inc., *Panelist*
 Michael P. Brawer, Florida Psychological Association, *Panelist*
 Laura L. Koppes, Eastern Kentucky University, *Panelist*
 Richard J. Klimoski, George Mason University, *Panelist*
 Rosemary Hays-Thomas, University of West Florida, *Panelist*

Submitted by Nancy T. Tippins, nancytippins@att.net

25. SYMPOSIUM: FRIDAY, 12:00–1:15**SALON 6 (HILTON)****BEYOND MERE COMPLIANCE: APPLYING PSYCHOLOGY TO REDUCING DISCRIMINATION**

Concerns over compliance with antidiscrimination law are being overshadowed by labor market demands for diversity in selection and retention. Intentional and unintentional discrimination inappropriately reduce labor supplies and exclude competent people from the labor market. The papers in this symposium describe research designed to predict and control job-irrelevant employment discrimination.

Robert G. Jones, Southwest Missouri State University, *Chair*
 Jeff Grebinoski, American Red Cross, Robert G. Jones, Southwest Missouri State University, *Aversive Discrimination in the Employment Interview: Investigating Mitigating Institutional Pressures*
 Joerg Dietz, University of Western Ontario, Arjun Bhardwaj, University of Western Ontario, Arthur P. Brief, Tulane University, *The Value of Egalitarianism: An Antidote Against Discrimination*
 Kecia M. Thomas, University of Georgia, Chang-Ya Hu, University of Georgia, Amanda Gerwin, University of Georgia, Kecia Bingham, University of Georgia, Nancy Yanchus, University of Georgia, *The Roles of Newcomers' Race, Gender, and Proactivity on Old-Timers' Willingness to Mentor: A Policy-Capturing Study*
 Robert L. Dipboye, Rice University, *Discussant*

Submitted by Robert G. Jones, RobertJones@smsu.edu

26. ROUNDTABLE: FRIDAY, 12:00–1:15**CRYSTAL (HILTON)****EXECUTIVE COACHING: A 2003 CONTINUATION OF COLLECTIVE ADVICE**

Executive coaching continues to be a growing area of practice within organizations. However, practitioners often feel they are figuring it out as they go. This roundtable will provide participants with the opportunity to work on coaching cases, share best practices, and develop a more rigorous approach to their coaching engagements.

Sandra Hartog, Sandra Hartog & Associates, *Co-Host*
 Janis M. Ward, Independent Management Consultant, *Co-Host*

Submitted by Sandra Hartog, shartog@sandrahartogassoc.com

FRIDAY PM

27. PRACTITIONER FORUM: FRIDAY, 12:00–1:15**AZALEA (HILTON)****SIX SIGMA AND THE ROLE OF I-O PSYCHOLOGY**

Presenters will introduce the Six Sigma business management system that has been embraced by many top organizations. Presenters will discuss how I-O psychology fits into the Six Sigma world and how their skills and abilities as I-O psychologists have facilitated the success of Six Sigma in their very diverse organizations.

Mariangela Battista, Starwood Hotels & Resorts, *Chair*

Peter S. Pande, Pivotal Resources Inc, *The Six Sigma Way*

Michelle M. Crosby, Starwood Hotels & Resorts, *Six Sigma at Starwood Hotels and Resorts*

Matthew Barney, Motorola, *Six Sigma at Motorola*

Lina Zvonar, General Electric, *Six Sigma at GECapital*

Submitted by Mariangela Battista, Mariangela.Battista@starwoodhotels.com

FRIDAY PM

28. PRACTITIONER FORUM: FRIDAY, 12:00–1:15**CAMELIA (HILTON)****SECURING THE FUTURE—BUILDING A PIPELINE OF EXECUTIVE TALENT**

Building a pipeline of talent is a strategic imperative for many organizations. One important strategy is to focus on developing talent who have the potential to reach executive leadership positions. This practitioner forum will highlight approaches to accelerating executive development and offer best practices.

Claudia Pezzina, Bristol-Myers Squibb, *Chair*

Claudia Pezzina, Bristol-Myers Squibb, Suzan L. McDaniel, Bristol-Myers Squibb, *Unleashing Executive*

Potential by Cultivating Top Talent

James H. Brooks, Cisco Systems, Inc., *Developing New Economy Executives*

Robert S. Browning, The Colgate-Palmolive Company, *Developing Global Leaders at the Colgate-Palmolive Company*

Robert F. Silzer, Human Resource Assessment & Dvt, *Fifty Ways to Grow an Executive: Teach'm a New Tack, Jack*

Submitted by Claudia Pezzina, claudia.pezzina@bms.com

29. SYMPOSIUM: FRIDAY, 12:00–1:15**DOGWOOD (HILTON)****PERSONALITY AND WORK BEHAVIORS OF POLICE OFFICERS**

What makes an effective police officer? This symposium is focused on personality determinants of police behaviors. The individual studies were part of the state of California's efforts to revise its psychological screening guidelines. The findings can aid in the design of improved identification, screening, selection, and placement methods for police officers.

Shelley Spillberg, California POST, *Co-Chair*

Deniz S. Ones, University of Minnesota, *Co-Chair*

Shelley Spillberg, California POST, *Project Background and the Identification of Critical Peace Officer*

Personality Traits

Shelly Drees, University of Minnesota, Deniz S. Ones, University of Minnesota, Michael J. Cullen, University of Minnesota, Shelley Spillberg, California POST, Chockalingam Viswesvaran, Florida International University,

Personality Assessment in Police Officer Screening: Mandates and Practices

Michael J. Cullen, University of Minnesota, Deniz S. Ones, University of Minnesota, Chockalingam Viswesvaran, Florida International University, Shelly Drees, University of Minnesota, Kathryn Langkamp, Arizona State University, *A Meta-Analysis of the MMPI and Police Officer Performance*

Chockalingam Viswesvaran, Florida International University, Deniz S. Ones, University of Minnesota, Michael J. Cullen, University of Minnesota, Shelly Drees, University of Minnesota, Kathryn Langkamp, Arizona State University, *Appropriate Police Officer Norms on Personality Scales*

Deniz S. Ones, University of Minnesota, Chockalingam Viswesvaran, Florida International University, Michael J. Cullen, University of Minnesota, Shelly Drees, University of Minnesota, Kathryn Langkamp, Arizona State University, *Personality and Police Officer Behaviors: A Comprehensive Meta-Analysis*

Submitted by Deniz S. Ones, Deniz.S.Ones-1@tc.umn.edu

30. SYMPOSIUM: FRIDAY, 12:00–12:45

HARBOUR 1 (ROYAL PLAZA)

FAKING AS MORE THAN ERROR: CAUSES, CONSEQUENCES, AND IDENTIFICATION

Considerable personnel selection research has focused on detecting and deterring “faking” on noncognitive measures. However, less research has focused on building a nomological network around faking. The research presented in this symposium defines faking as distinct from measurement error and specifies individual differences and situations associated with faking behavior.

Eric D. Heggstad, Colorado State University, *Co-Chair*

Kimberly C. Hastey, Colorado State University, *Co-Chair*

Rose A. Mueller-Hanson, PDRI, Eric D. Heggstad, Colorado State University, George C. Thornton, Colorado State University, *Individual Differences in Impression Management Strategy: The Role of Willingness and Opportunity*

Kimberly C. Hastey, Colorado State University, Eric D. Heggstad, Colorado State University, Peter Y. Chen, Colorado State University, *Differential Effects of Faking on the Validity of Noncognitive Measures*

Robert E. Gibby, Bowling Green State University, Michael J. Zickar, Bowling Green State University, Chet Robie, Niagara University, *Uncovering Faking Samples in Applicant, Incumbent, and Experimental Data Sets: An Application of Multi-Group IRT Analyses*

Rodney A. McCloy, HumRRO, *Discussant*

Submitted by Kimberly C. Hastey, khastey@lamar.colostate.edu

31. SYMPOSIUM: FRIDAY, 12:00–12:45

HARBOUR 4 (ROYAL PLAZA)

E-WORK BEST PRACTICES

Advances in high-speed access and mobile connectivity have enabled organizations to implement an array of e-work programs (e.g., telework, virtual teams). What makes an effective e-work program? This session will discuss current research and offer best practices guidelines for performance management, training, and the development of effective virtual work environments.

Nancy DeLay, Eli Lilly & Company, *Chair*

Donald D. Davis, Old Dominion University, Janet Byrant, Old Dominion University, Lara Tedrow, Old Dominion University, Ying Liu, Old Dominion University, Rebecca Say, Old Dominion University, Michael Mihalecz, Old Dominion University, *Leadership in Global Virtual Teams*

Jennifer M. Verive, White Rabbit Virtual, Inc., *E-Work Training: Essential KSAs for the Virtual Workplace*

Brett E. Trusko, Future of Work Project, *Employee Satisfaction Factors in the E-Work Environment Versus the Traditional Work Environment*

Submitted by Jennifer M. Verive, jverive@wrvinc.com

32. SYMPOSIUM: FRIDAY, 12:30–2:15**SALON 1 (HILTON)****VIRTUAL TEAMS: EXPLORING NEW FRONTIERS IN RESEARCH AND PRACTICE**

This symposium highlights current research and practice involving virtual teams. Topics explored include (a) input factors and enabling conditions related to effectiveness; (b) effects of communication modality on teamwork and performance; (c) effective virtual meetings; and (d) group identity, trust, and communication in teams with varying degrees of virtuality.

Tjai M. Nielsen, RHR International, *Co-Chair*

Terry R. Halfhill, University of North Texas, *Co-Chair*

Susan G. Cohen, University of Southern California, Cristina Gibson, University of Southern California, *Putting the Team Back in Virtual Teams*

Thomas D. Fletcher, Old Dominion University, Debra A. Major, Old Dominion University, *The Effects of Communication Modality on Teamwork Processes*

Lori Bradley, University of North Texas, *Virtual Meetings*

Jane Webster, Queen's School of Business, Wai K. P. Wong, High-tech Organization, *Group Identity, Trust, and Communication in Naturally-Occurring Project Teams*

Paul E. Tesluk, University of Maryland, *Discussant*

Submitted by Tjai M. Nielsen, tnielsen@rhrinternational.com

FRIDAY PM

33. SYMPOSIUM: FRIDAY, 12:30–1:45**SALON 2 (HILTON)**

**H.L. MENCKEN WOULD BE PROUD:
SOLUTIONS FOR COMPLEX METHODOLOGICAL PROBLEMS**

Many of the methodological problems that we encounter in I-O psychology contain more complexity than our methods allow us to acknowledge. The papers to be presented in this symposium describe four efforts to wrestle with complex methodological problems in selection and multilevel research.

Jose M. Cortina, George Mason University, *Chair*

Jeffrey R. Edwards, University of North Carolina, Katherine J. Klein, University of Maryland, Abbie J. Shipp, University of North Carolina, Beng-Chong Lim, University of Maryland, *The Study of Dispersion in Organizational Behavior Research: An Analytical Framework Using Distributional Moments*

Gilad Chen, Georgia Institute of Technology, Paul D. Bliese, Walter Reed Army Institute of Research, John E.

Mathieu, University of Connecticut, *A Procedure for Testing Homologous Models Across Levels of Analysis*
Herman Aguinis, University of Colorado-Denver, Erika Harden, FMI, *To Band or Not to Band? Multi-Attribute Utility Analysis Can Answer the Question*

Robert E. Ployhart, George Mason University, Brian C. Holtz, George Mason University, Luciano Viera, George Mason University, Jeff A. Weekley, Kenexa, *An Approach for Testing and Explaining Differential Item Functioning*

Lawrence R. James, University of Tennessee, *Discussant*

Submitted by Jose M. Cortina, jcortina@gmu.edu

34. MASTER TUTORIAL: FRIDAY, 12:30–1:45**SALON 7 (HILTON)**

***ONE CE CREDIT AVAILABLE FOR ATTENDING!
REGISTER AT THE SESSION***

WORK MOTIVATION: WHAT WE KNOW AND WHAT WE DON'T

After about 4 decades of theory development and research, sufficient evidence exists to make possible the beginnings of an overall model of work motivation. The purpose of this session is to conceptually discuss and empirically demonstrate what we know and what we don't about work motivation.

Edwin A. Locke, University of Maryland, *Presenter*

Alex Stajkovic, University of Wisconsin–Madison, *Presenter*

Submitted by Alex Stajkovic, astajkovic@bus.wisc.edu

35. PRACTITIONER FORUM: FRIDAY, 12:30–2:15**SALON 8 (HILTON)****BETTER SERVING THE BUSINESS: MAKING ORGANIZATIONAL SURVEYS MORE STRATEGIC**

This session focuses on the experiences of practitioners in HR and OD of using feedback contained in employee surveys for strategic impact. Drawing on seasoned internal and external perspectives, the session will share key lessons learned and successful practices developed for maximizing the strategic benefits of an organizational survey process.

Leo F. Brajkovich, International Survey Research LLC, *Chair*

Leanne Voigt, Toyota, *Employee Surveys as a Strategic Tool of Continuous Improvement: The Toyota Experience*

Justin McLaughlin, Naval Undersea Warfare Center, Division Newport, Ruth Miller, Naval Undersea Warfare Center, *Surveys as a Guide on a Transformational Journey*

Kim Stewart, National Semiconductor Corporation, *Employee Surveys Can Shape Strategic Business Processes: The Case of National Semiconductor*

William E. Werhane, International Survey Research LLC, Leo F. Brajkovich, International Survey Research LLC, *Top Down, Bottom Up, and In-Between: Common and Not-So-Common Practices for Achieving Strategic Impact With Organizational Surveys*

Allan H. Church, PepsiCo, *Discussant*

Submitted by Leo F. Brajkovich, Leo.Brajkovich@isrsurveys.com

36. SYMPOSIUM: FRIDAY, 12:30–1:45**QUINCE (HILTON)****MULTIPLE I-O INITIATIVES FOR AN INS CUSTOMER SERVICE CENTER POSITION**

This research describes four different approaches used by the INS to reduce turnover and improve performance management and customer satisfaction. The approaches included selection, career path development, a classification study, and call monitoring. Opportunities to use such a comprehensive approach in the public and private sector will be discussed.

David M. Pollack, U.S. Immigration & Naturalization Service, *Chair*

J. Anthony Bayless, U.S. Immigration & Naturalization Service, Julia McElreath, U.S. Immigration & Naturalization Service, Lisa Malik, U.S. Immigration and Naturalization Service, *Hiring Customer Service Employees: Is Anyone Out There?*

Matthew Dreyer, Aon Consulting, Daniel P. Russell, Aon Consulting, Matthew R. Redmond, Aon Consulting, Marilyn K. Gowing, Aon Consulting, Miriam T. Nelson, Aon Consulting, *Alternative Approaches to Conducting a Job Classification Study of INS Contact Representatives*

Theodore L. Hayes, U.S. Immigration & Naturalization Service, Thomas J. Lyons, U.S. Immigration & Naturalization Service, *Identification of a Career Path for INS Contact Representatives*
 Miriam T. Nelson, Aon Consulting, *Improving Customer Service at the INS*
 Jerard F. Kehoe, AT&T, *Discussant*

Submitted by Matthew Dreyer, matthew_j_dreyer@aoncons.com

37. SPECIAL EVENT: FRIDAY, 12:30–1:15

NARCISSUS (HILTON)

SMALL GRANT WINNERS

In 2001, SIOP initiated a small grants program to promote cooperative research-related activities between academics and practitioners with the goal of advancing both knowledge and practice. In this session, the initial two grantees will present their work as well as discuss how the SIOP Small Grant Program helped to facilitate their research.

David A. Hofmann, University of North Carolina, *Chair*
 Jennifer Z. Carr, Michigan State University, S. David Kriska, City of Columbus, Ohio, *Investigating the Incremental Effects of a Stereotype Threat Intervention on Minority Applicant Withdrawal*
 Frederick L. Oswald, Michigan State University, Patrick D. Converse, Michigan State University, Michael A. Gillespie, Michigan State University, Kevin A. Field, Ball Foundation, Elizabeth B. Bizot, The Ball Foundation, William C. Tirre, The Ball Foundation, Peg Hendershot, The Ball Foundation, *Having a Fit: Using the O*NET for Person-Job Fit Across Ability and Vocational Interest Domains*

Submitted by David A. Hofmann, dhofmann@unc.edu

38. PRACTITIONER FORUM: FRIDAY, 12:30–1:15

CASTLE HARBOUR (ROYAL PLAZA)

DESIGN AND USE OF LARGE-SCALE EMPLOYEE SURVEYS

The Home Depot is one of world's the largest retailers. This case will highlight issues in gathering candid input from nearly 300,000 people in almost 1,500 locations. Raytheon has achieved rapid improvement in its employee survey results. Key elements of analysis, management utilization, feedback, and follow-up will be presented

Larry D. Eldridge, Genesee Survey Services, Inc., *Chair*
 Leslie W. Joyce, The Home Depot, *From Vision to Assessment to Action Part I—The Home Depot*
 Jeffrey A. Jolton, Genesee Survey Services, Inc., *From Vision to Assessment to Action Part II—The Home Depot*
 Larry D. Eldridge, Genesee Survey Services, Inc., *Turning Information Into Action Part I—Raytheon*
 MaryBeth Mongillo, Raytheon Company, *Turning Information Into Action Part II—Raytheon*

Submitted by Larry D. Eldridge, larry.eldridge@gensurvey.com

39. SYMPOSIUM: FRIDAY, 12:30–2:15

HARBOUR 2 (ROYAL PLAZA)

CURRENT PERSPECTIVES AND FUTURE DIRECTIONS IN RETIREMENT RESEARCH

The concept of retirement is increasingly being redefined. As a result, it is important to integrate what we currently know from a diverse set of disciplines and determine the future direction of retirement research. Speakers will present cutting-edge brief summaries of their respective areas within the domain of retirement.

Gary A. Adams, University of Wisconsin Oshkosh, *Co-Chair*
 Kenneth S. Shultz, California State University-San Bernardino, *Co-Chair*
 Mary Anne Taylor, Clemson University, Dennis Doverspike, University of Akron, *Retirement Planning and Preparation*

Daniel C. Feldman, University of South Carolina, *Endgame: The Design and Implementation of Early Retirement Incentive Packages*

Janet L. Barnes-Farrell, University of Connecticut, *Psychological Influences on Retirement Decision-Making: Beyond Health and Wealth*

Martin M. Greller, University of Wyoming, Linda K. Stroh, Loyola University–Chicago, *What if We Took Phased Retirement Seriously as a Career Extension Program?*

Kenneth S. Shultz, California State University–San Bernardino, *Bridge Employment: Work After Retirement*

Michael J. Zickar, Bowling Green State University, Robert E. Gibby, Bowling Green State University, *Data Analytic Techniques for Retirement Research*

Submitted by Kenneth S. Shultz, kshultz@csusb.edu

40. SYMPOSIUM: FRIDAY, 12:30–2:15

HARBOUR 3 (ROYAL PLAZA)

CONCEPTIONS OF CAREER SUCCESS

What is career success? Four papers will examine this question from the perspectives of workaholics, people in transition from full-time to part-time work, cross-cultural differences, and those engaged in global leadership. Findings have implications for HRM theory and practice, managers, and career coaches, as well as individuals seeking “career success”.

Peter A. Heslin, University of Toronto, *Co-Chair*

Martin G. Evans, University of Toronto, *Co-Chair*

Ronald J. Burke, York University, *Workaholism and Career Outcomes: It's Not How Hard You Work but Why and How You Work Hard!*

Mary Dean Lee, McGill University, Pamela L. Dohring, McGill University, *The Meaning of Career Success Among Part-Time Professionals*

Peter A. Heslin, University of Toronto, Stephen Teo, University of Technology, Sydney, *Cross-Cultural Values and Criteria of Career Success*

George P. Hollenbeck, Hollenbeck Associates, Morgan W. McCall, University of Southern California, *“Not in My Wildest Imagination”...The Global Effect*

Douglas T. Hall, Boston University, *Discussant*

Submitted by Peter A. Heslin, heslin@rotman.utoronto.ca

41. SYMPOSIUM: FRIDAY, 12:30–2:15

JASMINE BAY (ROYAL PLAZA)

ADDRESSING SOME LIMITATIONS IN THE SCIENCE AND PRACTICE OF JOB ANALYSIS

The purpose of this symposium is to describe the results of four studies that address some limitations of the science and practice of job analysis. These studies examine the effects that decisions about rating sources, rating targets, and other factors can have on the results of job analysis studies.

Maury Buster, State of Alabama, *Chair*

Patrick J. Curtin, Caliber Associates, Christina K. Curnow, Caliber Associates, Shelly LaRonde, Caliber Associates, *Task Analysis: Examining Effects of Formulas, Scales, and SMEs Characteristics*

Christina K. Curnow, Caliber Associates, Timothy P. McGonigle, Caliber Associates, Lori A. Sideman, Pennsylvania State University, *Comparing Reliability and Agreement of O*NET and Job Analysis Questionnaire Ratings*

Laura Baranowski, Caliber Associates, Lance E. Anderson, Caliber Associates, *Examining Rating Source Variation in Work Behavior-to-KSA Linkages*

Ashley E. Cooke, Caliber Associates, Timothy P. McGonigle, Caliber Associates, Heidi L. Keller-Glaze, Caliber Associates, *Identifying Additional Sources of Systematic Variance in Job Analysis Ratings*

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

Submitted by Timothy P. McGonigle, mcgonigt@calib.com

42. PANEL DISCUSSION: FRIDAY, 1:00–2:45**SALON 3 (HILTON)****GETTING LEARNING INTO WEB-BASED, DISTANCE, AND DISTRIBUTED TRAINING**

The potential inherent in the growing use of e-learning is hampered because training design is technology driven, with little attention to sound instructional principles and learner needs. The panel will discuss four key themes to get the science of learning into the design of Web-based, distance, and distributed training.

Steve W. J. Kozlowski, Michigan State University, *Chair*

Kenneth DiPietro, Microsoft, *Panelist*

Janis A. Cannon-Bowers, Naval Air Warfare Center, *Panelist*

Kurt Kraiger, University of Tulsa, *Panelist*

Steve W. J. Kozlowski, Michigan State University, *Panelist*

Bradford S. Bell, Cornell University, *Panelist*

Eduardo Salas, University of Central Florida, *Panelist*

Submitted by Steve W. J. Kozlowski, stevekoz@msu.edu

FRIDAY PM**43. POSTER SESSION: FRIDAY, 1:00–2:15****INTERNATIONAL BALLROOM (HILTON)****STAFFING AND ORGANIZATIONAL ENTRY****43-1 INFLUENCE OF CONTEXTUAL REALISM ON EVALUATIONS OF AFFIRMATIVE ACTION PLANS**

Participants evaluated five versions of a 15-phase selection procedure (1 control; 4 AA) varying in temporal location and emphasis/weight placed on applicant race/gender. Participants preferred a procedure which placed emphasis/weight on race/gender during recruitment, provided a realistic view of the organization's workforce diversity and used a "value-added" AA decision-making philosophy.

Christopher W. LeGrow, Marshall University

Richard Izzett, State University of New York at Oswego

Submitted by Christopher W. LeGrow, legrow@marshall.edu

43-2 THE ROLE OF LEARNING GOAL ORIENTATION IN MENTOR-PROTÉGÉ RELATIONSHIPS

We examined how similarity between a mentor's and protégé's learning-goal orientation in 217 dyads is associated with mentoring functions received and protégé expectations regarding career outcomes (managerial career aspirations and career satisfaction). Results indicated that the greater the similarity, the greater the protégés' mentoring functions received and positive career outcomes.

Veronica Godshalk, Pennsylvania State University–Great Valley

John J. Sosik, Pennsylvania State University–Great Valley

Submitted by John J. Sosik, JJS20@PSU.edu

43-3 THE PLANNING FALLACY AT WORK

The planning fallacy is a tendency to underestimate how long it will take to complete familiar tasks. Working with employees in a Midwestern telephone company, we found that asking employees to reflect on their past performance and asking employees to anticipate potential interruptions reduced overly optimistic task completion predictions.

Christina McGuire, Kelly Services
Daniel Sachau, Minnesota State University–Mankato

Submitted by Daniel Sachau, sachau@mnsu.edu

43-4 ENHANCING KNOWLEDGE-SHARING BEHAVIORS IN CONSULTING PRACTICES

This research examined the impacts and implications of change requirements on the effectiveness of implementing an IT-enabled knowledge management program within a management consulting practice. Utilizing an organizational ethnography approach, data indicates key organizational conditions and interventions influencing program effectiveness. Findings are presented with implications for practice and future research.

Robert P. Lusignan, R. P. Lusignan & Associates

Submitted by Robert P. Lusignan, lusignan@compux.com

43-5 EXAMINING ORGANIZATIONAL JUSTICE AND EMPLOYEE ATTITUDES DURING THE RESTRUCTURING TRANSITION

This research examined employee perceptions and attitudes in two organizations in the midst of a restructuring process and made comparisons with non-restructuring organization matched in terms of geography, size, and organizational services. Organizational restructuring was associated with more favorable perceptions of coworker relations and greater organizational commitment.

Laura Ann Preston, Dow Chemical
Stephen H. Wagner, Central Michigan University

Submitted by Laura Ann Preston, lap1720@aol.com

43-6 COPING WITH DOWNSIZING: A QUANTITATIVE REVIEW

Survivors of organizational downsizing often must cope with the reality that their jobs may be insecure. This paper examines the magnitude of the job insecurity-coping relationship in order to determine the average size and direction of the overall relationship as well as to investigate potential moderators.

Laura Ann Preston, Dow Chemical
Stephen H. Wagner, Central Michigan University

Submitted by Laura Ann Preston, lap1720@aol.com

43-7 CANDIDATE PERCEPTIONS OF KNOWLEDGE OF PERFORMANCE, PERCEIVED VALIDITY AND FAIRNESS

This study examined a model of the processes through which employees generate fairness perceptions of assessment instruments used to make promotion decisions. Results from multiple samples showed that law enforcement candidates' perceptions of tests' content and predictive validity mediated relations between their perceived knowledge of test performance and fairness perceptions.

Wendy J. Casper, University of Tulsa
 Traci M. Sitzmann, University of Tulsa
 Kevin E. Fox, University of Tulsa
 Robert P. Tett, University of Tulsa
 Marguerite Lazzarini, Arlington County VA Government
 Submitted by Traci M. Sitzmann, traci-sitzmann@utulsa.edu

**43-8 PERCEIVED FAIRNESS OF BACKGROUND CHECKS:
INFLUENCE OF JOB-RELATEDNESS AND INVASIVENESS**

Ten positions with differing risk profiles and ten background check measures that varied in their perceived levels of invasiveness were paired in a between-subjects design. Results showed that the job-relatedness of a background check was a stronger predictor of fairness perceptions than was perceived invasiveness.

Mary L. Connerley, Virginia Tech
 Kevin D. Carlson, Virginia Tech
 Jennifer D. Oyler, Virginia Tech
 Submitted by Mary L. Connerley, maryc@vt.edu

43-9 CULTURAL DIFFERENCES IN THE PREDICTORS OF JOB-SEARCH BEHAVIOR

This study investigated cultural differences in the predictors of job search behavior, using the theory of planned behavior. Data were collected in a longitudinal design among 697 temporary employees. Results showed support for the hypothesized moderating effect of ethnicity on the relationship between subjective norm and job-search intention.

Edwin A. J. Van Hooft, Free University Amsterdam
 Marise Born, Erasmus University–Rotterdam
 Toon W. Taris, Nijmegen University
 Henk van der Flier, Free University–Amsterdam
 Submitted by Edwin A. J. Van Hooft, eaj.van.hooft@psy.vu.nl

43-10 EFFECTS OF REASONS FOR MISSING INFORMATION ON ADMISSION DECISIONS

Participants evaluated college applicants, some of which were missing information. Participants were either told the missing information was unavailable because the applicant did not provide it, the information was lost by the university, or no explanation was provided. The reason for the missing information did not affect judgments.

Todd J. Thorsteinson, University of Idaho
 Erik Srnka, University of Idaho
 Todd Kurowski, University of Idaho
 Submitted by Todd J. Thorsteinson, tthorste@uidaho.edu

43-11 VALENCE OF WORDING IN RECRUITMENT ADVERTISEMENTS ON APPLICANT ATTRACTION

This research investigated wording effects in recruitment advertisements. Framed ads, emphasizing gains from applying or losses from not applying, were compared to ads emphasizing positive attributes or the lack of negative attributes. Both the gain framed and positively worded ads were preferred to the loss framed and negatively worded ads.

Todd J. Thorsteinson, University of Idaho

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

43-12 NBADS FORMAT: FURTHER SUPPORT TO ITS ADVANTAGES OVER OTHER FORMATS

Raters rated different O*NET occupations using the BARS, GRS, and the novel NBADS formats. Raters never worked in the rated occupations before thus did not have an interest in manipulating ratings. NBADS was found to have lower leniency and accuracy biases and improved interrater agreement over other formats. Implications discussed.

Eran Hollander, Virginia Tech

Alisa H. Watt, Virginia Tech

Arlise P. McKinney, Virginia Tech

Submitted by Alisa H. Watt, alwatt@vt.edu

43-13 IMPLICATIONS OF DIFFERENCES IN ABILITY JOB CLUSTERS

This study examined implications of differences in job clusters resulting from three different types of aptitude data for three purposes: test validation, job evaluation, and career exploration. Results indicated the three data types produced substantially different job clusters, but these differences did not have clear implications for these three purposes.

Patrick D. Converse, Michigan State University

Frederick L. Oswald, Michigan State University

Submitted by Patrick D. Converse, convers8@msu.edu

43-14 STEREOTYPE THREAT AND FACE VALIDITY EFFECTS ON COGNITIVE TEST PERFORMANCE

Factors underlying stereotype threat reactions and cognitive ability test ("g") performance, in four testing conditions ("high" or "low" stereotype threat and "high" or "low" test face validity), were examined. Hispanic and African-American examinees' cognitive ability test performance was best in the "high face validity/low stereotype threat" condition.

Thomas P. Sawyer, Elmhurst College

Lisa A. Hollis-Sawyer, Northeastern Illinois University

Submitted by Thomas P. Sawyer, toms@elmhurst.edu

43-15 JUSTICE IN PERSONALITY TESTING: INFLUENCE OF OUTCOME, MODALITY, AND ELABORATION

We examined how reactions to a personality test are affected by outcome favorability, presentation of the test in a face-to-face versus paper-and-pencil format, and an opportunity to elaborate. Test reactions were more negative following unfavorable outcomes, and elaboration was associated with more perceived process control but less perceived interactional fairness.

Pablo Cruz, Rice University

Robert L. Dipboye, Rice University

Submitted by Pablo Cruz, pcruz@rice.edu

43-16 A LEGAL REVIEW OF THE AMERICANS WITH DISABILITIES ACT

Over 10 years of court cases have provided employers guidance about their responsibilities under the Americans With Disabilities Act of 1990 (ADA). This paper will review ADA case law, distill from these decisions key issues employers must understand about the Act, and provide guidance to employers with respect to compliance.

Lori K. Long, Kent State University
Robert H. Faley, Kent State University
Deborah Knapp, Kent State University

Submitted by Lori K. Long, LKLong@Kent.edu

43-17 JUROR SEXUAL HARASSMENT JUDGEMENTS: EFFECTS OF VICTIM AND PERPETRATOR INTOXICATION

When “jurors” judged sexual harassment scenarios depicting perpetrator and victim intoxication, there were no gender differences in harassment perceptions. Victim intoxication resulted in fewer judgments of harassment than when the perpetrator was intoxicated. However, when the victim was sober and the perpetrator intoxicated, it was perceived to be sexual harassment.

Elizabeth L. Shoenfelt, Western Kentucky University
Jewel A. Mack, Advance Auto Parts

Submitted by Elizabeth L. Shoenfelt, betsy.shoenfelt@wku.edu

43-18 COWORKER REACTIONS TO ADA-BASED “REASONABLE ACCOMMODATION”

Coworker reactions to strong and weak ADA accommodations and justification for the accommodation were assessed. A main effect was found for level of accommodation on fairness perceptions. In turn, perceptions of the company and willingness to help the disabled person were predicted by fairness perceptions.

Jenifer K. Greene, Maryville College
Mary Anne Taylor, Clemson University

Submitted by Jenifer K. Greene, jenifer.greene@Maryvillecollege.edu

43-19 RECRUITING NURSES INTO RURAL POSITIONS: TESTING OF THREE PERSUASION TECHNIQUES

Nursing students’ attraction to jobs in different locations was increased with the use of three persuasion techniques all based on the elaboration likelihood model. The persuasion techniques included: knowledge enhancement (incremental information), referent comparison (favorable comparisons), and perspective shift (shift in attention towards personal values). The latter was most effective.

Karen J. Brown, University of Calgary
Derek S. Chapman, University of Calgary

Submitted by Karen J. Brown, kbrown0426@rogers.com

43-20 AGE BIAS IN THE WORKPLACE: THE IMPACT OF AGEISM AND CAUSAL ATTRIBUTIONS

Investigates the impact of rater attributions and age-related attitudes on the recommendations for performance errors committed by older versus younger workers. More punitive recommendations are made when the employee is older, when the problem is seen as stable, and when the rater has negative age-related attitudes. Implications are discussed.

Marcus Crede, University of Illinois at Urbana-Champaign
Deborah E. Rupp, University of Illinois at Urbana-Champaign
Stephen J. Vodanovich, University of West Florida

Submitted by Deborah E. Rupp, derupp@s.psych.uiuc.edu

43-21 THE EFFECT OF CONTROLLABILITY AND STABILITY ON ESCALATION OF COMMITMENT

This study examined the effects of controllability and stability of a cause of failure on escalation of commitment to a failing course of action. Participants were asked to make decisions regarding investment in a failing program. Results showed a significant effect of controllability, but not stability, on escalation of commitment.

Smriti Shivpuri, Michigan State University
Robert S. Billings, Ohio State University
Robert Litchfield, Washington & Jefferson College

Submitted by Smriti Shivpuri, shivpuri@msu.edu

43-22 THE IMPACT OF A REJECTION COMMUNICATION ON REJECTED JOB APPLICANTS

The impact of a rejection communication on job applicants was examined. Those who were rejected and did not receive a rejection communication reported being less likely to reapply to or patronize the organization and more likely to speak negatively of it than those receiving such communication.

Marie Waung, University of Michigan–Dearborn
Thomas S. Brice, General Motors

Submitted by Marie Waung, mwaung@umd.umich.edu

43-23 CHANGING THE FACE OF TECHNOLOGY IN RECRUITMENT: THE REAL STORY

The current research considers that RJP and salience of information contributes to organizational attractiveness during Web-based recruitment. Results indicate that applicants found Web sites presenting minimal RJP information to be less attractive than sites presenting more information. Salient information was found to be more attractive than nonsalient.

Brian E. Cronin, Pennsylvania State University

Submitted by Brian E. Cronin, bec142@psu.edu

43-24 MANAGERIAL JUDGMENTS ABOUT THE IMPORTANCE OF APPLICANT TRAITS: CONTEXT MATTERS

We examined the effects of the context (selection procedure used) on the importance of the Big Five and GMA in managers' judgments of applicants. The selection procedure used significantly affected managers' importance judgments of Extraversion and GMA, with their importance decreasing when they were measured by tests instead of interviews.

Filip Lievens, Ghent University
Scott Highhouse, Bowling Green State University
Wilfried De Corte, Ghent University

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

43-25 PREDICTORS OF SUCCESS IN THE ERA OF THE BOUNDARYLESS CAREER

This study examined three classes of career competencies that have been proposed as important predictors of success in the boundaryless career. Results found support for the importance of “knowing why,” “knowing whom,” and “knowing what” as suggested from previous theoretical work (Arthur, Inkson, & Pringle, 1999; DeFillipi & Arthur, 1994).

Lillian T. Eby, University of Georgia
 Marcus Butts, University of Georgia
 Angie Lockwood, University of Georgia

Submitted by Marcus Butts, mmbutts@arches.uga.edu

43-26 A PENDULUM THEORY OF GROUP DECISION MAKING—POLARIZATION AND DEPOLARIZATION

Group polarization and depolarization have been studied to describe two biases that have been studied largely in isolation. We propose pendulum theory to integrate the two biases and demonstrate that the biases occur simultaneously. This study tests the theory in an escalation of commitment context using data from 65 teams.

Holly S. Slay, University of Maryland
 Henry Moon, University of Maryland
 Rebecca Hamilton, University of Maryland
 Amanuel G. Tekleab, University of Maryland

Submitted by Henry Moon, hmoon@rhsmith.umd.edu

43-27 ATTITUDES TOWARDS NETWORKING IN OUTPLACED EXECUTIVES

This research examined comfort levels associated with various types of networking activities and their influence on reemployment outcomes in 58 outplaced executives. Higher levels of a summary measure of networking discomfort as well as discomfort levels associated with specific types of networking were significantly correlated with longer durations of unemployment.

Shannon L. Goodson, Behavioral Sciences Research Press
 George W. Dudley, Behavioral Sciences Research Press
 Trelitha R. Bryant, Behavioral Sciences Research Press

Submitted by Shannon L. Goodson, slgoodson@bsrpinc.com

43-28 SOURCE EFFECTS IN INTERNET-BASED SCREENING PROCEDURES

This research examined the relationship between two newly-proposed source classifications (degree of interim contact and job board specificity) and two prehire outcomes: candidate qualifications and job fit. Among other findings, interim contact was related to education qualifications, and job board specificity was related to fit, technical skills, and education qualifications.

Mia L. Jattuso, Development Dimensions International
 Evan F. Sinar, Development Dimensions International

Submitted by Mia L. Jattuso, mia.jattuso@ddiworld.com

43-29 SCHEIN'S CAREER ANCHORS AND THE FIVE-FACTOR MODEL OF PERSONALITY

The study investigates the relationship between Schein's Career Anchors and the Five-Factor Model of Personality. The participants were 319 working adults and EMBA/MBA candidates. The instrument measuring career anchors was assessed for psychometric soundness and the relationships evaluated at both the factor and facet levels.

C. Douglas Johnson, Michelin North America
Pierce Johnson Howard, Center for Applied Cognitive Studies
Deborah J. Roebuck, Kennesaw State University
Tamara S. Lesesne, Midtown Associates for Psychotherapy & Career Counseling
Stephen J. Brock, Kennesaw State University

Submitted by C. Douglas Johnson, jyjohn@earthlink.net

43-30 PRIOR WORK EXPERIENCE AND THE SOCIALIZATION OF ORGANIZATIONAL NEWCOMERS

Selection research tells us that prior work experience is positively related to job performance, however, that effect might be ameliorated by negative socialization outcomes. Examination of 423 organizational newcomers in a longitudinally designed study showed that prior work experiences had positive selection effects while demonstrating negative socialization consequences.

Michael J. Wesson, Texas A&M University

Submitted by Michael J. Wesson, wesson@tamu.edu

43-31 CAREER SUCCESS OUTCOMES AND ATTITUDES ASSOCIATED WITH MENTORING OTHERS

The present study examined the relationship between four career success variables: salary, promotions, subjective career success, and job satisfaction, with experience as a mentor. Regression results, controlling for demographic and human capital factors, indicated that mentors reported greater salary, greater promotion rates, and stronger subjective career success than did nonmentors.

Tammy D. Allen, University of South Florida
Elizabeth M. Lentz, University of South Florida
Rachel Day, University of South Florida

Submitted by Tammy D. Allen, tallen@luna.cas.usf.edu

43-32 "CROSSING THE LINE:" FROM HUMOR TO HARASSMENT IN COMPUTER SIMULATIONS

This research examined the relationship between sex and the labeling of sexual harassment behaviors, using a computer simulation. Data from 117 participants indicated that there were differences between males and females that had an impact on the labeling of behaviors.

Blair Hall Hayes, Temple University
Donald A. Hantula, Temple University
Brian Marx, Temple University

Submitted by Blair Hall Hayes, Bhayes@Astro.Temple.edu

43-33 PERCEPTIONS OF DISTANCE LEARNING AND THE EFFECTS ON SELECTION DECISIONS

This paper examined students' attitudes concerning the effectiveness of distance learning and determined the impact these perceptions had on selection decisions. Individuals believed distance education was of lower quality than traditional classes, and this perception impacted their hiring decisions.

Jillian A. Peat, University of Tennessee–Knoxville
Katie Helland, University of Tennessee–Knoxville

Submitted by Jillian A. Peat, jpeat@utk.edu

43-34 RED QUEEN IN ORGANIZATIONAL BEHAVIOR

This paper theoretically examines the process by which certain situations of competition between individuals do not result in individual failure or demise, but instead success and improvements. This is accomplished by employing the red queen effect, a macro-level theory, at the micro-level of investigation. Testable propositions are formulated.

Kenneth J. Harris, Florida State University
Pamela L. Perrewe, Florida State University

Submitted by Pamela L. Perrewe, pperrew@cob.fsu.edu

43-35 ATTITUDES TOWARD DOWNSIZING OF THOSE HIRED BEFORE AND AFTER DOWNSIZING

The study compared attitudes of employees hired before, during, and after a layoff. Compared to individuals hired before the downsizing, individuals hired after the downsizing perceived that layoff decisions were made more fairly and that management did a better job of communicating the downsizing.

William Shepherd, ePredix

Submitted by William Shepherd, william.shepherd@epredix.com

43-36 REACTIONS TO THREE TEST SCORE USE PROCEDURES

Possible procedures for hiring employees (top-down, banding with preferences, within-group) were evaluated by White undergraduates who were given information about implications for company profits and minority representation. Attitudes varied with the interaction of procedure by gender but not with modern racism, social dominance orientation, political orientation, egalitarianism, or inegalitarianism.

David A. Kravitz, George Mason University
Dalit Lev-Arey Margalit, George Mason University

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

43-37 IMPROVING MANAGERIAL DIAGNOSIS OF PEOPLE PROBLEMS

A new intervention for structuring the diagnosis of complex people problems is introduced and tested in two laboratory experiments. Results indicate that this technique affects initial explanations, willingness to act without additional information search, and the content of subsequent information search in ways likely to result in improved judgment.

Robert C. Litchfield, Washington & Jefferson College

Submitted by Robert C. Litchfield, rlitchfield@washjeff.edu

43-38 EXAMINING MEASUREMENT EQUIVALENCE OF PAPER AND COMPUTERIZED JOB ANALYSIS SCALES

This study utilized Rasch analysis to examine the impact of response format on job analysis questionnaire scales (task importance and knowledge/skill importance). Qualified medical evaluators completed the job analysis in either a paper or computerized format administered via the Internet. Results supported the measurement equivalence of the two response formats.

Jeanne Makiney, CPS Human Resource Services
Christopher Rosen, University of Akron
Bruce W. Davis, CPS Human Resource Services
Kathy Tinios, CPS Human Resource Services
Patricia Young, CPS Human Resource Services

Submitted by Jeanne Makiney, jeanne@cps.ca.gov

43-39 THE ASSOCIATION OF WORK ATTITUDES WITH JOB-ANALYSIS RATINGS

This study found that work attitudes were significantly associated with job analysis ratings. Although work attitudes were not more associated with task importance ratings than frequency ratings, they were significantly more associated with frequency ratings of tasks that allowed discretion (weak tasks) than those with prescribed behaviors (strong tasks).

Jeffrey M. Conte, San Diego State University
Michelle A. Dean, San Diego State University
Kathleen L. Ringenbach, Chapman University
Stacey Kohler Moran, St. Paul Fire & Marine Insurance Company
Frank J. Landy, SHL

Submitted by Jeffrey M. Conte, jconte@sunstroke.sdsu.edu

**43-40 DETECTING PERSONALITY TEST FAKING WITH APPROPRIATENESS MEASUREMENT:
FACT OR FANTASY?**

Studies have suggested that item response theory (IRT) appropriateness indices may be useful in detecting faked response profiles in personality tests. Using responses to a binary-scored personality inventory designed to measure conscientiousness and agreeableness, we found that appropriateness indices were largely unable to detect two types of deliberate faking.

Reagan D. Brown, Western Kentucky University
Robert J. Harvey, Virginia Tech

Submitted by Reagan D. Brown, Reagan.brown@wku.edu

**43-41 LINKING O*NET DESCRIPTORS TO OCCUPATIONAL APTITUDES USING JOB
COMPONENT VALIDATION**

We used a job-component validity strategy to predict mean GATB aptitude scores from O*NET descriptors at the occupation level. Results showed that cognitive and perceptual speed aptitudes were highly predictable from O*NET descriptors, demonstrating the usefulness of O*NET for identifying occupational aptitude requirements.

Jeff W. Johnson, Personnel Decisions Research Institutes
Gary W. Carter, Personnel Decisions Research Institutes
David W. Dorsey, Personnel Decisions Research Institutes

Submitted by Jeff W. Johnson, jeff.johnson@pdri.com

43-42 INVESTIGATING THE EMPLOYER OF CHOICE CONCEPT: HYPE OR HELP?

This study examined the conceptualization and measurement of “employer of choice” (EoC) and the relationships between EoC, benefit satisfaction, performance management satisfaction, and work attribute importance. Results supported the usefulness of EoC measures. Satisfaction with benefits and performance management were predictive of EoC. Implications for research and practice are discussed.

Eric A. Surface, North Carolina State University
 Erich C. Dierdorff, North Carolina State University
 Kari E. Yoshimura, North Carolina State University

Submitted by Erich C. Dierdorff, ec_dierdorff@msn.com

43-43 HOW TO IMPROVE GROUP DECISION MAKING IN HIDDEN PROFILE SITUATIONS

An experimental study on group decision making in hidden profile situations is reported. As predicted, an intervention dividing decision groups into two subgroups, one responsible for information sampling and documentation, the other responsible for decision making by using the documentation from the first group, leads to better group decisions.

Felix C. Brodbeck, Aston University
 Rudolf Kerschreiter, Ludwig-Maximilians-University Munich
 Andreas Mojzisch, Ludwig-Maximilians-University Munich
 Stefan Schulz-Hardt, Ludwig-Maximilians-University Munich

Submitted by Felix C. Brodbeck, f.c.brodbeck@Aston.ac.uk

43-44 THE RELATIONSHIP BETWEEN ORGANIZATIONAL EFFECTIVENESS AND AUTHORITY BOUNDARY

Hierarchical linear modeling was used to analyze relationships between individual and organization measures of effectiveness and type of authority boundary. Permeability of authority boundary was related to effectiveness. Results for clarity and firmness were mixed. The results provide support for Hirschhorn’s (1991) psychodynamic model relating organizational effectiveness to authority boundary

Terri L. Rieth, Organizational Consulting
 Michael Biderman, University of Tennessee–Chattanooga

Submitted by Michael Biderman, Michael-Biderman@utc.edu

43-45 THE INFLUENCE OF EXPLANATIONS AND INDIVIDUAL DIFFERENCES ON APPLICANTS’ PERCEPTIONS

This research examined the influence of explanations and individual differences on applicants’ perceptions. Results suggest that rejected applicants and less self-assured individuals had more favorable perceptions (e.g., fairness and organizational) after receiving an explanation. Also, individuals that have more self-efficacy had higher job-acceptance intentions when they perceived fair treatment.

David Mayer, University of Maryland
 Robert E. Ployhart, George Mason University

Submitted by David Mayer, dmayer@psyc.umd.edu

43-46 HOW DO OFF-THE-JOB INTERACTIONS IMPACT LIFE AT WORK?

We investigated how cross-level (e.g., supervisor-subordinate) off-the-job social interactions may impact life at work. Specifically, in a sample of 303 employees across a variety of organizations, we examined the nature of the relationships between extraversion, authoritarianism, cognitive complexity, transformational leadership, LMX, off-the-job interactions, and job satisfaction.

Daren Protolipac, Northern Illinois University
Mark Posmer, Northern Illinois University
Lisa Finkelstein, Northern Illinois University

Submitted by Mark Posmer, mposmer@hotmail.com

43-47 SOURCES OF VARIANCE IN WORKER-ORIENTED JOB ANALYSIS RATINGS

This study examined the sources of variance in worker-oriented job analysis ratings collected from three levels of SMEs across five organizations. A variance components analysis revealed that the variability in ratings was primarily attributable to the individual rating style of the SMEs rather than to their position or organization.

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

Submitted by Chad H. Van Iddekinge, cvaniddekinge@humrro.org

**43-48 SELECTION TREATMENT PERCEPTIONS:
HOW DO APPLICANTS' AND SELECTORS' PERCEPTIONS MATCH?**

This study assesses selectors' perceptions of the way applicants are treated during selection, by means of the Social Process Questionnaire of Selection (SPQS). Applicants also filled in the SPQS to assess the degree to which applicants and selectors' perceptions coincide. Evidence is found for dissimilarities in applicants' and selectors' perceptions.

Eva Derous, Erasmus University Rotterdam
Karel De Witte, University of Leuven

Submitted by Eva Derous, derous@fsw.eur.nl

**43-49 APPLICANTS' PRETEST REACTIONS:
DEVELOPMENT OF SOCIAL PROCESS QUESTIONNAIRE OF SELECTION**

The study assesses the internal construct validity of the Social Process Questionnaire of Selection. The questionnaire intends to measure applicants' pretest reactions to the selection encounter. Exploratory and confirmatory factor analyses revealed a six-factorial measurement model. This model was successfully validated in another group of applicants.

Eva Derous, Erasmus University Rotterdam
Karel De Witte, University of Leuven

Submitted by Eva Derous, derous@fsw.eur.nl

43-50 ANTECEDENTS OF PERSON-JOB FIT: JOB CHARACTERISTIC BELIEFS AND PERSONALITY

Research on person-job fit tends to focus on outcomes rather than antecedents. In this study of antecedents, 242 undergraduate students responded to three part-time customer service job scenarios. Participants' beliefs regarding job characteristics significantly interacted with dimensions of the Five-Factor model of personality in predicting perceived person-job fit.

Karen Holcombe Ehrhart, San Diego State University

Submitted by Karen Holcombe Ehrhart, kehrhart@sunstroke.sdsu.edu

43-51 COMPARING JOB COMPONENT VALIDITY ESTIMATES TO META-ANALYTIC VALIDITY ESTIMATES

This research compared JCV estimates to bare bones meta-analysis estimates, matched by individual GATB test constructs. Average JCV estimates were compared to 95% CI's for each construct. Average JCV estimates fell within the 95% CI for all constructs except G, where the JCV estimate fell above the upper confidence limit.

David C. Morris, Sempra Energy

Calvin C. Hoffman, Alliant University

Kenneth S. Shultz, California State University--San Bernardino

Submitted by Kenneth S. Shultz, kshultz@csusb.edu

44. SYMPOSIUM: FRIDAY, 1:00--2:45**HARBOUR 4 (ROYAL PLAZA)****MULTIPLE DIMENSIONS OF GLOBAL EMPLOYEE SELECTION PROCEDURES**

This symposium illustrates multiple dimensions of employee selection procedures across countries and cultures. Data analyzing this issue are presented from many different countries. Perspectives and guidance from both academic and practitioner perspectives will be presented.

Richard Posthuma, University of Texas--El Paso, *Chair*

C. Harry Hui, University of Hong Kong, Yiqun Gan, Peking University, Kevin H. C. Cheng, University of Hong Kong, Rosanna Yip, Chinese University of Hong Kong, Grace Ng, University of Hong Kong, *Response Distortion on a Chinese Personality Inventory: Measurement and Prevention*

Paul J. Taylor, Chinese University of Hong Kong, Karl Pajo, Massey University, Gordon Cheung, Chinese University of Hong Kong, *Dimensionality and Validity of a Structured Telephone Reference Check Procedure in a New Zealand Service Organization*

Michael M. Harris, University of Missouri--St. Louis, *Reactions to Internet Testing and Recruiting with U.S. and Belgian Samples*

Richard Posthuma, University of Texas--El Paso, Michael A. Campion, Purdue University, *The Comparative Validity of General Mental Ability, Social Skills, Personality, and Emotional Intelligence Tests in English and Spanish-Speaking Samples From the U.S. and Mexico*

Mark V. Roehling, Michigan State University, Richard Posthuma, University of Texas--El Paso, *Test-Takers' Rights (and Employer Obligations) in the Employment Selection Process: Proposed International Standards*

Monica A. Hemingway, Dow Chemical Company, Ann Marie Ryan, Michigan State University, Darin Wiechmann, Michigan State University, *Global Selection: What Really Works?*

David Chan, National University of Singapore, *Discussant*

Submitted by Richard Posthuma, rposthuma@utep.edu

45. SYMPOSIUM: FRIDAY, 1:30–2:45**SALON 6 (HILTON)**

**THE MULTINATIONAL'S DILEMMA:
CULTURAL INFLUENCES ON CROSS-NATIONAL EMPLOYEE SURVEYS**

Despite the popularity of employee surveys in multinational corporations, the influence of cultural orientations on survey responses and findings remains inadequately understood and too often overlooked. Drawing on a range of large-scale survey projects, this session explores the impact of national culture and draws implications for survey design and practice.

Jason P. DePasquale, International Survey Research, *Chair*

Timothy P. Johnson, University of Illinois at Chicago, Young I. Cho, University of Illinois at Chicago, Patrick Kulesa, International Survey Research, *Cultural Orientations and Response Styles*

Patrick Kulesa, International Survey Research, *Culture as a Factor in Shaping Diversity in Employee Attitudes*

Gabrielle M. Ostrognay, International Survey Research, Alexander James Wearing, University of Melbourne, Alexandra Stol, University of Melbourne, *Country Variation in Organizational Commitment: A Multilevel Examination*

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

Submitted by Jason P. DePasquale, jason.depasquale@isrsurveys.com

FRIDAY PM

46. ROUNDTABLE: FRIDAY, 1:30–2:45**CRYSTAL (HILTON)**

CONTINUING DOWN THE PATH OF EXECUTIVE COACHING: NECESSARY SKILL SETS

A follow-up to last year's roundtable "The Path to Executive Coaching: Where Do I Begin?" this session focuses on the skills necessary for successful coaching. Aimed towards helping those considering a coaching career, three leading executive coaches present these skills through a series of role-plays and discussions.

Gordon Dean Cooper, University of Tulsa, *Host*

Sarah A. Strupeck, University of Tulsa, *Co-Host*

Theodore C. Bililies, State Street Corporation, *Panelist*

Kay J. Loerch, Sperduto & Associates, Inc., *Panelist*

Rodney Warrenfeltz, Hogan Assessment Systems, *Panelist*

L. Victoria Hall, *Panelist*

Submitted by Sarah A. Strupeck, sarah-strupeck@utulsa.edu

47. PRACTITIONER FORUM: FRIDAY, 1:30–2:45**AZALEA (HILTON)**

CASE STUDIES SHOW SURVEY RESULTS CAN IMPROVE ORGANIZATIONAL EFFECTIVENESS

While the number of organizations using employee surveys continues to grow, relatively few organizations truly embrace, implement, and utilize the process effectively. This symposium will share case studies from leading-edge companies effectively using surveys to improve culture, leadership effectiveness, business unit and team effectiveness, customer loyalty, and financial performance.

Jaci Jarrett Maszta, Burke, Inc., *Chair*

Jaci Jarrett Maszta, Burke, Inc., Lisa A. Steelman, Florida Institute of Technology/Burke Inc., *Challenges, Obstacles, and Best Practices for Using Survey Results*

Randall Brandt, Burke, Inc., *Using an "Outside-In" Target Setting Approach to Improve What Matters Most*

Ranae A. Alex, FedEx Express, Elizabeth C. Lossing, FedEx Express, J. T. Schneider, FedEx Express, Scott M. Smith, FedEx Express, *FedEx Delivers a Survey-Feedback-Action Program That Works*

Anne Marrelli, Caliber Associates, *American Express Charges Forward Using Survey Results to Create Stronger Leader, Business Units, and Teams*

Submitted by Jaci Jarrett Maszta, jmaszta@burke.com

48. PANEL DISCUSSION: FRIDAY, 1:30–2:45**NARCISSUS (HILTON)****SEXUAL-ORIENTATION DIVERSITY IN THE BROADER CONTEXT: ISSUES AND AVENUES**

Lesbian and gay members of SIOP have become more visible over the past 5 years. This session will surface issues faced by sexual minority members, identify areas of concern shared with racial/ethnic minority groups, and identify avenues for improving the diversity climate within the Society. Audience participation will be encouraged.

Scott B. Button, Personnel Decisions Research Institutes, *Chair*
 Belle Rose Ragins, University of Wisconsin–Milwaukee, *Panelist*
 Jennifer Holt, University of St. Thomas/Independent Consultant, *Panelist*
 John M. Cornwell, Loyola University–New Orleans, *Panelist*
 Derek Avery, Saint Joseph's University, *Panelist*
 Kecia M. Thomas, University of Georgia, *Panelist*
 Brian Welle, New York University, *Panelist*
 Submitted by Scott B. Button, scott.button@pdri.com

49. SYMPOSIUM: FRIDAY, 1:30–2:45**ORANGE BLOSSOM (HILTON)****RESAMPLING AND OTHER ADVANCES IN EMPIRICAL KEYING**

Situational judgment and biodata tests offer high utility. However, empirical keying has not been extensively studied. Two complementary aspects of empirical keying are explored in a rigorous but “practitioner-friendly” manner: presence of examinee sub-groups and the use of resampling to improve keying.

Fritz Drasgow, University of Illinois at Urbana-Champaign, *Co-Chair*
 Alan D. Mead, AICPA, *Co-Chair*
 Matthew J. Such, Aon Consulting, Monica A. Hemingway, Dow Chemical Company, *Examining the Usefulness of Empirical Keying in the Cross-Cultural Implementation of a Biodata Inventory*
 Craig J. Russell, University of Oklahoma, Stephanie R. Klein, ePredix, Inc., *Toward Optimization and Insight: Bootstrapping a Situational Judgment Empirical Key*
 Alan D. Mead, AICPA, Fritz Drasgow, University of Illinois at Urbana-Champaign, *Examination of a Resampling Procedure for Empirical Keying*
 Mindy Bergman, Texas A&M University, Fritz Drasgow, University of Illinois at Urbana-Champaign, Michelle A. Donovan, Intel Corporation, Suzanne E. Juraska, University of Illinois at Urbana-Champaign, *Scoring of Situational Judgment Tests*
 Michael A. McDaniel, Virginia Commonwealth University, *Discussant*
 Submitted by Alan D. Mead, cubrewer@yahoo.com

50. PRACTITIONER FORUM: FRIDAY, 1:30–2:45**DOGWOOD (HILTON)****MARKET-DRIVEN LINKAGE RESEARCH: STARTING WITH THE END IN MIND**

Whatever the subdiscipline, I-O psychologists tend to focus more on predictors than criteria. Linkage research is no exception. These presentations focus on a subtle point with broad implications: We need to start with the criteria organizations already find important, then work backwards into survey topics.

Scott M. Brooks, Gantz Wiley Research, *Chair*
 Stephanie D. Kendall, Gantz Wiley Research, Tom McGoldrick, Gantz Wiley Research, *What Drives Customer Behavior? Focusing on the Links That Matter Most*

Agnieszka Czekajewski, Alliant International University, Meghna Virick, University of Texas at Arlington, *Service Quality and Affective Commitment: A Group Level Analysis*

Robert J. Vance, Vance & Renz, LLC, Nathan J. Hiller, Pennsylvania State University, *On Keeping Surveys Relevant in Dynamic Organizations*

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

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

51. SYMPOSIUM: FRIDAY, 1:30–2:45

CASTLE HARBOUR (ROYAL PLAZA)

I-O PSYCHOLOGISTS' ROLES IN DEFENDING AND QUESTIONING VALIDITY IN LITIGATION

This symposium explores the roles psychologists fill, and the ethical dilemmas faced, when serving as experts for regulatory agencies, plaintiffs, or defendants in litigation-related situations. Audience interaction will be emphasized and symposium attendees are invited to submit questions or issues to discuss in advance by sending an email to johnarnold@comcast.net.

John D. Arnold, Polaris Assessment Systems, *Chair*

Hilary R. Weiner, EEOC, *Federal Regulatory Perspective on Standards for Establishing Validity*

Lance W. Seberhagen, Seberhagen & Associates, *The Plaintiff's Expert*

Wayne F. Cascio, University of Colorado, *Role of the I-O Psychologist From the Defendant's Perspective*

Submitted by John D. Arnold, johnarnold@comcast.net

52. ROUNDTABLE: FRIDAY, 1:30–2:45

HARBOUR 1 (ROYAL PLAZA)

SIOP COMMITTEES' FOCUS: ENHANCING THE VISIBILITY AND BRAND OF I-O PSYCHOLOGY: VISIBILITY AND PROFESSIONAL PRACTICE COMMITTEES

Marketing of I-O psychology to business and the public is a priority. This session is facilitated by leaders of two SIOP committees chartered with enhancing the visibility of the profession, defining a consistent brand message, and facilitating access to practitioners. Discussion will focus on member input on these critical initiatives.

Lise M. Saari, IBM, *Co-Host*

Christopher T. Rotolo, Behavioral Insights, LLC, *Co-Host*

Kerrie Q. Baker, Cedar Crest College, *Co-Host*

Debbie J. Cohen, SHRM, *Co-Host*

Mark J. Schmit, Gantz Wiley Research, *Co-Host*

Douglas H. Reynolds, Development Dimensions International, *Co-Host*

John C. Scott, Applied Psychological Techniques, *Co-Host*

Submitted by Lise M. Saari, saari@us.ibm.com

FRIDAY PM

53. PANEL DISCUSSION: FRIDAY, 2:00–2:45**SALON 2 (HILTON)****THE GREAT EIGHT COMPETENCIES: A CRITERION-CENTRIC APPROACH TO VALIDATION**

The paper presents a criterion-centric approach to validation. It argues that the workplace behaviors or competencies we are interested in predicting can usefully be defined in terms of eight broad factors: the Great Eight. Evidence from a number of validation studies is reviewed that supports the utility of this structure.

Dave Bartram, SHL Group PLC, *Chair*

Rick R. Jacobs, Pennsylvania State University, *Panelist*

James L. Farr, Pennsylvania State University, *Panelist*

Submitted by Rick R. Jacobs, rick.jacobs@shlgroup.com

FRIDAY PM

54. PRACTITIONER FORUM: FRIDAY, 2:00–2:45**SALON 4/5 (HILTON)****HOW PSYCHOLOGY AIDS THE INTELLIGENCE COMMUNITY IN NATIONAL SECURITY EFFORTS**

This practitioner forum will address recent challenges faced by the intelligence community, and the methods used to address these challenges. The issue of explaining and justifying work to upper management will be highlighted. The presentations will be case studies that focus on background, problems encountered, solutions employed, and current status.

Casey M. Mulqueen, The TRACOM Group, Reed Business Information, *Chair*

Thomas A. Stetz, National Imagery and Mapping Agency, Jeri Buchholz, National Imagery and Mapping Agency,

Jeffrey M. Beaubien, American Institutes for Research, *Hierarchical Knowledge Management at NIMA and a Manager's Perspective of Industrial and Organizational Psychology*

Kara A. Incalcaterra, Personnel Decisions Research Institutes, Sandra L. Fisher, Clarkson University, Scott B.

Button, Personnel Decisions Research Institutes, *Defining the Future of Intelligence Work*

Nancy Marsh-Ayers, Chief Information Office, Brian J. O'Connell, American Institutes for Research, Cheryl L.

Hendrickson, American Institutes for Research, *Development of an Intelligence Community-Wide Web Site*

Submitted by Casey M. Mulqueen, cmulqueen@reedbusiness.com

55. SPECIAL EVENT: FRIDAY, 2:00–2:45**SALON 7 (HILTON)**

**DISTINGUISHED PROFESSIONAL CONTRIBUTIONS AWARD:
SYNERGY OF THEORY, RESEARCH, AND PRACTICE**

This presentation will discuss the ways in which various psychological theories, numerous research findings, and widespread practice of assessment center methods have combined to advance the understanding and effectiveness of this popular human resource management technique. Potential future directions in this continuing cycle of theory building, research, and practice will be outlined.

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

George C. Thornton, III, Colorado State University, *Presenter*

56. MASTER TUTORIAL: FRIDAY, 2:00–2:45**QUINCE (HILTON)****SETTING CUTOFF SCORES USING REGRESSION: ARE YOU DOING IT BACKWARDS?**

Regression-based predictions of optimal cutting scores on selection tests are dependent on how the regression model is specified. Whether practitioners choose to predict test scores or performance will greatly affect their conclusions concerning potential cutting scores. This tutorial demonstrates this phenomenon and provides justification for choosing the appropriate method.

P. Richard Jeanneret, Jeanneret & Associates, Inc., *Presenter*

Damian J. Stelly, Jeanneret & Associates, Inc., *Presenter*

Submitted by Damian J. Stelly, dstelly@jeanneret.com

57. CONVERSATION HOUR: FRIDAY, 2:00–2:45**CAMELIA (HILTON)**

**I-O INSTRUCTOR'S GUIDE:
STRATEGIES FOR DEVELOPMENT, IMPLEMENTATION, EVALUATION, AND PUBLICITY**

The instructors guide for incorporating I-O content in courses consists of 15 PowerPoint modules covering topics such as selection, teams, and training. In this session, several creators of the modules will outline current efforts to develop, implement, evaluate, and publicize the guides. Feedback for improving these efforts will be solicited.

Laura L. Koppes, Eastern Kentucky University, *Co-Host*

Todd C. Harris, Praendex, Inc., *Co-Host*

Carrie A. Bulger, Quinnipiac University, *Co-Host*

Martha E. Hennen, Pittman McLenagan Group LC, *Co-Host*

Michael Horvath, Clemson University, *Co-Host*

Morell E. Mullins, Xavier University, *Co-Host*

Jeffrey M. Stanton, Syracuse University, *Co-Host*

Submitted by Laura L. Koppes, Laura.Koppes@eku.edu

COFFEE BREAK: FRIDAY, 3:00–3:30**MULTIPLE LOCATIONS****58. SYMPOSIUM: FRIDAY, 3:30–4:45****SALON 1 (HILTON)****INNOVATIONS IN PERSONALITY ASSESSMENT**

This symposium discusses recent advances in personality and measurement theory. Presenters illustrate traditional and alternative item-response theory methods of scale construction and scoring. They show how this technology is used to create scales that maximize measurement precision, better utilize a pool of personality items, and reduce effects of faking.

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

Fritz Drasgow, University of Illinois at Urbana-Champaign, *Modeling Responses to Personality Scales*

Siang Chee Chuah, University of Illinois, Brent Roberts, University of Illinois, *Shortening the Impulsiveness Scale Using Item Response Theory Methods*

Oleksandr Chernyshenko, University of Canterbury, Stephen Stark, Georgia Tech, *Constructing Personality Scales Under the Assumption of an Ideal-Point Response Process: A Six-Facet Measure of Conscientiousness*

Stephen Stark, Georgia Tech, Oleksandr Chernyshenko, University of Canterbury, *Using IRT Methods to Construct and Score Personality Measures that are Fake-Resistant*

Submitted by Fritz Drasgow, fdrasgow@uiuc.edu

59. SYMPOSIUM: FRIDAY, 3:30–4:45**SALON 2 (HILTON)****ADVANCES IN META-ANALYSIS**

The session provides new applications that are valuable to researchers conducting meta-analyses. The authors present examples of techniques that are either (a) not yet published in articles or textbooks or (b) not commonly known and applied but still quite useful.

Michael T. Brannick, University of South Florida, *Chair*

Nambury S. Raju, Illinois Institute of Technology, Fritz Drasgow, University of Illinois at Urbana-Champaign,

David L. Blitz, IIT & CSOPP, *Maximum Likelihood Estimation in Validity Generalization*

Hannah R. Rothstein, Baruch College, CUNY, *Graphical Methods for Meta-Analysis*

Michael T. Brannick, University of South Florida, Steve Hall, Embry-Riddle Aeronautical University, *Confidence Intervals for the Random Effects Variance Component*

Scott B. Morris, Illinois Institute of Technology, *Estimating Effect Size from the Pretest-Posttest-Control Design*

Frank L. Schmidt, University of Iowa, *Discussant*

Submitted by Michael T. Brannick, mbrannic@luna.cas.usf.edu

FRIDAY PM

60. PANEL DISCUSSION: FRIDAY, 3:30–5:15**SALON 3 (HILTON)****“PROTECTING AND SERVING”—TSA CREATES A POST 9-11 POLICE FORCE**

The legislation which created the Transportation Security Administration (TSA) in the wake of the 9-11 terrorist attacks provides for a new federal workforce of TSA law enforcement officers. This panel discusses technical, legal, practical, and political issues faced by TSA in creating a “new” law enforcement workforce while creating itself.

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

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

Vince MacManus, CPS Human Resource Services, *Panelist*

Joyce C. Hogan, Hogan Assessment Systems, *Panelist*

Bruce W. Davis, CPS Human Resource Services, *Panelist*

John Kamp, NCS Assessments, *Panelist*

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

Submitted by Ann M. Quigley, ann.quigley@tsa.dot.gov

61. PRACTITIONER FORUM: FRIDAY, 3:30–5:15**SALON 4/5 (HILTON)****ASSESSING EXECUTIVE FAILURE: THE UNDERSIDE OF PERFORMANCE**

Recent news regarding high-level chicanery in some major American corporations suggests that there are more bad executives around than management consultants like to admit. The contributors to this session describe the methods they use to assess moral and ethical flaws in executives prior to working with them.

Robert T. Hogan, Hogan Assessment Systems, *Chair*

Gordon J. Curphy, The Blandin Foundation, *Executive Integrity and 360-Degree Feedback*

Robert T. Hogan, Hogan Assessment Systems, *Expanding the Domain of Managerial Flaws*

Dean T. Stamoulis, Russell Reynolds Associates, *Measuring Integrity in Executives*

David B. Peterson, Personnel Decisions International, *Character, Competence, and Context*

Randy Colvin, Northeastern University, *Who Gets Things Done: The Personality Characteristics of Effective Individuals*

David P. Campbell, Center for Creative Leadership, *Discussant*

Submitted by Robert T. Hogan, rhogan@hoganassessments.com

62. SYMPOSIUM: FRIDAY, 3:30–4:45**SALON 6 (HILTON)****ORGANIZATIONAL INTERVENTIONS TO PREVENT, MITIGATE, OR TERMINATE
SEXUAL HARASSMENT**

Currently, there is not enough research on what organizations should do about sexual harassment. Papers in this symposium explore maximizing training effectiveness to prevent sexual harassment, the role of leadership practices in mitigating negative effects of sexual harassment, and transferring victims and/or perpetrators as a means to terminate sexual harassment.

Lisa Kath, University of Connecticut, *Chair*

Lisa Kath, University of Connecticut, *Organizational Change Cynicism as a Moderator of Harassment Policy Implementation*

Cathleen A. Swody, University of Connecticut, Lisa Kath, University of Connecticut, Jennifer Bunk, University of Connecticut, Jessica Gallus, University of Connecticut, Jill Hunter Williams, University of Illinois at Urbana-Champaign, Regina Day Langhout, University of Illinois at Urbana-Champaign, *The Relationship Among Leadership Practices, Sexual Harassment, and Work-Related Outcomes: A Comparison of Alternative Models*

David Rusbasan, University of Connecticut, Camille Gallivan, DePaul University, Vicki J. Magley, University of Connecticut, *Transfer as an Effective Organizational Tactic to Impede Sexual Harassment*

Louise F. Fitzgerald, University of Illinois at Urbana-Champaign, *Discussant*

Submitted by Lisa Kath, lisa.kath@snet.net

FRIDAY PM

63. SYMPOSIUM: FRIDAY, 3:30–5:15**SALON 7 (HILTON)****EFFECTS OF EMOTION AND POWER ON NEGOTIATION PROCESSES AND OUTCOMES**

Negotiation is widely used for dispute resolution. Although it is assumed that emotion and power affect negotiation processes and outcomes, only recently have we begun to build a research base on these factors. In this session, leading researchers in this domain augment the research base theoretically, methodologically, and empirically.

Edward L. Levine, University of South Florida, *Chair*

Sharmin Spencer, University of Illinois, Peter J. Carnevale, New York University, *Power in Process: Accountability and Emotional Labor in an Interview Negotiation*

Oliver J. Sheldon, Cornell University, David J. Sally, Cornell University, Kathleen O'Connor, Cornell University, *Spanning Holes and Spinning Deals: Effect of Network Structure and Negotiator Status on Tactics and Outcomes*

Bruce Barry, Vanderbilt University, *Methodological Challenges in the Study of Negotiator Affect*

Linda Babcock, Carnegie Mellon University, Michele J. Gelfand, University of Maryland, Debra Small, Carnegie Mellon University, Hilary J. Gettman, University of Maryland, *The Role of Cognition and Emotion in the Propensity to Initiate Negotiation*

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

Submitted by Edward L. Levine, elevine@luna.cas.usf.edu

64. SYMPOSIUM: FRIDAY, 3:30–4:45**SALON 8 (HILTON)****EMPIRICAL ADVANCES IN TEAM COGNITION AND SHARED MENTAL MODELS**

The literature on groups and teams has paid considerable attention in recent years to the notion of team cognition. Unfortunately, much of this work has been theoretical. The present session addresses this limitation by presenting current examples of empirical research as well as exploring new avenues of research in team cognition.

Stephen J. Zaccaro, George Mason University, *Co-Chair*

Patrick J. Fleming, George Mason University, *Co-Chair*

Brian Griepentrog, George Mason University, *Co-Chair*

Brian Griepentrog, George Mason University, Patrick J. Fleming, George Mason University, *Shared Mental Models and Team Performance: Are You Thinking What We're Thinking?*

Patrick J. Fleming, George Mason University, Gabrielle M Wood, George Mason University, Paige K. Bader, George Mason University, Stephen J. Zaccaro, George Mason University, *The Locus of Shared Mental Models: Whence Does the Sharedness Come?*

David J. Woehr, University of Tennessee, Joan R. Rentsch, University of Tennessee, *Elaborating Team Member Schema Similarity: A Social Relations Modeling Approach*

Erika A. Engel, University of Tennessee, Shawn Bergman, University of Tennessee, Mark C. Bowler, University of Tennessee, Rachel N. Vernon, University of Tennessee, Knoxville, Jacqueline A. Zelno, University of Tennessee, Joan R. Rentsch, University of Tennessee, David J. Woehr, University of Tennessee, *Let's Do It Again! Cognitive Congruence, Perceptions, and Team Viability*

Janis A. Cannon-Bowers, Naval Air Warfare Center, *Discussant*

Submitted by Patrick J. Fleming, pfleming@gmu.edu

65. ROUNDTABLE: FRIDAY, 3:30–4:15

CRYSTAL (HILTON)

GOING GLOBAL? LINK WITH I-O COUNTERPARTS AROUND THE WORLD THROUGH THE INTERNATIONAL ASSOCIATION OF APPLIED PSYCHOLOGY

The Division of Work and Organizational Psychology of the International Association of Applied Psychology is home to I-O psychologists around the world. IAAP is the oldest international association of psychologists and its membership spans 94 countries. Meet with the officers of the Division of Work and Organizational Psychology and other IAAP officers and learn about the international opportunities that membership in IAAP can provide to SIOP members.

Virginia E. Schein, Gettysburg College, *Host*

Michael Frese, University of Giessen, *Panelist*

Miriam Erez, Technion, *Panelist*

Milton D. Hakel, Bowling Green State University, *Panelist*

Richard J. Ritchie, Pennsylvania State–Harrisburg, *Panelist*

Submitted by Virginia E. Schein, vschein@gettysburg.edu

66. POSTER SESSION: FRIDAY, 3:30–4:45

INTERNATIONAL BALLROOM (HILTON)

WORK ATTITUDES AND WITHDRAWAL

66-1

PROCEDURAL AND DISTRIBUTIVE JUSTICE IN DISCIPLINARY DECISIONS

Organizational justice perceptions of disciplinary actions were manipulated in three levels of decision-making processes, rule-violation severity, and punishment severity. Participative processes resulted in greater procedural fairness, but not distributive fairness. Punishment severity matching violation severity was more appropriate and fair. Severe punishment was more likely to deter future violations.

Elizabeth L. Shoenfelt, Western Kentucky University

Debra M. Phillips, Western Kentucky University

Submitted by Elizabeth L. Shoenfelt, betsy.shoenfelt@wku.edu

66-2 ACTION REQUIRED: WEB-BASED PERSONNEL SURVEYS AND THE IMPORTANCE OF FOLLOW-UP

Workers' reactions to recurring Web-based personnel surveys were assessed. Although post-survey feedback and problem identification predicted impressions of survey usefulness, they failed to contribute unique variance after the influence of visible action was accounted for. By shaping perceptions of survey usefulness, follow-up actions impacted personnel's willingness to complete future surveys.

Lori Foster Thompson, East Carolina University
Eric A. Surface, North Carolina State University
Don L. Martin, North Carolina State University
Gary B. Barrett, U.S. Army Special Operations Command

Submitted by Lori Foster Thompson, FosterL@mail.ecu.edu

66-3 SIDE-BET THEORY AND THE THREE-COMPONENT MODEL OF ORGANIZATIONAL COMMITMENT

We tested Becker's side-bet theory within the context of Meyer and Allen's three-component model of commitment. Specifically, we developed an improved measure of high-sacrifice continuance commitment, found links between side bets and all three components of commitment, and demonstrated that commitment fully mediates relations between side bets and turnover intention.

Deborah Powell, University of Western Ontario
John P. Meyer, University of Western Ontario

Submitted by Deborah Powell, dpowell@uwo.ca

66-4 PERCEIVED CULTURE AND EMPLOYEE COMMITMENT UNDER CONDITIONS OF ORGANIZATIONAL CHANGE

We surveyed 329 employees on two occasions during a large-scale organizational change to measure their perceptions of organizational culture, commitment, and intention to remain. Using polynomial regression analyses, we demonstrated that changes in perceived culture, and culture fit, were related to changes in employee commitment and intention to remain.

Laryssa Topolnytsky, University of Western Ontario
John P. Meyer, University of Western Ontario

Submitted by John P. Meyer, meyer@uwo.ca

66-5 THE EQUITY, EQUALITY, AND NEED PRINCIPLES OF DISTRIBUTIVE JUSTICE

This study examined how allocators and recipients evaluated the equity, equality, and need principles when the workplace evoked all principles as competing distributive justice norms. Data from 112 employed students indicated that the extent to which the equity and equality principles met recipient need influenced beliefs about using those principles.

Michelle Zbylut, University of Houston
Allan P. Jones, University of Houston

Submitted by Michelle Zbylut, mlzbylut@yahoo.com

66-6 EMPLOYMENT-RELATED PERCEPTIONS OF INDIVIDUALS WITH PSYCHOLOGICAL DISORDERS

Employment-related perceptions for 48 psychological disorders were examined. Perceptions of eating, body image, personality, mood, anxiety, sleep, impulse control, addiction, schizophrenic, dissociative, and somatoform disorders were examined. Results revealed a 5-factor solution underlying perceptions of psychological disorders and significant differences in employment-related perceptions across specific disorders and disorder categories.

Christopher W. LeGrow, Marshall University
 Chandra Wood, Marshall University
 Kevan Mock, Marshall University
 Kellee Boster, Marshall University

Submitted by Christopher W. LeGrow, legrow@marshall.edu

66-7 EFFECTS OF GENDER ROLE IDENTITY ON PERCEPTIONS OF SEXUAL HARASSMENT

Sexual harassment has become an issue of increasing concern in today's workplace. Recognizing the importance of individual differences in determining whether an event is considered to be harassing, the present study examines the relationship between perceptions of sexual harassment and gender-role identity and considers applied and research-based implications.

Maria R. Louis-Slaby, University of Tennessee
 Robert T. Ladd, University of Tennessee

Submitted by Maria R Louis-Slaby, mlouis@utk.edu

**66-8 MEASURING ATTITUDES TOWARD INDIVIDUALS WITH DISABILITIES:
THE IMPLICIT ASSOCIATION TEST**

The Implicit Association Test (IAT) was adapted to assess attitudes toward individuals with disabilities. As expected, a significant difference in attitudes toward four exemplar disabilities was observed. Additionally, no differences were found for either gender or race. As such, the IAT may provide a useful indirect measure of such attitudes.

Andrea L. Doyle, Tennessee Department of Personnel
 Adrian Thomas, Western Kentucky University

Submitted by Adrian Thomas, adrian.thomas@wku.edu

66-9 DIFFERENCES IN PREDICTORS OF AFFECTIVE, CONTINUANCE, AND NORMATIVE COMMITMENT

The present study examined predictors of affective, continuance, and normative commitment. All three forms of commitment were associated with leader-member exchange, perceived organizational support, and tenure. Some differences in the predictors of these three forms of commitment were found, however. Implications of these differences are discussed.

Amy E. Dahlke, University of Wisconsin-Oshkosh
 Steve M. Jex, Bowling Green State University
 Gary A. Adams, University of Wisconsin-Oshkosh

Submitted by Steve M. Jex, sjex@bgnet.bgsu.edu

66-10 THE EFFECTS OF QUESTIONNAIRE LENGTH ON RESPONSE VALIDITY

This study investigated whether response validity tends to be lower on longer questionnaires. Results indicated that response validity was lower at the end of a long questionnaire as compared to the beginning. However, at the beginning of the long questionnaire, response validity was no different than on a short questionnaire.

Angela S. Walker, Cavalry Consulting
Beverly G. Burke, Middle Tennessee State University
Patrick M. McCarthy, Middle Tennessee State University
Dana Fuller, Middle Tennessee State University
Richard G. Moffett, Middle Tennessee State University

Submitted by Beverly G. Burke, bburke@mtsu.edu

66-11 META-ANALYTIC INVESTIGATION OF THE NOMOLOGICAL NET OF EMOTIONAL INTELLIGENCE

The construct emotional intelligence (EI) was meta-analytically evaluated in comparison to general mental ability (GMA) and personality. EI correlated .23 with GMA ($k = 16, N = 2,509$) and .20 (Agreeableness; $k = 8, N = 4,000$) to .40 (Emotional Stability; $k = 16, N = 2,080$) with the Big Five factors of personality. Moderating influences and implications are discussed.

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

Submitted by David Van Rooy, dvanro01@fiu.edu

66-12 MENTORING AND GENDER'S RELATIONSHIP TO JOB SATISFACTION AND ORGANIZATIONAL STRESS

A sample of 89 mentored union employees' satisfaction and stress were compared to a sample of nonmentored employees. Results indicated that the level of mentoring is not as important to these attitudes as is having a mentor at all. Mentored women, but not mentored men, reported more positive attitudes.

Sharon E. Boslet, Illinois Institute of Technology/Hewitt Associates
Roya Ayman, Illinois Institute of Technology

Submitted by Sharon E. Boslet, seboslet@hewitt.com

66-13 FIGHTING MORE THAN FIRES: BOREDOM PRONENESS AMONG FIREFIGHTERS

This study assessed the construct and criterion-related validity of boredom proneness (BP) among urban firefighters. As predicted, BP was negatively related to the personality dimensions of adjustment, ambition, prudence, sociability, and school success, and positively related to intellectance. BP was also found to predict both job satisfaction and job performance.

John D. Watt, University of Central Arkansas
Deidra J. Schleicher, University of Tulsa

Submitted by John D. Watt, JohnWatt@mail.uca.edu

66-14 EFFECTS OF DISCRETE EMOTIONS ON DISTRIBUTIVE, PROCEDURAL, AND INTERACTIONAL JUSTICE

We examined the effects of naturally occurring discrete emotions (happiness, anger, pride, resentment) on individuals' perceptions of distributive, procedural, and interactional justice. Results revealed that happy and proud participants rated all three forms of fairness significantly higher than angry and resentful participants.

Zinta S. Byrne, Colorado State University

Deborah E. Rupp, University of Illinois at Urbana-Champaign

Tasha Leigh Eurich, Colorado State University

Submitted by Zinta S. Byrne, zinta.byrne@colostate.edu

66-15 PERCEPTIONS OF ORGANIZATIONAL JUSTICE, IDENTIFICATION, AND SUPPORT WITHIN WORK TEAMS

Social exchange theory (Blau, 1964) and the relational model of authority (Tyler & Lind, 1992) were integrated forming a single model of fairness within teams. Mediated moderated multiple regression results show team-member support fully mediating team-member interactional justice moderated by team-member identification predicting satisfaction in team members.

Zinta S. Byrne, Colorado State University

Submitted by Zinta S. Byrne, zinta.byrne@colostate.edu

66-16 EFFECTS OF COMMUNICATION MEDIUM AND FEEDBACK DIRECTION ON FAIRNESS PERCEPTIONS

We examined the effects of communication medium (e-mail, voicemail, face-to-face) and feedback direction (positive, negative) on recipients' fairness perceptions and ratings of feedback accuracy and supervisor credibility. A laboratory study of 408 participations revealed significant main effects for feedback direction but not communication medium, although several significant interactions were found.

Zinta S. Byrne, Colorado State University

Suzanne S. Masterson, University of Cincinnati

Submitted by Zinta S. Byrne, zinta.byrne@colostate.edu

66-17 THE NUMBER OF RATING OPTIONS DOESN'T REALLY MATTER, DOES IT?

This field experiment examined the impact that the number of rating options in a survey has on data, results, and conclusions. Results from 358 students show that a rating scale with 7 options exhibited much stronger criterion-related validity and less leniency than 5- or 9-point scales.

Carey L. Peters, Tennessee Valley Authority

Sabine Maetzke, University of Tennessee

Amanda Baugous, University of Tennessee-Knoxville

Submitted by Carey L. Peters, clpeters@tva.gov

66-18 **AUTHORITARIANISM, SOCIAL DOMINANCE, AND ATTITUDES TOWARDS STIGMATIZED GROUPS AT WORK**

We explored the relation between authoritarianism, social dominance orientation and workplace attitudes towards stigmas. SDO was related to attitudes towards a range of stigmas; authoritarianism was related to attitudes towards social deviants and gays. Perceptions of dangerousness and disruptiveness mediated the relations between SDO, authoritarianism, and attitudes towards stigmatized groups at work.

Annette Towler, University of Colorado–Denver
Joy Berrenberg, University of Colorado–Denver
Melanie Ryan Fowler, University of Colorado–Denver
Charlie Law, University of Colorado–Denver

Submitted by Annette Towler, atowler@carbon.cudenver.edu

66-19 **PREDICTORS OF “ORGANIZATIONAL” COMMITMENT AMONG INTERMEDIATED TEMPORARY WORKERS**

This study examined predictors of “organizational” commitment in the context of the temporary help industry, where workers have simultaneous obligations to their temporary and client organizations. Volition and perceived “organizational” support from the temporary and client firms have differential and common impacts on affective and continuance commitment to both organizations.

Catherine E. Connelly, Queen’s University
Daniel G. Gallagher, James Madison University
K. Mathew Gilley, Oklahoma State University

Submitted by Catherine E. Connelly, cconnelly@business.queensu.ca

66-20 **JUSTICE ORIENTATION AND ITS MEASUREMENT: EXTENDING THE DEONTOLOGICAL MODEL**

Four studies introduce the construct of justice orientation (JO) and its measurement. Study 1 describes scale development. Study 2 presents evidence of construct validity. Study 3 explores how JO impacts allocation decisions following an injustice. Study 4 tests employee JO as moderating the relationship between justice perceptions and workplace outcomes.

Deborah E. Rupp, University of Illinois at Urbana-Champaign
Zinta S. Byrne, Colorado State University
Patrick Wadlington, University of Illinois at Urbana-Champaign

Submitted by Deborah E. Rupp, derupp@s.psych.uiuc.edu

66-21 **DIRECT MEASURES OF PSYCHOLOGICAL CONTRACT BREACH/FULFILLMENT: A CAUTIONARY NOTE**

We used multiple regression analysis techniques to examine the joint and separate effects of perceived employer obligations and employee benefits on direct measures of psychological contract fulfillment for 109 employed individuals during their 4-month cooperative education work term. Results suggested that concerns about the use of direct measures of fulfillment are warranted.

Greg Irving, Wilfrid Laurier University
Ian R. Gellatly, Wilfrid Laurier University
Samantha D. Montes, University of Waterloo

Submitted by Greg Irving, girving@wlu.ca

66-22 REDUCING VOLUNTARY, AVOIDABLE TURNOVER THROUGH SELECTION

Two studies investigated whether you can predict turnover before you hire the employee. Analyses conducted on data collected in two separate organizations confirmed that biodata, dispositional traits, and work-related attitudes predicted turnover. Results also revealed each of these sets of predictors added incremental validity. Furthermore, disparate impact was consistently small.

Ryan D. Zimmerman, University of Iowa

Murray R. Barrick, University of Iowa

Submitted by Murray R. Barrick, m-barrick@uiowa.edu

66-23 MANAGERIAL PERCEPTIONS OF EMPLOYEE COMMITMENT: ANTECEDENTS AND OUTCOMES

A model of managerial perceptions of employee commitment was tested. Employee-reported affective commitment and supervisor-focused impression management predicted manager-perceived affective commitment. Side bets, development, self-focused impression management and employee-reported continuance commitment predicted perceptions of continuance commitment. Manager-rated affective and continuance commitment were differentially related to employee treatment and performance expectations.

Ted H. Shore, California State University, Long Beach

William H. Bommer, Georgia State University

Lynn M. Shore, University of California, Irvine

Submitted by Lynn M. Shore, lshore@uci.edu

66-24 INFLUENCE OF GENERAL COGNITIVE ABILITY ON INTEREST-JOB FIT

Extending the gravitational hypothesis, we investigate the influence of general cognitive ability on the achievement of interest-job fit. Longitudinal analyses support our hypotheses suggesting that, depending on the dominant interest type and cognitive complexity of the occupational domain, general ability can either hinder or enhance the attainment of interest-job fit.

Charlie L. Reeve, Purdue University

Eric D. Heggstad, Colorado State University

Submitted by Charlie L. Reeve, creeve@psych.purdue.edu

66-25 REPAIRING (IN)JUSTICE: FIXING WHAT IS BROKEN

Drawing upon resource exchange theory, we argue that for transgressors to effectively repair injustices, they need to repair the form of justice (e.g., distributive versus interactional) that was violated. Although violation/restitution matches are important, interactional justice is an integral component of restitution, regardless of the type of violation that occurs.

Laurie Barclay, University of British Columbia

Daniel Skarlicki, University of British Columbia

Submitted by Laurie Barclay, laurie.barclay@commerce.ubc.ca

66-26 ORGANIZATIONAL JUSTICE: A QUALITATIVE INVESTIGATION OF VICTIMS' PERSPECTIVES

Injustice victims' perceptions were examined to understand the nature and dimensions of workplace injustice. These perceptions were measured using qualitative techniques, and seven categories emerged. One of these categories, lack of respect, directly overlapped with the current four-factor structure, although procedural and distributive justice examples were dispersed throughout the categories.

Corrie E. Pogson, University of Akron
Jennifer P. Bott, University of Akron
Mano Ramakrishnan, University of Akron
Paul E. Levy, University of Akron

Submitted by Corrie E. Pogson, cpogson@uakron.edu

66-27 PSYCHOLOGICAL CONTRACT DIFFERENCES BETWEEN TEMP-TO-HIRE AND REGULAR CONTINGENT WORKERS

We developed a taxonomy of psychological contract concepts distinguishing between temporary employees' agency and client relationships. We found evidence of contract differences between temp-to-hire and regular contingent workers, both in terms of their levels of perceived obligations and the performance and attitudinal consequences of these obligations.

Robert R. Sinclair, Portland State University
Rachel L. Radwinsky, Merrill Lynch
Ty LaRue Brubaker, Washington State University–Vancouver

Submitted by Robert R. Sinclair, sinclair@pdx.edu

66-28 DEMOGRAPHIC AND PERFORMANCE DIFFERENCES AMONG FOUR ORGANIZATIONAL COMMITMENT CONFIGURATIONS

We used cluster analyses to generate four profiles of affective, normative, and continuance commitment from a diverse sample of energy industry employees ($N = 814$). We examined the demographic characteristics of each profile and, using an employed student sample, described profile differences on self ($N = 345$) and supervisor-rated ($N = 162$) performance and OCB.

Robert R. Sinclair, Portland State University
Jennifer A. Sommers, Portland State University
Jennifer C. Cullen, Portland State University
Christopher Wright, Corporate Survey.com

Submitted by Robert R. Sinclair, sinclair@pdx.edu

66-29 EFFECTS OF CAREER AND ORGANIZATIONAL COMMITMENT ON ORGANIZATIONAL CITIZENSHIP BEHAVIORS

This research examined the relationships between organizational commitment, career commitment, and organizational citizenship behaviors (OCBs). Previous research on OCBs has not considered the impact of career commitment. The findings indicate that career commitment is positively correlated with OCBs. Furthermore, career commitment moderated the relationship between organizational commitment and OCBs.

Katherine Hedahl, Minnesota State University–Mankato
Lisa M. Perez, Minnesota State University–Mankato
Tilman Sheets, Minnesota State University–Mankato

Submitted by Tilman Sheets, tilman.sheets@mnsu.edu

66-30 SOME SURPRISING RESULTS IN PREDICTING VOLUNTARY TURNOVER WITH COMMITMENT

This research examined the fit of a typical continuance and affective commitment to turnover model mediated by turnover intentions for a sample of 2,707 employees of a large Midwestern retail chain. We found several differences in predictive validity across subgroups based on tenure, age, and income.

Matt T. Morahan, Portland State University
Michael Leo, Portland State University
Robert R. Sinclair, Portland State University
James E. Martin, Wayne State University

Submitted by Matt T. Morahan, morahan@pdx.edu

66-31 THE RELATIONSHIP BETWEEN EMPLOYEE RELATIONS, EMPLOYMENT BRAND AND ORGANIZATIONAL PERFORMANCE

This paper examined the causal relationship between management-employee relations, employment brand, and organizational performance. The analyses indicated that employee relations had a significant impact on the employment brand. However, only the absenteeism due to job-related injuries was significantly influenced by the employment brand.

Chang-Ya Hu, University of Georgia
Scott Mondore, United Parcel Service

Submitted by Chang-Ya Hu, cyhu@uga.edu

66-32 PERCEIVED SIMILARITY AND LIKING IN FORMAL MENTORING RELATIONSHIPS

This study examined relationships between perceived similarity, level of liking, and mentoring for separate samples of formal mentors and mentees. Results revealed perceived similarity in deep-level dimensions to be most predictive of liking for both groups. Liking was found to mediate the relationship between perceived similarity and specific mentoring functions.

Melenie J. Lankau, University of Georgia
Chris Thomas, University of Georgia
Christine M. Riordan, University of Georgia

Submitted by Christine M. Riordan, criordan@arches.uga.edu

66-33 THE EFFECTS OF JUSTICE AND SERVICE TYPE ON SERVICE RECOVERY

A 3 x 3 between-subjects design was used to manipulate type of service received and the justice strategy employed in the service recovery process. A significant main effect of justice on informal complaining behavior but no other effects on satisfaction, loyalty, and formal complaining were found.

Terri Shapiro, Hofstra University
Comila Shahani-Denning, Hofstra University
Michele Duncan, Hofstra University

Submitted by Terri Shapiro, terri.shapiro@hofstra.edu

66-34 UNDERSTANDING DIRECT AND INDIRECT PERSPECTIVES ON ORGANIZATIONAL JUSTICE

This paper contributes to our ability to measure and to understand organizational justice. We explore the four dimensions of organizational justice, offer definitions of both direct and indirect approaches to justice, and examine whether or not direct assessments of justice mediate the relationships between indirect assessments of justice and outcomes.

Joy Karriker, Virginia Commonwealth University
Margaret L. Williams, Virginia Commonwealth University

Submitted by Margaret L. Williams, mlwillia@vcu.edu

66-35 EXPLORATION OF JUSTICE AND SHIFT: SATISFACTION, COMMITMENT, AND TURNOVER INTENTIONS

We explored the impact of justice and work shift on job satisfaction, affective commitment, and intention to turnover. Results from 115 telecommunication workers showed that interactional justice is the strongest justice predictor of satisfaction, regardless of shift but that shift interacted with interactional justice in predicting commitment and turnover intentions.

Ken Zlatoper, Self-employed
Sylvia G. Roch, University at Albany, SUNY

Submitted by Sylvia G. Roch, roch@albany.edu

66-36 UNION COMMITMENT AND PARTICIPATION: A TEN-YEAR LONGITUDINAL STUDY

The relationship between union commitment and participation was investigated. Union commitment was found to predict participation in informal union activities 10 years later. The reverse and reciprocal relationships were not supported. The implications of these findings for unions are discussed and future directions for research are outlined.

Anthony E. Carroll, Queen's University
Paul F. Clark, Pennsylvania State University
Clive Fullagar, Kansas State University
Daniel G. Gallagher, James Madison University

Submitted by Clive Fullagar, fullagar@ksu.edu

66-37 JOB SATISFACTION RATINGS: MEASUREMENT EQUIVALENCE ACROSS PHYSICIANS AND NURSES

The present study examined the measurement equivalence of job satisfaction ratings from physicians and nurses working in intensive care units. Multiple-groups confirmatory factor analysis demonstrated the equivalence of job satisfaction ratings, an important finding given the relationship of job satisfaction to nursing turnover and patient morbidity and mortality.

Jason M. Etchegaray, University of Texas M. D. Anderson Cancer Center
John Bryan Sexton, University of Texas–Austin
Robert L. Helmreich, UT Human Factors Research Project
Eric J. Thomas, University of Texas Houston Medical School

Submitted by Jason M. Etchegaray, jmetcheg@mdanderson.org

66-38 BLAME ATTRIBUTIONS, PROCEDURAL JUSTICE PERCEPTIONS, AND EMPLOYEE BEHAVIORS

Blame was hypothesized to moderate the relationship between procedural justice perceptions and employee reactions. Data from 68 employees reacting to a recent performance appraisal showed that perceptions of a supervisor's procedural justice were more strongly related to supervisor ratings of performance and OCB's when the supervisor was judged less blameworthy.

Michael Horvath, Clemson University

Sara Andrews, Clemson University

Submitted by Michael Horvath, mhorvat@clemson.edu

66-39 EXAMINING THE ANTECEDENTS OF TRUST

This research examined factors predicting trust in working relationships using Mayer, Davis, and Schoorman's (1995) model of organizational trust. It was found that ability, benevolence, and integrity predicted an individual's intention to trust. Propensity to trust predicted intention to trust only when information about trustworthiness was ambiguous.

Kathleen Boies, University of Western Ontario

Harjinder Gill, University of Western Ontario

Joan E. Finegan, University of Western Ontario

Jeffrey McNally, University of Western Ontario

Submitted by Kathleen Boies, kboies@uwo.ca

66-40 WHEN SHOULD PEOPLE BE TREATED DIFFERENTLY IN DECISION MAKING?

Drawing on equity theory, we hypothesized that students assuming the role of a manager would be more likely to recommend treating people differently in a selection context when some applicants are unfairly disadvantaged (versus not) in an effort to enhance the accurate assessment of merit. Results confirmed our hypotheses.

Agnes Zdaniuk, University of Waterloo

D. Ramona Bobocel, University of Waterloo

Camilla M. Holmvall, University of Waterloo

Submitted by Agnes Zdaniuk, azdaniuk@watarts.uwaterloo.ca

66-41 SELECTING FOR RETENTION: PREDICTING TURNOVER USING ALTERNATIVE ANALYTIC TECHNIQUES

Predictors of turnover among manufacturing employees were evaluated using linear, logistic, and Cox regression. Employment history, whether employees had friends at the organization, interviewer ratings, and a manual dexterity test were reliable predictors of turnover. Wage rate was a predictor in linear and logistic but not in Cox regression analysis.

Michael Biderman, University of Tennessee–Chattanooga

Heather K. Davison, University of Hartford

Kay K. Swartout, McKee Foods Corporation

Mark Newsome, McKee Foods Corporation

Submitted by Michael Biderman, Michael-Biderman@utc.edu

66-42 SHOW ME THE MONEY: MONETARY INCENTIVES IMPROVE RESPONSE RATES

4,925 employees at a national healthcare organization were sent a training needs survey, some receiving a small monetary incentive—a penny, quarter, or dollar attached to the survey. Incentives increased response rates 20%. This study explores the reasons why prepaid monetary incentives work.

Kristin H. Griffith, 3-D Group
Dale S. Rose, 3-D Group
Stuart D. Sidle, DePaul University

Submitted by Kristin H. Griffith, kgriffith@3dgroup.net

66-43 LONGITUDINAL VERSUS CROSS-SECTIONAL EXAMINATION OF ORGANIZATIONAL COMMITMENT

A unique survey archive allows for an examination of the development and stabilization of U.S. Army officers' organizational commitment levels over the first 10 years of service. Results indicated that affective and continuance commitment were strongest at the end of the 1st year, and affective commitment stabilized before continuance commitment.

Stephanie C. Payne, Texas A&M University
Ann H. Huffman, Texas A&M University

Submitted by Stephanie C. Payne, scp@psyc.tamu.edu

66-44 BEHAVIOR BASED SAFETY: TRUCK DRIVERS' ATTITUDE TOWARDS FEEDBACK BY TECHNOLOGY

The application of Behavior Based Safety in the transportation industry must take into account the fact that truck drivers are "lone workers." Technology might be used to provide feedback about driving. Focus groups discussed safety critical behaviors, the best way to provide feedback, and driver concerns regarding such feedback.

Yueng-Hsiang E. Huang, Liberty Mutual Research Center
Matthias Roetting, Liberty Mutual Research Center
Jamie R. McDevitt, Liberty Mutual Research Center
David Melton, Liberty Mutual Research Center

Submitted by Yueng-Hsiang E. Huang, yueng-hsiang.huang@Libertymutual.com

66-45 PREDICTING UNION PARTICIPATION INTENTIONS USING INDIVIDUAL DIFFERENCE VARIABLES

Collectivism and openness to experience were used to predict attitudes toward unions and intentions to join unions. Our model accounted for significant variance in college students' union participation intentions and union attitudes. Individual difference variables significantly improved the predictive validity of the family socialization model over previously studied variables.

Olga L. Clark, Bowling Green State University
Michael J. Zickar, Bowling Green State University
Christiane Spitzmueller, Bowling Green State University

Submitted by Olga L. Clark, oclark@bgnet.bgsu.edu

66-46 SIZE MATTERS: ABRIDGING THE JOB IN GENERAL SCALE

Following the structured scale reduction procedures developed by Stanton et al. (2002), we developed an abridged version of the "Job in General" scale, a global measure of job satisfaction. Three validation studies documenting the process of scale reduction and the psychometric suitability of the reduced-length scale are reported.

Steven S. Russell, Bowling Green State University
 Christiane Spitzmueller, Bowling Green State University
 Lilly Lin, Development Dimensions International
 Jeffrey M. Stanton, Syracuse University
 Patricia C. Smith, Bowling Green State University
 Submitted by Steven S. Russell, sruss@bgnet.bgsu.edu

66-47 THE RELATION BETWEEN JOB DEMANDS AND JOB SEARCH

Job challenge has been studied from the perspective of development, but not job search or turnover. We extend the literature by providing an examination of this relationship. We investigate the influence of challenge-related and obstacle-related demands on job search among a sample of international managers.

John Bingham, Texas A&M University
 Wendy R. Boswell, Texas A&M University
 John W. Boudreau, Cornell University
 Submitted by Wendy R. Boswell, wboswell@tamu.edu

66-48 THE EVLN MODEL: DO INDIVIDUAL DIFFERENCES PLAY A ROLE?

This research examined the impact of five previously unexamined individual difference variables and three established situational variables on an individual's decision to respond to job dissatisfaction based upon the EVLN model. The results indicated that both individual and situational variables significantly impacted an individual's reaction to job dissatisfaction.

Michelle L. Roberts, University of Tennessee
 Robert T. Ladd, University of Tennessee
 Submitted by Michelle L. Roberts, mrobert7@utk.edu

66-49 EFFECTS OF ABSENTEEISM FEEDBACK AND GOAL SETTING ON EMPLOYEE ABSENTEEISM

A field study was conducted to test the effects of absenteeism feedback and goal setting on several psychological mechanisms and employees' absence behavior. The results indicated that the intervention had a significant effect on employees' perceptions of equity, guilt, and impression management and lowered the number of absent days.

Alice Gaudine, Memorial University of Newfoundland
 Marilyn Beaton, Memorial University of Newfoundland
 Doreen Dawe, Memorial University of Newfoundland
 Alan M. Saks, University of Toronto
 Submitted by Alan M. Saks, saks@utsc.utoronto.ca

66-50 MAKING SOMETHING OUT OF NOTHING: SELF-CONCORDANCE AND JOB ATTITUDES

The present study uses structural equation modeling to test a theoretical model investigating the premise that various job-related attitudes are partially a function of workers' propensity to act in a manner consistent with their motives and values (i.e., self-concordant). Across all three attitudes, the model fits the data well.

Seth A. Kaplan, Tulane University
Carl J. Thoresen, Tulane University

Submitted by Seth A. Kaplan, skaplan@tulane.edu

66-51 A LONGITUDINAL EXAMINATION OF ORGANIZATIONAL JUSTICE: A DUAL TRIADIC MODEL

A dual triadic model of organizational justice is proposed that examine the interrelationships among three justices (procedural, distributive, and interpersonal) and its consequences (leader-member-exchange, job satisfaction, and organizational commitment). The model was tested with a longitudinal dataset with 3-year time lag with supportive findings for the proposed model.

Riki Takeuchi, University of Maryland
Wei Liu, University of Maryland
M. Susan Taylor, University of Maryland

Submitted by Riki Takeuchi, rtakeuch@rhsmith.umd.edu

66-52 UNDEREMPLOYMENT AND JOB ATTITUDES: THE CASE OF ADJUNCT COLLEGE FACULTY

We examined relationships among underemployment, job satisfaction, and affective commitment among college faculty ($N = 167$). Compared to full-time faculty, adjuncts were relatively dissatisfied with pay, promotion opportunities, and job security only if they desired to be full-time. No significant group differences were found for commitment or perceived overqualification.

Douglas C. Maynard, SUNY New Paltz

Submitted by Douglas C. Maynard, maynardd@newpaltz.edu

66-53 DOWNSIZING, TURNOVER, AND THE DECISION TO RETIRE

The purpose of this research proposal is to understand the factors that may lead to the early retirement and attrition of Department of the Army civilians. The phenomenon of interest is the "retirement bubble" that will occur when 31% of the federal civilian workforce becomes retirement eligible during this decade.

Charles D. Allen, University of Maryland

Submitted by Charles D. Allen, callen@rhsmith.umd.edu

66-54 AFFECTIVE INFLUENCES ON FAIRNESS PERCEPTIONS: A QUALITATIVE AND QUANTITATIVE REVIEW

While fairness and justice constructs have assumed a central role in organizational research, affective influences on justice perceptions remained unexamined. This paper theoretically describes and meta-analytically examines the influence of negative affect, both as a stable disposition and as a transient state, on perceptions of procedural and distributive justice.

Adam Barsky, Tulane University

Submitted by Adam Barsky, abarsky@tulane.edu

67. SYMPOSIUM: FRIDAY, 3:30–5:15**QUINCE (HILTON)****WORK–FAMILY FACILITATION: AN EXPANSION OF THE WORK–FAMILY PARADIGM**

Our goal is to expand theoretical perspectives of the work–family interface by introducing new research on work–family facilitation. Three papers examining models of work–family facilitation, along with a paper on measurement of the construct will be presented. This will be followed by an interactive discussion with the audience.

Leslie B. Hammer, Portland State University, *Chair*

Joseph G. Grzywacz, Department of Family and Community Medicine, Adam B. Butler, University of Northern Iowa, *Work to Family Facilitation: Testing Hypotheses About Workers and Jobs*

Krista Brockwood, Foundation for Accountability, Leslie B. Hammer, Portland State University, Margaret B. Neal, Portland State University, *Testing a Model of Positive Work–Family Spillover*

Julie Holliday Wayne, Wake Forest University, Amy Randel, Calloway School of Business and Accountancy, *Individual and Work Antecedents and Consequences of Work–Family Facilitation*

Ginger C. Hanson, Portland State University, Cari L. Colton, Portland State University, Leslie B. Hammer, Portland State University, *Development and Validation of a Multidimensional Measure of Positive Work–Family Spillover*

Teresa J. Rothausen, University of St. Thomas, *Discussant*

Submitted by Leslie B. Hammer, hammerl@pdx.edu

FRIDAY PM

68. SYMPOSIUM: FRIDAY, 3:30–4:45**AZALEA (HILTON)****APPLICATIONS OF IRT TO MEASUREMENT IN ORGANIZATIONS**

This session will discuss the crucial role that IRT can play in multiple phases of organizational assessment. The suitability of IRT applications for job analysis, validating online selection tests, comparing remote and on-site employee attitudes, and assessing the measurement equivalence of 360° feedback ratings are discussed.

Adam W. Meade, North Carolina State University, *Chair*

Robert J. Harvey, Virginia Tech, *Applicability of Binary IRT Models to Job Analysis Data*

Adam W. Meade, North Carolina State University, Gary J. Lautenschlager, University of Georgia, Lawrence Michels, University of Georgia, William Allen Gentry, University of Georgia, *The Equivalence of Online and Paper and Pencil Assessments*

Allan Fromen, IBM, Nambury S. Raju, Illinois Institute of Technology, *Telecommuters and Nontelecommuters: Assessing Measurement Equivalence on an Employee Survey*

S. Bartholomew Craig, North Carolina State University, Robert B. Kaiser, Kaplan DeVries Inc., *Using Item Response Theory to Assess Measurement Equivalence of 360° Performance Ratings Across Organizational Levels*

Michael J. Zickar, Bowling Green State University, *Discussant*

Submitted by Adam W. Meade, adam_meade@ncsu.edu

69. SYMPOSIUM: FRIDAY, 3:30–4:45**NARCISSUS (HILTON)****MULTIPLE DIMENSIONS OF STRUCTURED INTERVIEW EFFECTIVENESS**

This symposium addresses many unanswered questions about the effectiveness of structured interviews. These questions are addressed from the perspectives of academics and practitioners, applicants, hiring managers, organizations, and the courts.

Philip L. Roth, Clemson University, *Co-Chair*

Richard Posthuma, University of Texas–El Paso, *Co-Chair*

Todd J. Maurer, Georgia Institute of Technology, Jerry M. Solamon, City of Atlanta, Michael Lippstreu, Georgia Institute of Technology, *Structured Interviews: Effects of Coaching Interviewees on Performance and Validity*

Allen I. Huffcutt, Bradley University, Ute-Christine Klehe, University of Toronto, *Constructs Measured in the Situational Interview*

Robert L. Dipboye, Rice University, Kenneth E. Podratz, Rice University, *Estimating Validity at the Level of the Interviewer*

Mark V. Roehling, Michigan State University, *Structured Interview Effectiveness from the Legal Perspective: Current Issues, Relevant Research, and Practical Guidance*

Michael A. Campion, Purdue University, *Discussant*

Submitted by Richard Posthuma, rposthuma@utep.edu

70. PRACTITIONER FORUM: FRIDAY, 3:30–4:45

ORANGE BLOSSOM (HILTON)

MAKING 360° MATTER: PROGRAM ATTRIBUTES AND LINKS TO ORGANIZATIONAL OUTCOMES

This practitioner forum addresses the link between 360° feedback programs and organizational outcomes. Practitioners discuss the attributes of their 360° programs, their effect on bottom-line organizational outcomes, and underlying reasons for these effects. These examples demonstrate how 360° feedback programs can help drive organizational results.

Frederick P. Morgeson, Michigan State University, *Co-Chair*

Stephen E. Humphrey, Michigan State University, *Co-Chair*

Anna R. Erickson, Best Buy Company, Inc., Anthony M. Allen, Best Buy Company, Inc., Jennifer Mattocks, Questar Data Systems, Inc., *Linking 360° Feedback to Business Outcome Measures*

R. Stephen Doerflein, AstraZeneca Pharmaceuticals, Stephen J. Marshall, AstraZeneca Pharmaceuticals, Jennifer Mattocks, Questar Data Systems, Inc., *Using Timely and Tailored Feedback to Drive Leader Development, Group Development, and Competitive Advantage*

Shon Mangan, Questar Data Systems, Inc., Jennifer Mattocks, Questar Data Systems, Inc., *Providing Leaders with the Missing Link: Making Customer Information That Is Linked to the Bottom Line Part of Leaders' 360° Feedback*

Submitted by Frederick P. Morgeson, morgeson@msu.edu

71. EDUCATION FORUM: FRIDAY, 3:30–5:15

CAMELIA (HILTON)

JUST DO IT! DEVELOPING I-O STUDENT COMPETENCIES THROUGH APPLIED EXPERIENCES

SIOP Guidelines for Training call for applied experiences in content areas. This panel of experts from academics and industry will address key issues in providing effective applied experiences for both graduate and undergraduate students. Topics include development, supervision, and precautions for in-course, consulting, and internship experiences. Audience questions will follow.

Nancy J. Stone, Creighton University, *Co-Chair*

Laura L. Koppes, Eastern Kentucky University, *Co-Chair*

Elizabeth L. Shoenfelt, Western Kentucky University, *Panelist*

Janet L. Kottke, California State University–San Bernardino, *Panelist*

Allen I. Huffcutt, Bradley University, *Panelist*

Susan A. Walker, Federal Express, *Panelist*

Submitted by Nancy J. Stone, nstone@creighton.edu

72. PANEL DISCUSSION: FRIDAY, 3:30–5:15**DOGWOOD (HILTON)****I-O PSYCHOLOGISTS IN BUSINESS SCHOOLS**

The purpose of this panel is to discuss issues around the “immigration” of I-O psychologists to business schools. Panel members will describe experiences regarding research, teaching, and service, and advantages and disadvantages as well as transition issues involved in moving from a psychology department to a business school.

Herman Aguinis, University of Colorado–Denver, *Chair*

Herman Aguinis, University of Colorado–Denver, *Panelist*

Maureen L. Ambrose, University of Central Florida, *Panelist*

Wayne F. Cascio, University of Colorado, *Panelist*

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

John E. Mathieu, University of Connecticut, *Panelist*

Juan I. Sanchez, Florida International University, *Panelist*

Submitted by Herman Aguinis, Herman.Aguinis@cudenver.edu

FRIDAY PM

73. PANEL DISCUSSION: FRIDAY, 3:30–4:45**CASTLE HARBOUR (ROYAL PLAZA)****EMERGING VIEWS OF VALIDITY**

Our views on the concept of validity have undergone significant change over the past decades. This panel session will explore the emerging trends in how the inference of validity is developed and how professional judgment is used in making that inference.

William H. Macey, Personnel Research Associates, *Chair*

Leaetta M. Hough, Dunnette Group, Ltd., *Panelist*

Paul R. Sackett, University of Minnesota, *Panelist*

Neal W. Schmitt, Michigan State University, *Panelist*

Mary L. Tenopyr, Self-Employed, *Panelist*

Submitted by William H. Macey, wmacey@pra-inc.com

74. SYMPOSIUM: FRIDAY, 3:30–5:15**HARBOUR 1 (ROYAL PLAZA)****MULTILEVEL PERSPECTIVES ON EMOTIONS IN ORGANIZATIONS**

Five presentations address emotions in organizations at five levels of analysis: within-person, between persons, dyadic relationships, group, and organization. The studies show how emotion in organizational settings is a cross-level phenomenon, with demonstrable impact on leadership, climate, and group performance, as well as individual member attitudes and task performance.

Neal M. Ashkanasy, University of Queensland, *Chair*

Howard M. Weiss, Purdue University, Daniel J. Beal, Military Family Research Institute, Mallory S. Groves,

Purdue University, *Injustice Affects Performance Through Anger and Cognitive Interference*

Remus Ilies, University of Florida, Timothy A. Judge, University of Florida, *Modeling the Influence of Individual*

Differences in Stimulus Sensitivity on Emotional Reactions in Multilevel Analyses: Using Cross-Level Interactions

Joyce E. Bono, University of Minnesota, Remus Ilies, University of Florida, *A Multilevel Examination of*

Emotional Links Between Leaders and Followers

Catherine S. Daus, Southern Illinois University–Edwardsville, Aimee Harris, Southern Illinois University
Edwardsville, *Emotional Intelligence and Transformational Leader Emergence in Groups*
Charmine E. J. Härtel, Monash University, *Emotional Climate in Organizations*
Fred E. Dansereau, SUNY–Buffalo, *Discussant*
Francis J. Yammarino, Binghamton University, *Discussant*
Submitted by Neal M. Ashkanasy, n.ashkanasy@uq.edu.au

75. PANEL DISCUSSION: FRIDAY, 3:30–4:45**HARBOUR 2 (ROYAL PLAZA)****THE ABCS OF REVIEWING FOR JOURNALS**

This panel discussion gathers editors and associate editors from some of the top I-O journals. Targeted for new reviewers, you will learn how to become a reviewer, how to write good reviews, and how the review process works from behind the scenes. Questions are encouraged!

Mindy Bergman, Texas A&M University, *Chair*
Sheldon Zedeck, University of California–Berkeley, *Panelist*
Ann Marie Ryan, Michigan State University, *Panelist*
Jeffrey R. Edwards, University of North Carolina, *Panelist*
Dov Eden, Tel Aviv University, *Panelist*

Submitted by Mindy Bergman, mindybergman@tamu.edu

76. PANEL DISCUSSION: FRIDAY, 3:30–5:15**HARBOUR 3 (ROYAL PLAZA)****METHODOLOGICAL CHALLENGES IN COOPERATIVE CROSS-CULTURAL RESEARCH:
LESSONS FROM GLOBE**

The GLOBE project, a cooperative 61-country study of leadership involving over 170 co-investigators and 17,000 participants, is culminating in a series of books. In this panel, investigators who spearheaded various elements of the project speak on the challenges they faced, addressing design, analytical, and operational issues of interest to cross-cultural researchers.

Ram N. Aditya, Florida International University, *Chair*
Robert J. House, University of Pennsylvania, *Panelist*
Paul J. Hanges, University of Maryland, *Panelist*
Marcus W. Dickson, Wayne State University, *Panelist*
Vipin Gupta, Fordham University, *Panelist*
Felix C. Brodbeck, Aston University, *Panelist*
Jeffrey C. Kennedy, Lincoln University, *Panelist*

Submitted by Ram N. Aditya, adityar@fiu.edu

FRIDAY PM

77. SYMPOSIUM: FRIDAY, 3:30–4:45**HARBOUR 4 (ROYAL PLAZA)**

**ACTIVE LEARNING:
CRITICAL ELEMENTS, INSTRUCTIONAL SUPPORTS, AND LEARNING PROCESSES**

Research and practice in the training field has increasingly shifted from a focus on passive instruction to an emphasis on active, self-regulated learning. This symposium highlights research on the critical elements, instructional supports, and learning processes underlying active learning and, in the process, advances understanding of this emerging training paradigm.

Bradford S. Bell, Cornell University, *Co-Chair*

Steve W. J. Kozlowski, Michigan State University, *Co-Chair*

Jodi S. Goodman, University of Connecticut, Robert E. Wood, University of New South Wales, *Exploring the Processes by Which Performance Feedback Interventions Impact Learning*

Nina Keith, University of Giessen, Michael Frese, University of Giessen, Leonore Schulze, University of Giessen, *Processes in Error Training: Metacognition, Achievement Motivation, and Learning Strategies*

Bradford S. Bell, Cornell University, Steve W. J. Kozlowski, Michigan State University, *An Examination of the Instructional, Motivational, and Emotional Elements of Active Learning*

Steve W. J. Kozlowski, Michigan State University, Richard P. DeShon, Michigan State University, Aaron M.

Schmidt, Michigan State University, Brad A. Chambers, Michigan State University, *Trait, Goal, and Feedback Effects on Individual and Team Regulatory Processes*

Submitted by Bradford S. Bell, bb92@cornell.edu

FRIDAY PM

78. SYMPOSIUM: FRIDAY, 3:30–5:15**JASMINE BAY (ROYAL PLAZA)**

MENTORING AS A MEANS OF EMPLOYEE DEVELOPMENT

Mentoring relationships are a critical tool for enhancing employee development. This symposium is designed around five major areas of interest within the employee development and mentoring arenas: (a) formal mentoring, (b) individual differences and mentoring, (c) mentoring as an interpersonal process, (d) negative mentoring experiences, and (e) mentoring at the dyadic level.

Tammy D. Allen, University of South Florida, *Chair*

Connie R. Wanberg, University of Minnesota, Elizabeth T. Welsh, University of Minnesota, Sarah A. Hezlett, Questar Data Systems, Inc., *Formal Mentoring: A Review and Future Directions*

Sarah A. Hezlett, Questar Data Systems, Inc., Deniz S. Ones, University of Minnesota, *Individual Characteristics and Mentoring Received: A Meta-Analysis*

Lillian T. Eby, University of Georgia, Angie Lockwood, University of Georgia, Marcus Butts, University of Georgia, Andrea M. Brinley, University of Georgia, *Predictors of Negative Mentoring Experiences From the Protégé's Perspective*

Angie Lockwood, University of Georgia, Lillian T. Eby, University of Georgia, Corey Munoz, University of Georgia, *Interpersonal Qualities Underlying Mentoring Relationships: The Development of a Taxonomy*

John J. Sosik, Pennsylvania State University–Great Valley, Veronica Godshalk, Pennsylvania State

University–Great Valley, Francis J. Yammarino, Binghamton University, *Examining Mentor-Protégé Relationships From Multiple Levels of Analysis*

Belle Rose Ragins, University of Wisconsin–Milwaukee, *Discussant*

Submitted by Tammy D. Allen, tallen@luna.cas.usf.edu

79. ROUNDTABLE: FRIDAY, 4:30–5:15**CRYSTAL (HILTON)****COUNTRY LIAISONS: PROVIDING A CONDUIT BETWEEN U.S./INTERNATIONAL
I-O PSYCHOLOGISTS**

We will discuss role definition/expectations of country liaisons, defined as individuals willing to serve as conduits between psychologists within their countries and in other countries. In addition, we will be gathering member input on helpful international information resources for inclusion in an International Information Directory on the SIOP Web site.

Sharon Arad, MetrixWork, *Co-Host*
Pauline Velez, San Francisco State University, *Co-Host*
Mark J. Schmit, Gantz Wiley Research, *Co-Host*

Submitted by Sharon Arad, arad2@msn.com

80. SPECIAL EVENT: FRIDAY, 5:30–6:30**CRYSTAL (HILTON)****INTERNATIONAL MEMBERS' RECEPTION****EVENING RECEPTION: FRIDAY, 6:00–8:00****PAVILION (HILTON)**

**Badges for those who have registered in advance
will only be available at the Hilton.**

**FRIDAY
PM**