302. Panel Discussion: 12:00 PM-1:20 PM

Intrapreneurship: Fostering Innovation in Big Organizations
There is an abundant literature on the psychology of entrepreneurship but little research on the antecedents and consequences of intrapreneurship, defined as work-related behaviors that promote change and innovation within large organizations. A diverse and experienced panel will share lessons learned and spark ideas for research and practice.
Tomas Chamorro-Premuzic, University of London, Chair
Brian Rubineau, McGill University, Panelist
Ana Dutra, Executives Club Chicago, Panelist
Joshua P. Liff, Oracle Corporation, Chair
David Thompson, Boehringer Ingelheim, Panelist
Milan Samani, Leadership Labs, Panelist
Submitted by Tomas Chamorro-Premuzic, tomaschamorropremuzic@gmail.com

303. Panel Discussion: 12:00 PM-1:20 PM

Aging and Work Issues: Research, Best Practices, and the Future
This session will engage the SIOP community in a dialogue about aging workforce issues. Six internationally recognized experts on aging workforce topics will share knowledge about the state of current research and practical issues. They will provide recommendations for future research and ways to narrow the science-practice gap.
Gwenith G. Fisher, Colorado State University, Chair
Donald M. Truxillo, Portland State University, Co-Chair
Ruth Kanfer, Georgia Institute of Technology, Panelist
Lisa Finkelstein, Northern Illinois University, Panelist
Mo Wang, University of Florida, Panelist
Franco Fraccaroli, University of Trento, Panelist
Margaret E. Beier, Rice University, Panelist
James W. Gorsch, NIOSH/CDC, Panelist
Submitted by Gwenith Fisher, gwen.fisher@colostate.edu

304. Panel Discussion: 12:00 PM-1:20 PM

Harnessing Technology to Facilitate Effective Interviewing
This panel will discuss and provide examples of how technology can be leveraged to produce high-quality standardized interviews that reflect commonly accepted best practices. Panelists include representatives from 2 commercial firms that offer technology-assisted interviewing systems as well as 2 organizations that have successfully integrated technology into their interviewing processes.
John D. Arnold, Polaris Assessment Systems, Chair
Brad A. Chambers, Polaris Assessment Systems, Panelist
Neal W. Schmitt, University of Nebraska at Omaha, Panelist
Nathan J. Mondragon, Oracle, Panelist
Joshua P. Liff, Oracle Corporation, Panelist
Megan Mullinax, Google, Panelist
Leng Dang (Karina) Hu-Walowitz, Wells Fargo, Panelist
Submitted by Brad Chambers, bchambers@polaristest.com

305. Panel Discussion: 12:00 PM-1:20 PM

What's Trending at Work: Longitudinal Workforce Analytics
This session focuses on how practitioners can use longitudinal analyses to better understand how employee perspectives and behaviors change and influence one another over time. Questions cover the insights that can be gained from modeling data over time and how companies can approach employee data using a longitudinal research lens.
Catherine Ott-Holland, Michigan State University, Co-Chair
Michael T. Braun, Virginia Polytechnic Institute and State University, Co-Chair
Paul D. Bliese, University of South Carolina, Panelist
Zhen Zhang, Arizona State University, Panelist
Veronica L. Gilrane, Google, Panelist
Submitted by Catherine Ott-Holland, c.ottholland@gmail.com

306. Community of Interest: 12:00 PM-1:20 PM

404

Legal Defensibility of Selection Practices
Eric M. Dunleavy, DCI Consulting Group, Host
James L. Outz, Outz and Associates, Host
Arthur Gutman, Florida Institute of Technology, Host
Anthony S. Boyce, Aon Hewitt, Coordinator

307. Panel Discussion: 12:00 PM-1:20 PM

407-409

Cognitive Ability Research: Breathing New Life Into a Stagnating Topic
A SIOP-published journal noted in 2012 that research on cognitive ability had stagnated, and yet there is still little cognitive research at SIOP conferences or in the literature. This panel will discuss reasons for this and address several topics that require further research and theory development.
Darrin Grelle, CEB, Chair
Kristin M. Delgado, Select International/Wright State University, Panelist
Brett M. Wells, Aon Hewitt, Panelist
Rodney A. McCoy, HumRRO, Panelist
Submitted by Darrin Grelle, dgrelle@executiveboard.com

308. Alternative Session Type: 12:00 PM-1:20 PM

Franklin 08

IGNITE + Panel Session: Sharing I-O With the Community
SIOP members will present 5 minute IGNITE intros to the approaches they have used to share I-O with members of the community ranging from school-age children to professionals. The format will then shift to an interactive discussion between presenters and audience members to identify best practices for sharing I-O.
Joseph A. Allen, University of Nebraska at Omaha, Co-Chair
Suzanne T. Bell, DePaul University, Co-Chair
Dan J. Putka, HumRRO, Presenter
David P. Costanza, The George Washington University, Presenter
Lauren E. McEntire, PepsiCo, Presenter
Marissa L. Shuffler, Clemson University, Presenter
Robert McKenna, Seattle Pacific University, Presenter
Submitted by Suzanne Bell, sbell11@depaul.edu

309. Symposium/Forum: 12:00 PM-1:20 PM

Franklin 09

Sleep and Work: Cruisin' for a Bruisin' by Not Snoozin'
Sleep is important, but organizational researchers have largely examined cross-sectional relationships with sleep as an outcome of negative work events or predictor of ill health. This session shares new, process-based, methodologically rigorous daily diary research at the intersection of sleep, work–family, and well-being.
Ryan C. Johnson, Ohio University, Chair
Zhiqing E. Zhou, Florida Institute of Technology, Erin Eustough, Baruch College and The Graduate Center, CUNY, Examining Predictors and Outcomes of Daily Sleep Quality
Danielle R. Wald, Baruch College and The Graduate Center, CUNY, Erin Eustough, Baruch College and The Graduate Center, CUNY, Cristina M. Arroyo, Baruch College and The Graduate Center, CUNY, Sleep, Rest, and Daily Workplace Conflicts: Yesterday and Tomorrow
Yujie Zhan, Wilfrid Laurier University, Yixuan Li, University of Florida, Mo Wang, University of Florida, Jungi Shi, Sun Yat-Sen University, Sleep Quality, Vigor, and Extrarole Behaviors: A Daily Diary Study
Tori L. Crain, Portland State University, Leslie B. Hammer, Portland State University, Soomi Lee, Pennsylvania State University, Ryan C. Johnson, Ohio University, Todd Bodner, Portland State University, David M. Almeida, Pennsylvania State University, Robert Stawski, Oregon State University, Orfeu M. Buxton, Pennsylvania State University, Assessing Directionality Among Resource Loss and Sleep
Kristen M. Shockley, Baruch College and The Graduate Center, CUNY, Elizabeth M. Boyd, Kennesaw State University, Zhenyu Yuan, The University of Iowa, Eric Knudsen, Baruch College and The Graduate Center, CUNY, What's in an Episode?: Linking Work–Family Conflict Episodes to Health
Submitted by Ryan Johnson, johnson4@ohio.edu
310. Symposium/Forum: 12:00 PM-1:20 PM
Franklin 10

European Approaches to Investigate Late Careers Decisions
Considering global population ageing, the importance to keep older people in the labor force is continuously growing. This symposium highlights different perspectives (including individual factors, family factors, and work-related factors) to help understand late career decisions that occur pre- and post-retirement.

Juergen Deller, Leuphana University of Lueneburg, Chair
Ulrike Fasbender, Oxford Brookes University, Co-Chair
Noreen Heraty, University of Limerick, Jean McCarthy, University of Limerick, Financial Planning for Retirement among Late Career Older Workers
Hanna van Solinge, University of Groningen, Family Influences on Late Career Transitions
Anne M. Wöhmann, Federal Institute for Occupational Safety and Health (BAuA), Joachim Höffmeier, University of Münster, Juergen Deller, Leuphana University of Lueneburg, Resources in Older Workers’ Work–Privacy Conflict
Jan-Bennet Voltmer, Leuphana University of Lüneburg, Ulrike Fasbender, Oxford Brookes University, Juergen Deller, Leuphana University of Lueneburg, How Life Goals and Age Predict Desired Remaining Work Years
Ulrike Fasbender, Oxford Brookes University, Mo Wang, University of Florida, Jan-Bennet Voltmer, Leuphana University of Lüneburg, Juergen Deller, Leuphana University of Lueneburg, Postretirement Employment Decisions and Meaning of Work

Submitted by Ulrike Fasbender, fasbender@leuphana.de

311. Symposium/Forum: 12:00 PM-1:20 PM
Grand A

Nurse Interactions with Peers, Physicians and Patients: Training and Measurement
Nurses play a unique role in healthcare. They have various interactions with physicians, leaders, peers, and patients that need to be better understood in order to maximize the efficiency and safety of this population. This symposium tackles this issue from interactions with senior management to self-development for patient interactions.

Keaton A. Fletcher, University of South Florida, Co-Chair
Wendy L. Bedwell, University of South Florida, Co-Chair
Sallie J. Weaver, Johns Hopkins University School of Medicine, Paula S. Kent, Johns Hopkins University School of Medicine, Lori A. Paine, Johns Hopkins University School of Medicine, Melinda D. Sawyer, Johns Hopkins University School of Medicine, MarieSarah Pillar, Johns Hopkins University School of Medicine, Elizabeth Daugherty Biddison, The Johns Hopkins Hospital, Examining Variation in Nurses’ Mental Models of Influence and Leadership
Deborah DiazGranados, Virginia Commonwealth University, Nital Appelbaum, Virginia Commonwealth University School of Medicine, Nancy New, VCU Health System, Understanding the Advanced Practice Nurse and Physician Partnership
Michael A. Rosen, Johns Hopkins University School of Medicine, Aron Dietz, Johns Hopkins University School of Medicine, I-Jeng Wang, Johns Hopkins University, Jared Markowitz, Johns Hopkins University, Nam Lee, Johns Hopkins University, Carey Priebel, Johns Hopkins University, Peter Pronovost, Johns Hopkins University School of Medicine, Unobtrusive Sensor-Based Measurement of Nursing Workflow/Workload in Critical Care
Wendy L. Bedwell, University of South Florida, Keaton A. Fletcher, University of South Florida, Megan Voeller, University of South Florida Contemporary Art Museum, Healthcare and Humanities: Assessing Art-Based Training for Nurses
Eduardo Salas, University of Central Florida, Discussant

Submitted by Keaton Fletcher, fletcherk@mail.usf.edu

312. Symposium/Forum: 12:00 PM-1:20 PM
Grand B

Working Moms and Dads: Trials, Tribulations, and Coping Strategies
As working women and men enter into parenthood, they face a new set challenges associated with managing work and family roles, which research has shown can be psychologically and physically damaging. As such, the proposed symposium aims to address the unique obstacles associated with the overlap of parenthood and employment.

Kristen P. Jones, Washington State University, Chair
Whitney Botsford Morgan, University of Houston-Downtown, Susan M. Henney, University of Houston-Downtown, Avoidance Coping and Disengagement: Roles of Parental Status and Incivility
Judith Clair, Boston College, Eden B. King, George Mason University, Amanda Anderson, George Mason University, Kristen P. Jones, Washington State University, Michelle (Mikki) Hebl, Rice University, 90210 Revisited: Where You Live Matters in Shaping Work–Life Conflict
Amanda Anderson, George Mason University, Eden B. King, George Mason University, Elizabeth Campbell, Hanover Research, Carolyn J. Winslow, George Mason University, Alexander G. Morris, George Mason University, Lydia Hall, George Mason University, Individual and Organizational Strategies to Reduce Hiring Discrimination Against Mothers
Kimberly A. French, University of South Florida, Christina Barnett, University of South Florida, Tammy D. Allen, University of South Florida, Marissa Mayer: Media Reaction to a Pregnant CEO
Lillian T. Eby, University of Georgia, Discussant

Submitted by Kristen Jones, kristen.jones@wsu.edu

313. Symposium/Forum: 12:00 PM-1:20 PM
Grand C

What Makes the Dark Triad Maladaptive for Work?
This symposium presents theoretically-grounded research that examines specific ways in which the Dark Triad can be maladaptive for work. Authors of 4 papers examine the role of dark personality traits in attaining positions of power, reporting ethical misconduct, escalating commitment to failing courses of action, and the hindsight bias.

Satoris S. Culbertson, Kansas State University, Chair
Alexander T. Jackson, Kansas State University, Co-Chair
Peter D. Harms, University of Nebraska, Lincoln, Dustin Wood, Wake Forest University, Does Power Corrupt? A Dark Personality Perspective
Donald L. Fischer, Missouri State University, Maryann Stassen, Missouri State University, Benjamin Thomas, Missouri State University, David D Willis, Missouri State University, Predicting Character Failure With IATs Based on Dark Side Traits
Alexander T. Jackson, Kansas State University, Satoris S. Culbertson, Kansas State University, Edgar E. Kausel, University of Chile, Alyssa M. Campbell, Kansas State University, Mengmeng Zhu, George Mason University, Escalation of Commitment: Do Narcissists, Machiavellians, and Psychopaths Escalate More?
Edgar E. Kausel, University of Chile, Satoris S. Culbertson, Kansas State University, Alexander T. Jackson, Kansas State University, Jochen Reb, Singapore Management University, Narcissism Exacerabtes the Hindsight Bias, but Only After Favorable Outcomes
Bradley J. Brummel, The University of Tulsa, Discussant

Submitted by Satoris Culbertson, satoris@ksu.edu

314. Master Tutorial: 12:00 PM-1:20 PM  See page 6 for CE
Grand D

Generating Instant Meta-Analyses Using the metabUS Database and Construct Taxonomy
This session provides a tutorial on metabUS, a multinationally funded project that enables researchers and practitioners to select variables of interest from a taxonomic map of our field and then conduct instant meta-analyses. This tutorial will demonstrate the taxonomy, database containing more than a half-million research findings, and interfaces for conducting instant meta-analyses.

Frank A. Bosco, Virginia Commonwealth University, Presenter
Krista L. Uggerslev, Northern Alberta Institute of Technology, Presenter
Piers Steel, University of Calgary, Presenter
Frank A. Bosco, Virginia Commonwealth University, Presenter
James G. Field, Virginia Commonwealth University, Presenter

Submitted by Frank Bosco, siop@frankbosco.com

315. Roundtable Discussion/Conversation Hr: 12:00 PM-12:50 PM
Grand I

The Influence Of Leader Regulatory Focus On Employee Leader Development
This roundtable/conversation hour’s objective is to introduce leader’s promotion-focused or prevention-focused concerns as critical influenci-
ers for employee’s managerial aspirations and participation in leader development activities. Thus, a discussion on both the aspiration of leadership positions and skill improvement can enhance a discussion on how leaders impact employee’s thoughts and actions.

Nathan S. Hartman, Illinois State University, Host
Thomas A. Conklin, Georgia State University, Host
Submitted by Nathan Hartman, nathan.hartman@ilstu.edu

316. Symposium/Forum: 12:00 PM-1:20 PM
Grand J
The HEXACO Model at Work: New Insights and Research Findings

Personality traits are crucial for many organizational outcomes. This symposium provides new insights into the importance of the recently introduced HEXACO model of personality for the work context. Specifically, it relates the HEXACO traits to outcomes such as career orientation, counterproductive work behavior, entrepreneurship, and job performance.

Ingo Zettler, University of Copenhagen, Co-Chair
Kibee Lee, University of Calgary, Co-Chair
Kibee Lee, University of Calgary; Michael C. Ashton, Brock University, The HEXACO Model of Personality: An Overview and Issues
Reinout E. de Vries, Vrije Universiteit Amsterdam, Kilian W Wawoe, VU University Amsterdam, Djuure Holtrop, De Vrije University, Proactivity as HEXACO Engagement: Relations With Entrepreneurship and Job Performance
Samuel T. McCabe, University of Technology, Carmen K. Young, Rice University, Bifactor Models of Personality: Predicting Career Orientation with the HEXACO-PI-R
Ingo Zettler, University of Copenhagen, Kathrin Wendler, Fresenius University of Applied Sciences, Honesty-Humility Interacts With Organizational Context Factors in Predicting Job Performance
Submitted by Kibee Lee, kibee@ucalgary.ca

317. Panel Discussion: 12:00 PM-1:20 PM
Grand K
Strategic Leadership in Organizations: Future Directions for Research and Practice

This panel will address the concept of “strategic leadership” from the standpoint of both the leadership literature and several aspects of practice in organizations. Specifically, this panel aims to create a dialogue between practitioners and academics, finding new synergies to move the conceptualization of strategic leadership forward.

Katina Sawyer, Villanova University, Chair
Anna Marie Valerio, Executive Leadership Strategies, LLC, Panelist
Nathan J. Hiller, Florida International University, Panelist
Suzanne J. Peterson, Arizona State University, Panelist
David Dimwood, Center for Creative Leadership, Panelist
Submitted by Katina Sawyer, katina.sawyer@villanova.edu

318. Master Tutorial: 12:00 PM-1:20 PM  See page 6 for CE
Grand L
From Fix It to Mission Critical: The Evolution of Coaching in Organizations

How organizations use coaching has evolved significantly and many now incorporate it as an important tool for achieving critical business objectives. Learn how to optimize organizational value and impact from coaching across 5 fundamental approaches—corrective, responsive, proactive, strategic, and mission critical—and strategies for progressing from one to the next.

Ellen N. Kumata, Cambria Consulting, Inc., Presenter
Colleen C. Gentry, Cambria Consulting, Inc., Presenter
Lori K. Collins, Cambria Consulting, Inc., Presenter
Submitted by Derek Steinbrenner, dsteinbrenner@cambricaconsulting.com

319. Panel Discussion: 12:00 PM-1:20 PM
Independence Ballroom
Social Media and Employment Decisions: More Than You Bargained For Organizations use information from social media sites for employment decisions. These practices, however, present many legal challenges and currently lack empirical support. The purpose of this panel is to discuss the legal considerations of using social media for employment decisions and ideas for future research.

Richard J. Chambers, PepsiCo-Frito-Lay, Co-Chair
Shawn Bergman, Appalachian State University, Co-Chair
Krist Davison, University of Mississippi, Panelist
Jamie L. Winter, Development Dimensions International (DDI), Panelist
Kevin B. Tamanini, Development Dimensions International (DDI), Panelist
Bart Weatherington, University of Tennessee at Chattanooga, Panelist
Submitted by Richard Chambers, richchambers@gmail.com

320. Panel Discussion: 12:00 PM-1:20 PM
Liberty AB
Thrive in Big Data: Change in I-O's Mindset and Toolset

This session intends to answer questions around the changes big data has brought to the field and its implications for I-O psychologists' roles, identify unique contributions of I-Os, and discuss strategies to bridge the skill gaps in practice and in graduate programs.

Jing Jin, Development Dimensions International (DDI), Co-Chair
Zachary T. Kalinoski, Findly, Co-Chair
Jennifer C. Cullen, Evolv On-Demand, Panelist
Melissa M. Harrell, Google, Panelist
Wayne C. Lee, Swipe Jobs, Panelist
Timothy C. Lisk, Quanticast, Panelist
Cole Napper, Anadarko Petroleum Corporation, Panelist
Submitted by Jing Jin, jinjingpsy@gmail.com

321. Panel Discussion: 12:00 PM-1:20 PM
Liberty C
How to Be Successful as a First Year Practitioner

One’s first year as an industrial/organizational practitioner is a whirlwind of new challenges and opportunities. In this session, new practitioners from Ford, Google, Korn Ferry, Johnson & Johnson, and APTMetrics will foster a highly interactive discussion on how to prepare for, and be successful in, that exciting first year.

Megan L. Huth, Google, Chair
Charlotte L. Powers, Johnson & Johnson, Panelist
Marina Pearce, Ford Motor Company, Panelist
Jillian McLellan, APTMetrics, Panelist
Rachael Klein, University of Minnesota/Korn Ferry, Panelist
Submitted by Charlotte Powers, cpowers9@its.jnj.com

322. Poster Session: 12:30 PM-1:20 PM
Franklin Hall
Global/Cross-Cultural/Organizational Culture and Climate

322-1 Cross-National Measurement Equivalence Examination of 360-Degree Leadership Ratings

This study examined measurement equivalence of 360-degree leadership ratings and self–other agreement in the United States and China. Conceptual equivalence and partial scalar equivalence were supported between different types of raters across countries. Chinese ratings were found to have larger self–supervisor disagreement than U.S. ratings.

Luyen Chang, Select International, Inc.
Janet L. Barnes-Farrell, University of Connecticut
Dev K. Dalal, University of Connecticut
Submitted by Luyen Chang, schang@selectintl.com

322-2 Cross-Cultural Adjustment and Expatriation Reasons Among Indian Expatriates

Data from Indian expatriates in America (N = 336) showed no differences in cultural adjustment for self- versus organizationally initiated expatriates. The
latter were more motivated to expatriate by money than the former. Financial expatriation was negatively correlated with cultural adjustment, whereas exploratory expatriation was positively correlated with cultural adjustment.

Pooja B. Vijayakumar, University of Tennessee at Chattanooga
Christopher J. L. Cunningham, Logi-Serve/University of Tennessee at Chattanooga

Submitted by Christopher Cunningham, chris-cunningham@utc.edu

322-3 Repatriates’ Perspectives on the Repatriate Knowledge Transfer Process
This poster challenges existing knowledge transfer models and advances the understanding of the microprocesses during repatriate knowledge transfer (RKT). Critical incidents reported by 29 U.S. American and German repatriates are content analyzed. Insights are summarized in the RKT process model, reflecting the knowledge transfer related activities of senders, recipients, and facilitators.

Anne Burmeister, Leuphana University Lueneburg
Juergen Deller, Leuphana University Lueneburg
Joyce Osland, San José State University
Betina Szkudiarek, The University of Sydney Business School
Gary Oddou, California State University, San Marcos
Roger N. Blakeney, University of Houston

Submitted by Juergen Deller, deller@uni.leuphana.de

322-4 Exploring Cultural Diversity in Space Exploration: The Role of Context
Currently, cultural differences are important factors within teams across fields and organizations. This poster extends this to the space context by reviewing the literature and conducting interviews with NASA astronauts, flight directors, and so on. This paper highlights themes and a framework with contextual barriers and facilitators to the culture-performance relationship.

Jennifer Feitosa, University of Central Florida
Shawn Burke, University of Central Florida
Eduardo Salas, University of Central Florida

Submitted by Jennifer Feitosa, jfeitosa@ist.ucf.edu

322-5 Good and Bad Simultaneously? Examining Dialectical Thinking, Conflict, and Creativity
Can a leader’s dialectical thinking affect an employee’s creativity? If so, how? This study of 222 employees from manufacturing firms in China found that a leader’s dialectical thinking had positive relationship with employee creativity in Chinese context, and this relationship was mediated by leader conflict management approach and team conflict.

Yuntao Bai, Xiamen University
Guohang Han, Youngstown State University
Peter D. Harms, University of Nebraska, Lincoln
Wenwen Cheng, Xiamen University

Submitted by Peter Harms, pharms2@unl.edu

322-6 Putting Perceptions of Nepotism in Organizational and Cultural Contexts
Antinepotism policies treat family employment as unfair across instances and cultures. This cross-cultural study assessed perceptions of nepotism as both a general and an organizational phenomenon. Higher tolerance was found in a collectivist culture. Counter to expectations, organization-wide nepotism was negatively related to perceived nepotism.

Mark Woolsey, Southwest Missouri State University
Robert G. Jones, Missouri State University

Submitted by Robert Jones, robertjones@missouristate.edu

322-7 Life Domain Conflicts and Satisfaction: Gender and Culture as Moderators
Significant moderation effects of gender and GLOBE’s gender egalitarianism (GE) on the relationships between WIF (work interfering with family) and FIW (family interfering with work) and job satisfaction/family satisfaction were found. Data were used from the International Social Program (ISSP) including a sample of 13,371 participants from 25 countries.

Alina Prinz, University of Osnabrück
Regina Kempen, University of Osnabrück
Karsten Mueller, University of Osnabrück

Submitted by Karsten Mueller, karsten.mueller@uni-osnabrueck.de

322-8 International Experience and Intercultural Problem Solving: Moderating Role of CQ
This poster proposes that cultural intelligence (CQ) moderates effects of international experience on intercultural problem solving. Across 173 subjects from 24 countries, CQ compensated for negative effects of international experience on novelty while strengthening benefits of international experience for utility of solutions to high-fidelity intercultural problem simulations. Theoretical and practical implications are discussed.

Thomas Rockstuhl, Nanyang Technological University
Yaqun Liu, Nanyang Technological University
K. Yee Ng, Nanyang Technological University
Soon Ang, Nanyang Technological University
Linn Van Dyne, Michigan State University

Submitted by Thomas Rockstuhl, TRockstuhl@ntu.edu.sg

322-9 Validity of Observer Ratings of Cultural Intelligence (CQ)
Results from this study with foreign professionals provide strong support for the validity of the cultural intelligence (CQ) construct and show that the sole use of self-reports leads to an underestimation of the explanatory power of CQ. Relative importance of all CQ facets for cross-cultural adjustment was established.

Klaus J. Templer, SIM University

Submitted by Klaus J. Templer, kjtempler@unisim.edu.sg

322-10 Leader Decision Making in Cross-Cultural Interactions: Investigating Cognitive Skill Dimensions
The purpose of this research is to investigate the dimensionality of cognitive skills for leader decision making in cross-cultural interactions. Findings from Air Force leaders (N = 117) indicate 3 cognitive skill dimensions (during interactions, knowledge acquisition, strategic/systems thinking) and different profiles of KSAs when combining job analysis data.

Jennifer S. Tucker, US Army Research Institute
Patricia L. Fogarty, Air Force Culture and Language Center
Katie M. Gunther, Center for Army Leadership

Submitted by Jennifer Tucker, jennifer.s.tucker.civ@mail.mil

322-11 Unemployment and Impaired Well-Being: Self Determination as a Causal Mechanism
Using couples as unit of analysis, this qualitative study examined the causal relationship between unemployment and well-being. Specific socio-contextual conditions that lead to deprivation needs for autonomy and competence were found to cause increased psychological distress and reduce well-being for both the unemployed individual and their spouse.

Lalitha Urs, University of Minnesota
Cynthia Peden-McAlpine, University of Minnesota

Submitted by Lalitha Urs, lalitha.urs@gmail.com

322-12 Manipulating Power Distance: Towards an Adaptive Cultural Priming Methodology
The difficulty in procuring a culturally heterogeneous sample can make conducting cross-cultural research difficult. This study created a power-distance prime to facilitate cross-cultural research. Though our prime influenced power distance attitudes, it was found that it only impacts behavioral intentions for those low on need for cognition.

Christopher Wiese, University of Central Florida
Christopher Coultas, University of Central Florida
Shawn Burke, University of Central Florida
Eduardo Salas, University of Central Florida

Submitted by Christopher Wiese, ChrisWWiese@gmail.com

322-13 Development of an Employee Green Behavior Descriptive Norms Scale
Employee green behaviors are behaviors that contribute to environmental sustainability in the workplace. However, knowledge of green behaviors in the workplace is limited by a lack of measurements tools. To address this limitation, this poster developed and validated a scale that assesses descriptive norms related to employee green behaviors.

Jacqueline C. McConnaughy, California State University, San Bernardino
Mark D. Agars, California State University, San Bernardino
322-14 Work–Family K.O.: The Resource Drain of Competitive Climate
The study asserts that competitive psychological climate (CPC) negatively impacts burnout through work–family conflict (WFC). The impact of segmentation preference (SP) was predicted to moderate the CPC–WFC and CPC–burnout relationships. Data showed that WFC fully mediated the CPC–burnout relationship, and SP had no effect.
Cody J. Bok, University of Houston
Lisa W. Sublett, University of Houston
Lisa M. Penney, University of Houston
Submitted by Cody Bok, cbok@uh.edu

322-15 Organizational Culture and Performance: A Configurational Approach
Most studies that investigate the link between organizational culture and performance do not treat culture as a holistic phenomenon but focus on single dimensions instead. This poster suggests the use of configurational approaches to overcome this research gap and propose how different cultural configurations might be related to performance outcomes.
Martin Puppatz, Leuphana University Lueneburg
Juergen Deller, Leuphana University of Lueneburg
Submitted by Juergen Deller, deller@uni.leuphana.de

322-16 The Indirect Relationship Between Learning Climate and Work Performance
This poster examined the indirect relationship between learning climate and work performance. Utilizing robust analysis techniques on data from a sample of 625 employees from 12 organizations, the proposed relationships between the 2 were tested, as mediated by employee engagement and moderated by sector of employment (business versus public).
Liat Eldor, University of Pennsylvania
Itzhak Harapaz, University of Haifa
Submitted by Liat Eldor, leldor@wharton.upenn.edu

322-17 Political Influence, Politics Perceptions and Work Outcomes: An Experimental Investigation
Political behavior was manipulated to empirically examine its effects on perceptions of politics (POPs), job satisfaction, and intention to turnover. Results supported a strong link between political behavior and POPs, and subsequent work outcomes. These findings address a critical link between behavior and perceptions in the organizational politics literature.
Sarah E. Hill, University of Missouri-St. Louis
John P. Meriac, University of Missouri-St. Louis
Amanda L. Thomas, University of Missouri-St. Louis
Submitted by Sarah Hill, seht4@umsl.edu

322-18 Complementary or Competing Climates on Company-Level Financial Performance?
This poster tested competing theoretical predictions regarding interactions between customer orientation and ethical climates on company financial performance. Results from medical sales representatives in 77 subsidiaries revealed that the influence of customer orientation climate on company financial performance was stronger under conditions both of high ethical climate and high climate strength.
Patricia N. Martinez, Pennsylvania State University
Adam T. Myer, Johnson & Johnson
Susan Mohammed, Pennsylvania State University
Christian N. Thoroughgood, Northeastern University
Submitted by Patricia Martinez, pattymart25@gmail.com

322-19 Climate and Customer Service: The Healthy Organization
This study tested whether climate for diversity, justice, innovation, continual learning, and service enabled service organizations to maintain a healthy balance with their environment, as reflected in high customer service ratings. The results supported the hypotheses. Implications of findings are discussed and a healthy organization model proposed.
Paul J. Hanges, University of Maryland

322-20 Psychological Safety Mediation of the Gender and Employee Development Relationship
Changes in the healthcare environment necessitate employee development for providing quality care. However, gender differences exist in levels of development. This poster examined psychological safety as a mechanism that explains gender differences in development in a sample of healthcare employees (N = 12,382). Results supported our hypotheses.
Elizabeth Peyton, Wright State University
Katerine Osatuke, Miami University
Submitted by Elizabeth Peyton, bethpeyton1025@gmail.com

322-21 Ineffective Leadership and Employees' Outcomes: The Mediating Effects of Emotions
This study examines the relationship between 2 types of ineffective supervision (abusive supervision and authoritarian leadership style) and employees' personal and organizational strains, and how these relationships are mediated by employees' anxiety and depression. The results suggested that both types of ineffective leadership lead to similar negative employee outcomes.
Lindsay S. Pye, McKinsey & Company
Daniel P. Meltzer, New York Life Insurance
Cong Liu, Hofstra University
Submitted by Lindsay Pye, lindsayspyc@gmail.com

322-22 The Factor Structure of Personality Derailers Across Cultures
Despite the increasing popularity of dark-side (derailing) personality, there is little consensus over the structure of personality derailers across cultures. The 5 factor model (FFM) as the universal taxonomy of bright-side personality has shown equivalence across cultures. This study examined the factor structure of personality derailers across cultures.
Jeff Foster, Hogan Assessment Systems
Dan V. Simonet, University of Tulsa
Renee F. Yang, Hogan Assessment Systems
Submitted by Renee Yang, ryang@hoganassessments.com

322-23 Gamification Wins! Creating a Customer-Oriented Mindset for Utility Employees
A gamification pilot was introduced at a utility to create a more customer-oriented workforce. The pilot focused on facts related to rates and reducing energy use. Employees who played learned key facts and felt more comfortable having customer conversations related to the rate increase and reducing energy use.
Alison A. Broadfoot, San Diego Gas & Electric
Chris Chambers, San Diego Gas & Electric
Submitted by Alison Broadfoot, broadfoot7@yahoo.com

322. Symposium/Forum: 1:30 PM-2:50 PM
302-304
New Developments in Abusive Supervision Research
This symposium introduces new developments on fundamentally important issues associated with emergence and effects of abusive supervision: how supervisor emotional labor and follower deviance play roles as predictors of leader abuse, how contextual factors influence reactions to abusive supervision, and how followers come to perceive leader’s behavior as abusive.
Bennett J. Tepper, Ohio State University, Chair
Hee Man Park, Ohio State University, Co-Chair
Lingtao Yu, University of Minnesota, Michelle K. Duffy, University of Minnesota, An Examination of Emotional Labor, Subordinate Performance, and Abusive Supervision
Huwen Lian, Hong Kong University of Science and Technology, Mingyu Huai, Hong Kong University of Science and Technology, Jiing-Lih Farh, Hong Kong University of Science and Technology, Flora Chiang, Hong Kong Baptist University, Thomas A. Birch, University of Cambridge, Supervisors Mistreat Due to Ego Threat
John Schaubroeck, Michigan State University, Ann C. Peng, Richard Ivey School of Business, Sean T. Hannah, Wake Forest University, Group Potency and
324. Symposium/Forum: 1:30 PM-2:50 PM 305-306
Leadership for Organizational Safety
This symposium consists of five presentations on the contribution of leadership to organizational safety. The studies explore a range of conceptual approaches to leadership and investigate the effect of leadership on different safety outcomes and at various organizational levels as well as in different organizational contexts.

Mark Griffin, University of Western Australia, Chair
Laura Fruhen, University of Western Australia, Mark Griffin, University of Western Australia, Managerial Safety Commitment—Applying an Organizational-Level Concept to Individual Managers
Sara M. Guediri, The University of Manchester, Laura Fruhen, University of Western Australia, Improving Workplace Safety Through Shared Leadership
Sean Tucker, Queen's University, Tunde Ogundowo, University of Calgary, Dayle Diekrager, Saskatchewan Worker Compensation Board, The Impact of CEO Ethical Leadership on Frontline Employee Injuries
Sharon Clarke, The University of Manchester, Ian Taylor, The University of Manchester, Developing an Intervention to Improve Safety Leadership and Safety Outcomes
Matteo Curcuruto, University of Western Australia, Mark Griffin, University of Western Australia, Sharon K. Parker, UWA Business School, Comparing the Effects of Coaching Versus Control-Oriented Practices by Supervisors
Submitted by Sara Guediri, sara.guediri@mbc.ac.uk

325. Symposium/Forum: 1:30 PM-2:50 PM 309-310
Insufficient Effort Responding: From Detection to Solution
When survey participants engage in insufficient effort responding (IER; i.e., careless or random responding), data quality will be impacted. Featuring the latest research on IER, this symposium presents novel approaches to detect and deter IER and offers new insight on the individual differences underlying IER behavior.

Jason L. Huang, Wayne State University, Chair
Mengqiao Liu, Wayne State University, Co-Chair
Qikun Niu, George Mason University, Haochu Tian, Princeton University, Mengmeng Zhu, George Mason University, Modeling IER Using Response Latency
Caleb B. Bragg, Wright State University, Nathan A. Bowling, Wright State University, IER as a Predictor for Subsequent Cooperation With Researcher Requests
Caitlin E. Blackmore, Wright State University, Steven Khazon, Wright State University, Nathan A. Bowling, Wright State University, Who Cares and Who’s Careless? Personality and Insufficient Effort Responding
Shan Ran, Wayne State University, Levi R. Nieminen, Denison Consulting, Mengqiao Liu, Wayne State University, Jason L. Huang, Wayne State University, Combating the Negative Impact of Negatively Worded Items in Surveys
Fred Oswald, Rice University, Discussant
Submitted by Mengqiao Liu, mengqiao.liu@wayne.edu

326. Symposium/Forum: 1:30 PM-2:50 PM 401-403
Exploring the Complex Relationships Between Culture and Creativity/Innovation
The relationship between culture and creativity/innovation is complex and not well understood. This symposium brings together different cultural research (i.e., cross-cultural and multicultural) on creativity/innovation at both macro and micro level.

Oleksandr Chernyshenko, Nanyang Technological University, Chair
Kevyn Yong, ESSEC Business School, Pier V Mannucci, HEC Paris, Michel W Lander, HEC Paris, Culture and Creativity in Organizations
Namrita Bendapudi, Nanyang Technological University, Siran Zhan, Nanyang Technological University, Ying-yi Hong, Nanyang Technological University, The Role of Cultural Values in Enhancing National Creativity
Sherwin I. Chia, Nanyang Technological University, Namrita Bendapudi, Nanyang Technological University, Self-Regulatory Effects on Cultural Norms of Creativity
Siran Zhan, Nanyang Technological University, Namrita Bendapudi, Nanyang Technological University, Ying-yi Hong, Nanyang Technological University, Differential Effects of Ethnic Versus Cultural Diversity on Innovation
Kathrin J. Hanek, University of Michigan, Fiona Lee, University of Michigan, Biculturalism and Affective Components of Choice
Submitted by Sherwin Chia, chia0311@e.ntu.edu.sg

327. Community of Interest: 1:30 PM-2:50 PM 404
Cognitive Science: Fertile Grounds for I-O
Stephen M. Fiore, University of Central Florida, Host
Glad Chen, University of Maryland, Host
Christopher P. Cerasoli, The Group for Organizational Effectiveness (gOE), Coordinator

328. Panel Discussion: 1:30 PM-2:50 PM 407-409
Leveraging an I-O Internship for Career Excellence
Graduate level internships are often the first steps that Master’s and PhD students take to shape their professional career. This panel, comprising mentors of interns, current I-O student interns and past I-O student interns, discusses how to best capitalize on the internship experience to develop a strong professional career foundation.

Mark S. Nagy, Xavier University, Chair
Vinaya Sakpal, University of Maryland College Park, Co-Chair
Kathryn E. Keeton, NASA Wyle, Panelist
Robert W. Stewart, PDRI, a CEB Company, Panelist
Feliks Goldin, Freddie Mac, Panelist
Thomas S. Skiba, Florida Institute of Technology, Panelist
Submitted by Vinaya Sakpal, vinayas1@umbc.edu

329. Alternative Session Type: 1:30 PM-2:50 PM Franklin 08
Environmental Sustainability: Taking the Lead on Research and Practice
Collaborative working session to provide guidance for I-O psychologists to take a much-needed leadership role in both research and practice related to environmental sustainability (ES) in organizations. This includes framing ES as a psychological and ethical criterion space, and identifying themes to help structure theory-driven research.

Stephanie R. Klein, Pennsylvania State University, Presenter
Rodney L. Lowman, Alliant International University, Presenter
Robert G. Jones, Missouri State University, Presenter
Submitted by Stephanie Klein, srklein42@hotmail.com

330. Symposium/Forum: 1:30 PM-2:50 PM Franklin 09
Recent Developments in Interview Impression Management and Faking Research
This symposium offers a theoretical and empirical contribution to research on honest and deceptive (i.e. faking) impression management in employment interviews. It addresses the dispositional and situational antecedents of deceptive IM, the use of IM across selection methods, and the measurement of honest versus deceptive IM.

Nicolas Roulin, University of Manitoba, Co-chair
Joshua S. Bourdage, Western University, Co-Chair
Anne-Kathrin Buehle, Universität Ulm, Klaus G. Melchers, Universität Ulm, Who Fakes in Employment Interviews?
Stephanie J. Law, University of Calgary, Thomas A. O’Neill, University of Calgary, Joshua S. Bourdage, Western University, Interview Faking: Investigation of Who Engages in IM And Why
Vanessa Jacksch, Justus Liebig University Giessen, Ute-Christian Kliehe, Justus
Liebig University Giessen, Nicolas Roulin, University of Manitoba, Candidates’ Impression Management in the Résumé, Cover Letter, and Interview
Joshua S. Bourdage, Western University, Nicolas Roulin, University of Manitoba, Rima Tarraf, University of Western Ontario, Further Validation of the Interview Honest Impression Management Measure
Julia Levashina, Kent State University, Discussant
Submitted by Nicolas Roulin, nicolas.roulin@umanitoba.ca

331. Symposium/Forum: 1:30 PM-2:50 PM
Franklin 10
Rethinking Recovery: New Trends, Extensions, and Considerations
Recovery has become a critical topic in the organizational sciences as scholars explore ways employees can recuperate from workplace stress. This symposium advances the recovery literature by considering novel boundary conditions, analytic approaches, and contexts that can influence the effectiveness of recovery for employee well-being, motivation, and performance.
Andrew Bennett, Virginia Commonwealth University, Co-Chair
Allison S. Gabriel, Virginia Commonwealth University, Co-Chair
Allison S. Gabriel, Virginia Commonwealth University, Arik Cheshin, University of Haifa, Gerben A. Van Kleef, University of Amsterdam, James M. Diefendorff, University of Akron, Emotion Regulation Knowledge as a Boundary Condition of Work Recovery
Maike E. Debus, University of Zurich, Charlotte Fritz, Portland State University, Becoming a Supervisor: Linking the JD-R Model With Detachment
Andrew Bennett, Virginia Commonwealth University, Allison S. Gabriel, Virginia Commonwealth University, Jason Dahling, The College of New Jersey, Charles C. Caldenwood, Virginia Commonwealth University, Understanding Patterns of Workplace Recovery Experiences
Sabine Sonnentag, University of Mannheim, Psychological Recovery Climate: Relations With Recovery Experiences and Well-Being
John P. Trougakos, University of Toronto, Discussant
Submitted by Allison Gabriel, agabriel2@vcu.edu

332. Poster Session: 1:30 PM-2:20 PM
Franklin Hall
Personality
332-1 Applying Survival Analysis to Predict Turnover Using Narrow Personality Traits
Recently, survival analysis has become a popular statistical tool to predict turnover. This technique has yet to be used when considering personality as a predictor of turnover. Results showed that competitiveness was most important when predicting turnover using survival analysis. Implications of this finding are discussed.
David J. Swiderski, University at Albany, SUNY
Vahe Permpzadian, University at Albany, SUNY
Michael Dillen, University at Albany, SUNY
Submitted by David Swiderski, dj27swid@gmail.com

332-2 Reinventing Proactive Personality: Reconstruction of Construct and Measurement
These findings supported that proactive personality might be better construed as a 3-dimensional compound personality construct than as a unitary construct. It is expected that the revised scale, based on the recent developments in the construct, may be able to explain greater variance in some important organizational outcomes.
Bharati B. Belwalkar, Louisiana Tech University
Jerome J. Tobacyk, Louisiana Tech University
Submitted by Bharati Belwalkar, bharati.belwalkar@gmail.com

332-3 Nonlinear Relationships of Narrow Personality and Narrow Leadership Criterion Constructs
Past research on the personality-performance link show inconsistent findings on the shape (linear vs. nonlinear) of such relationships. This poster approaches this research question by examining narrow personality and narrow criterion constructs that are theoretically and empirically related.
Nikki Blacksmith, The George Washington University
Renee F. Yang, Hogan Assessment Systems
Submitted by Nikki Blacksmith, nikkiblacksmith@gmail.com

332-4 Personality and Job Satisfaction: Interpersonal Job Context as a Moderator
Drawing from the person–job (P–J) fit literature and trait activation theory, this poster examined the moderating effect of interpersonal work context on the relationship between two personality factors (Extraversion and Agreeableness) and job satisfaction. Results indicate that interpersonal context strengthened the association between Extraversion (but not Agreeableness) and job satisfaction.
Reed J. Bramble, Wayne State University
Mengqiao Liu, Wayne State University
Justin J. Aqwa, Wayne State University
Jason L. Huang, Wayne State University
John W. Lounsbury, University of Tennessee/Resource Associates, Inc.
Submitted by Reed Bramble, reed.bramble@wayne.edu

332-5 Pride or Partnership? The Relationship Between Ambition and Information Sharing
This poster contends that ambition is misrepresented by past research and proposes a new conceptualization of ambition as the interaction of 2 personality traits. This research explored the effect of this trait interaction on information sharing, hypothesizing that ambitious individuals would be the most unlikely to share information with others.
Matthew P. Crayne, Pennsylvania State University
Samuel T. Hunter, Pennsylvania State University
Submitted by Matthew Crayne, matthew.crayne@gmail.com

332-6 Theory of Observer Ratings
This poster estimated 6 sources of variance in observer ratings of Conscientiousness that can be attributed to: rates’ general Conscientiousness, ratees’ facet Conscientiousness, raters’ overall biases, raters’ facet biases, dyadic relationships, and measurement error. Support was found for 4 out of 6 hypothesized sources of variance.
Bobbie A. Dirr, University of Houston
Paras Mehta, University of Houston
Submitted by Bobbie Dirr, bobbiedrr@gmail.com

332-7 VIE Predictors of Faking on HEXACO Personality in Selection Situations
This study utilized an experimental design (N = 434) to examine factors from the VIE theory that impact faking on the HEXACO personality questionnaire. Findings indicated faking warnings designed to influence expectancy, and valence manipulations (i.e., job desirability) impacted the level of response distortion, although the expectancy manipulation was more robust.
Patrick D. Dunlop, University of Western Australia
Joshua S. Bourdage, Western University
Reinout E. de Vries, Vrije Universiteit Amsterdam
Submitted by Patrick Dunlop, patrick.dunlop@uwa.edu.au

332-8 Faking Care of Business: Effect of Impression Management on Sales
Impression management might be a necessary skill for salespeople. Thus, selecting out or correcting personality scores on the basis of an impression management score could lower organizational performance. It was found that impression management does not have a relationship with performance and that removing applicants or correcting scores improved overall performance.
Jenna N. Filipkowski, Human Capital Institute
Kathryn G. Van Dikhorn, Nationwide Insurance
Submitted by Jenna Filipkowski, jenafilipkowski@gmail.com

332-9 Do Self- and Other Ratings of Vocational Interests Follow Known Rules?
This study investigated how self- and other ratings of vocational interests converge among family members. Using the Personal Globe Inventory-Short, data were obtained from 143 student–parent dyads. Vocational interests showed high levels of self–other agreement, moderate assumed similarity, and low reciprocity. Also, same-gender dyads shared more interests than mixed-gender dyads.
Philadelphia Marriott Downtown | SATURDAY PM | 2015 SIOP Conference

Djure Holtop, De Vrije University
Marise Ph Borm, Erasmus University-Rotterdam
Reinout E. de Vries, Vrije Universiteit Amsterdam
Submitted by Djurre Holtop, djurre.holtop@gmail.com

332-10 Incremental Validity of Emic–Etic Personality Dimensions in Predicting Job Performance
Cognitive abilities, personality (emic–etic), and performance data was collected from 2 groups, 439 Chinese and Romanian employees. Analyses revealed that the incremental validity of etic and emic personality dimensions varies significantly across the 2 investigated groups. This paper enriches the current perspectives regarding personality’s role in predicting job performance.
Andreï Iion, University of Bucharest
Dragos G. Iliescu, University of Bucharest
Dan Ispas, Illinois State University
Alexandra Iie, Illinois State University
Submitted by Andreï Iion, andrei.iion@tpse.unibuc.ro

332-11 Invariance of Interests Between Job Applicants and Employees: IRT Analysis
Vocational interests were examined for their invariance between potential job applicants and incumbent employees. Differential item functioning (DIF) analyses conducted using IRT indicated potential interest differences between applicants and employees in line with vocational interest theory. Study findings suggest that interests may function differently for applicants than for employees.
Valerie A. Johnson, Central Michigan University
Michael Grossenbacher, Central Michigan University
Submitted by Valerie Johnson, johnva15@gmail.com

332-12 Using Set-Goal to Compensate for Low Personal Initiative
Personal initiative is a construct that has gained considerable research attention. However, much of the attention has centered on the benefits for high-initiative individuals. Results from an experimental, academic field study indicated that goal setting can bridge the performance gap for low-initiative individuals. Results and implications are discussed.
Zachary T. Kalinoski, Findly
Debra Steele-Johnson, Wright State University
Julie A. Steinke, George Mason University
Truman J. Gore, Wright State University
Damon Drown, Findly
Submitted by Zachary Kalinoski, ztkalinoski@yahoo.com

332-13 Personality Traits and Trust in the Workplace
This study examines the relationships between personality traits and propensity to trust, as well as the relationship between perceptions of leader personality traits and leader trustworthiness. Nine hundred individuals from 18 organizations participated in this study, providing a promising foundation on which to base future research.
Amaka Kreun, University of Minnesota
Robert Sicora, University of St. Thomas
Chelsey Stepanek, St. Cloud State University
Submitted by Amanda Kreun, kreu014@umn.edu

332-14 Not Too Dark: When Narcissism Relates Favorably to Creativity
This study was conducted to resolve the discrepant results in previous studies on relations between narcissism and creativity. Considering individual differences in construal level and domain knowledge as boundary conditions, the association between narcissism and creativity is positive when both construal level and domain knowledge are high.
Lingling Pan, Michigan State University
Szu-Han Lin, Michigan State University
Russell E. Johnson, Michigan State University
Submitted by Szu-Han Lin, linszu@broad.msu.edu

332-15 Speaking Up at Work: Personality’s Role in Employee Voice Behavior
This study examined relationships between job attitudes and employee voice behavior (EVB), and the role of personality in those relationships. Job satisfaction and turnover intentions were found to be related to EVB, and Extraversion predicted EVB. In addition, Extraversion was found to moderate the relationships between job attitudes and EVB.
Archana Manapragada, Florida International University
Valentina Brak Lee, Florida International University
Julie J. Lanz, Florida International University
Armando Falcon, Florida International University
April D. Schantz, Florida International University
Submitted by Archana Manapragada, amana008@fiu.edu

332-16 The Influence of Followers’ Narcissism on Their Perception of Leadership
The first goal of this study is to measure the relationship between followers’ narcissistic traits and their perception of transformational and laissez-faire leadership style. A second goal is to measure the mediating role of perception of supervisor’s leadership style in explaining the effect of narcissism on job satisfaction.
Cynthia Mathieu, Universite du Quebec a Trois-Rivieres
Submitted by Cynthia Mathieu, cynthia.mathieu@uqtr.ca

332-17 Incremental Validity of the Dark Triad Traits
relationships among the Dark Triad traits (Machiavellianism, Psychopathy, Narcissism) and links to the Big 5 dimensions of personality were examined. Findings were utilized to assess the incremental validities. Sizable incremental validities emerged for the Dark Triad over each other and over the Big 5 when relating to counterproductive workplace behaviors.
Marah Moore, University of Minnesota
Deniz S. Ones, University of Minnesota
Submitted by Marah Moore, moor1291@umn.edu

332-18 Expanding the Five-Factor Model Aberrant Traits to the Interpersonal Domain
The 5-factor model (FFM) aberrant traits were mapped on the interpersonal circumplex (IPC). Although generally supportive of the hypothesized relationships, results showed that FFM narcissistic traits were closer to the FFM antisocial traits on the IPC than expected, possibly due to item content overlap engendered by the FFM compound technique.
Gonzalo J. Munoz, Universidad Adolfo Ibáñez
Dan S. Chiaburu, Texas A&M University
Lumina Albert, Colorado State University
Submitted by Gonzalo Munoz, gonzalo.munoz@uai.cl

332-19 Do Your Work: Role of Social Loafing in Efficacy–Satisfaction Relationship
This poster examined the moderating role of social loafing on the relationship between efficacy and satisfaction. Social loafing perceptions moderated the effects of self-efficacy and team-efficacy on self- and team satisfaction. This study provides evidence of the negative impacts of social loafing.
Cameron G. Brown, University of Tulsa
Rose Fonseca, University of Tulsa
Anupama Narayan, University of Tulsa
Submitted by Anupama Narayan, anupama-narayan@utulsa.edu

332-20 Relationships Among Personality, Sleep Quality, Psychological Safety, and Perceived Workload
This study examined the effects of sleep quality and personality on the outcomes of psychological safety and perceived workload. Further, it explored the incremental validity of sleep quality over and beyond personality. It was found that sleep quality predicted above and beyond personality, in regard to psychological safety and perceived workload.
Westley A. Youngren, University of Tulsa
Sydney Cunningham, University of Tulsa
Anupama Narayan, University of Tulsa
Submitted by Anupama Narayan, anupama-narayan@utulsa.edu

332-21 Interpersonal Theory as a Means to Examine Workplace Interpersonal Adaptability
Using a global sample of executives, this study applied interpersonal theory to the workplace to better explicate the highly valued, but little-understood, characteristic of interpersonal adaptability. Results indicated that perceived interpersonal adaptability was related to willingness of supervisors to assign an individual to tasks high in interpersonal content.
332-22 Locus of Control: Evaluation of the Self or the Environment? This poster examined the appropriateness of including locus of control as an indicator of CSE. Across multiple studies, results demonstrated that model fit for the higher-order CSE construct is better when locus of control is excluded as a trait indicator and locus of control moderates relations of CSE with outcomes.
Szu-Han Lin, Michigan State University
Russell E. Johnson, Michigan State University
Christopher C. Rosen, University of Arkansas
Chi-Hsien Chang, Michigan State University
Submitted by Christopher Rosen, crosen@walton.uark.edu

332-23 Culture Moderates the Relation Between Core Self-Evaluations and Well-Being This poster examined the impact of core self-evaluations (CSE) and self-construal in 2 distinct cultures. Results showed that CSE was predictive of subjective well-being in both the U.S. and Philippines. The differential impact of CSE on physical health was shown to be dependent upon varying levels of self-construal.
Patrick J. Rosopa, Clemson University
Jesus A. Datu, De La Salle-College of St. Benilde
Stephen A. Robertson, Clemson University
Theresa P. Atkinson, Clemson University
Submitted by Patrick Rosopa, prosopa@clemson.edu

332-24 Determining Which Personality Level Best Predicts Leadership Effectiveness: Meta-Analysis Using meta-analysis, this study aimed to determine which level of the personality hierarchy (from the Big 5 to the General Factor) best predicts leadership effectiveness. Results reveal that personality factors toward the top of the personality hierarchy may be better at predicting leadership effectiveness than the widely used Big 5 factors.
Mark Do, Peter Berry Consultancy
Amiral Mimbashian, University of New South Wales
Submitted by Michael Sanger, m.sanger@yahoo.com

332-25 Effects of Framing on Personality Assessment Response Distortion This study examined instruction framing effects personality response distortion. Participants (n = 157) completed a personality inventory with no framing, opportunity framing, or threat framing. Distortion was present in both framing conditions but highest in threat framed. Threat framing led to higher levels of negative emotions, which partially accounted for the relationship between framing and distortion.
Katherine A. Sliter, pan-Performance Assessment Network
April R. Holland, pan-Performance Assessment Network
Submitted by Katherine Sliter, katherinesliter@gmail.com

332-26 Core Self-Evaluations Over Time: Predicting Within-Person Variability Core self-evaluations (CSE) is assumed to be a stable characteristic. However, very little research has examined this assumption. This study examined within-person variability in CSE, drawing from several self-concept theories. Analyses indicated substantial within-person variance in CSE over time, which was related to occupational support, income, and education.
Michael C. Tocci, Florida Institute of Technology
Patrick D. Converse, Florida Institute of Technology
Submitted by Michael Tocci, Mtocci2011@my.fit.edu

332-27 Smart and Slick: Relationships Among Cognitive Ability, Personality, and Faking An archival study of 62,000 job candidates and an experiment using signal detection theory found that faking ability (without being caught) is related to cognitive ability. Higher cognitive ability was related to more desirable personality characteristics, less self-presentation, and greater sensitivity to identifying faking items embedded within a personality inventory.
Jialin Huang, Illinois Institute of Technology
Submitted by Jialin Huang, jialin.huang@iit.edu

332-28 Reliability Generalization and Meta-Analysis of the Big Five Aspects Scale Reliability generalization and meta-analysis of the Big 5 Aspects Scale was conducted. Results indicate scales had internal consistency reliabilities >.80 and that approximately 30% of within-domain aspect variance was shared, leaving 70% as unique. Between-domain aspect relations revealed complex trait structures that may have utility for applied research.
Michael P. Wilmot, University of Minnesota-Twin Cities
Deniz S. Ones, University of Minnesota
Colin G DeYoung, University of Minnesota-Twin Cities
Submitted by Michael Wilmot, wilmot040@umn.edu

332-29 Physician Personality Is Associated With Excessive Medical Diagnostic Test Ordering This meta-analysis examined the association between excessive diagnostic test ordering and physician personality traits of risk taking, tolerance for uncertainty, introversion/extroversion, and intuition/sensing. Excessive test ordering was moderately correlated with risk taking, introversion, and intuition, and weakly correlated with tolerance for uncertainty.
Martin C. Yu, University of Minnesota
Nathan R. Kuncel, University of Minnesota
Submitted by Martin Yu, yuxx0407@umn.edu

332-30 Personality, Ability, and Applicant Attraction: A Meta-Analysis A meta-analysis was conducted to assess the relationship between applicant deep-level characteristics (i.e., applicant ability and personality) with recruiting outcomes. Results indicated that several recruitment relevant applicant individual differences are related to applicant attraction, independent of organizational influences. Stronger effect sizes were found for field studies (versus lab studies).
Ryan D. Zimmerman, Virginia Tech
Brian W. Swider, Georgia Institute of Technology
Steven D. Charlier, Georgia Southern University
Abigail J. Pierotti, University of Iowa
Submitted by Ryan Zimmerman, rdzimmer@vt.edu

333. Symposium/Forum: 1:30 PM-2:50 PM Grand A Teams on ICE: Team Research in Spaceflight Analogos Future spaceflight missions will place teams in isolated, confined, and extreme (ICE) environments over long durations. To enable research on issues related to teams on exploration missions, spaceflight analog environments have been identified, developed, and studied. The research presented in this symposium highlights studies of teamwork in these environments.
William B. Vessey, EASI/Wyle, NASA Johnson Space Center, Chair
Steve W. J. Kozlowski, Michigan State University, Chu-Hsien Chang, Michigan State University, Samantha K. Baard-Perry, Michigan State University, Marina Pearce, Ford Motor Company, Aurora J. Dixon, Michigan State University, Jessica M. Santoro, Michigan State University, Capturing Team Process Dynamics Christopher A. Miller, Smart Information Flow Technologies, Nonintrusive Psychosocial State Assessment From Team and Individual Verbal Behaviors Pete Roma, Institutes for Behavior Resources/Johns Hopkins University, Steven Hursch, Institutes for Behavior Resources/Johns Hopkins University, Nandu Goswami, Medical University of Graz, Alexander Kurnar, UK National Health Service, Evangelos Kaimakamis, Aristotle University of Thessaloniki, Adrianos Golemis, European Astronaut Centre, Group Cohesion in Isolated, Confined, and Extreme Environments Eduardo Salas, University of Central Florida, Tripp Driskell, Florida Maxima Corporation, Shawn Burke, University of Central Florida, James Driskell, Florida Maxima Corporation, Lindsay Neuberger, University of Central Florida, Assessing Individual and Team Functioning “At a Distance” Scott I. Tannenbaum, Group for Organizational Effectiveness, John E. Mathieu, University of Connecticut, George M. Alliger, Group for Organizational Effectiveness, Christopher P. Cerasoli, Group for Organizational Effectiveness, Jamie S. Donabach, Group for Organizational Effectiveness, Using Realistic Analog Environments to Test Team Self-Debriefing for Astronauts Submitted by William Vessey, william.b-vessey@nasa.gov
Implementing Diversity and Inclusion Practice in Organizations: Challenges and Opportunities

Panellists will respond to questions about the development and likely future of the field of diversity and inclusion, including the development of ISO-type standards. Participants include a diversity officer, organizational consultants, and a SHRM executive who oversees the development of these standards. Discussion will be encouraged.

Rosemary Hays-Thomas, University of West Florida (retired), Chair
Marc Bendick, Jr., Bendick and Egan Economic Consultants, Inc., Panelist
Kim M. LeDuff, University of West Florida, Panelist
Debra Cohen, Society for Human Resource Management, Panelist
David Tulin, Tulin DiversiTTeam Associates, Panelist

Submitted by Rosemary Hays-Thomas, rlowe@uwf.edu

Using Background Checks in the Employee Selection Process

Background checks are a hot topic for both EEOC and OFCCP enforcement. Complicating matters is that validating background checks is different from the typical validation study. Attendees will learn about the legal issues associated with background checks as well as how to validate the use of background check components.

Michael G. Aamodt, DCI Consulting Group, Presenter
Richard F. Tonowski, U.S. Equal Employment Opportunity Commission, Presenter

Submitted by Mike Aamodt, maamodt@dciconsult.com

How to Sell the Value of I-O

To goal of this panel is to share examples and lessons learned in the process of “selling” the value of I-O to different types of “clients.” The goal is to equip the sessions’ attendees with a useful toolkit they can use to better represent the value I-O brings at the table.

Irina F. Cozma, Development Dimensions International (DDI), Chair
Tobin V. Angsali, Microsoft Corporation, Panelist
James P. Clevenger, Development Dimensions International (DDI), Panelist
Ted B. Kinney, Select International, Panelist
Abby L. Mello, Towson University, Panelist
Nathan J. Mondragon, Oracle, Panelist

Submitted by Irina Cozma, irina.cozma@ddiworld.com

Using Science Mapping and Meta-Analysis to Bridge the Scientist–Practitioner Divide

Six presentations describe needs, challenges, and examples of knowledge summarization and transfer from published I-O research to practitioner application. We describe a database of a half-million I-O findings that can be instantly summarized using meta-analysis. Attendees will learn about the latest research on this topic.

Frank A. Bosco, Virginia Commonwealth University, Co-Chair
Krista L. Uggerslev, Northern Alberta Institute of Technology, Co-Chair
Piers Steel, University of Calgary, Author
Herman Aguina, Indiana University, Author
James G. Field, Virginia Commonwealth University, Author
Charles A. Pierce, University of Memphis, Author
Alec H Munc, Clemson University, Author
John M Daniel, First Horizon National Corp., Author
David G. Allen, University of Memphis, Author
Izabela Widlak, Illinois Institute of Technology, Author
Shreyta T. Sarkar-Barney, Human Capital Growth, Author
N Srim, implisci.com, Author

Submitted by Frank Bosco, siop@frankbosco.com

New Developments in Rater Training Research

Rater training is important for various HR activities. This symposium highlights contemporary research on rater training in different arenas such as performance appraisal, job interviews, and foreign language testing. New and emerging trends in rater training research and practice will be discussed.

C. Allen Gorman, East Tennessee State University, Co-Chair
Klaus G. Melchers, Universität Ulm, Co-Chair
C. Allen Gorman, East Tennessee State University, John P. Meriac, University of Missouri-St. Louis, Joshua Ray, University of Tennessee, Tom Roddy, East Tennessee State University, A Survey of Rater Training Programs in U. S. Organizations
Klaus G. Melchers, Universität Ulm, Miriam von Aarburg, Federtechneik Kaltbrunn AG, Nadja Lienhardt, Zurich Financial Services, FOR TRaining Versus Descriptively Anchored Rating Scales in Interviews: Equally Effective?
Michael Buckley, University of Oklahoma, Discussant

Submitted by C. Allen Gorman, gormanc@etsu.edu

Using Networks to Influence People and Ignite Change

This symposium examines networks as a strategy to initiate change and transformation. It features an introduction to the field and 3 applied research projects using different approaches to leverage networks. The symposium concludes with a collaborative discussion on the benefits and challenges of using networks to influence and change.

Donna Chrobok-Mason, University of Cincinnati, Co-Chair
Kristin L. Cullen, Center for Creative Leadership, Co-Chair
Kristin L. Cullen, Center for Creative Leadership, Network Interventions in Organizations and Communities
Noshir Contractor, Northwestern University, Leslie A. DeChurch, Georgia Institute of Technology, Leveraging Social Networks to Achieve Social Influence at Scale
Donna Chrobok-Mason, University of Cincinnati, Charles J. Palus, Center for Creative Leadership, Alexandra Gerbasi, Grenoble Ecole de Management, Cultivating Networks That Support Transformation and Innovation
Tracey E. Rizzuto, Louisiana State University, Mary Ellen Brown, Louisiana State University, Pallavi Singh, Louisiana State University, Building Community Networks by Turning Competitors Into Collaborators

Submitted by Kristin Cullen, cullenk@ccc.org

Mobile Devices in Talent Assessment: The Next Chapter

I-O research of mobile devices used in talent assessment must evolve in tandem with the technology. Therefore, this session will introduce the next chapter of mobile device testing research by providing the latest usage trends and zeroing in on the specific variables impacting equivalance, performance, and reactions.

Neil Morelli, Logi-Serve LLC, Chair
Brandy N. Parker, Johnson & Johnson, Adam W. Meade, North Carolina State University, Smartphones in Selection: Exploring Measurement Invariance Using Item Response Theory
Kelly D. Dages, General Dynamics Information Technology, John W. Jones, General Dynamics Information Technology, Mobile Device Administration: Does Length or Level of Assessment Matter?
Cavan J. Gray, University of Georgia, Neil Morelli, Logi-Serve LLC, William L. McLane, University of Georgia, Does Use Context Affect Selection Assessments Delivered via Mobile Devices?
Sara Lambert Gutierrez, CEB, Jolene M. Meyer, SHL, Paul M. Fursman, CEB, What Exactly Does Positive Reactions to Mobile Device Administration?

Submitted by Neil Morelli, neil.morelli@gmail.com
341. Symposium/Forum: 1:30 PM-2:50 PM
Independence Ballroom

Silver Tsunami: A Concern for Organizations or Awesome Band Name?
This session intends to discuss changes the “Silver Tsunami” of Baby Boomer retirements will bring to the workforce. Research from 4 large, diverse companies explains the implications of using assessments, indexes, and prediction to identify skill gaps, institutional knowledge loss, and knowledge transfer to assist in future organizational success.

Cole Napper, Anadarko Petroleum Corporation, Chair
Cole Napper, Anadarko Petroleum Corporation, Chris Howell, Anadarko Petroleum Corporation, *Workforce Planning Away Your Retirement Woes*
Jennifer A. Diamond, Allstate Insurance Company, *Predicting Retirement With Supervisor Ratings of Risk*
Bill Gerber, PeopleAnswers, Jonathan Ke Kirchoff, PeopleAnswers, *Bridging the Generational Gap*
Luke A. Simmering, Walmart, *Pinpointing Institutional Knowledge Loss by Generation*

Arlene P. Green, Frito-Lay, Inc, Discussant
Submitted by Cole Napper, cole.napper@gmail.com

342. Symposium/Forum: 1:30 PM-2:50 PM
Liberty AB

Big Data or Big Deal: Conducting Impactful Research in Organizations
This symposium focuses on the difference between mining Big Data and conducting rigorous research in HR. Practitioners from Intel, ConAgra Foods, State Farm Insurance, Sprint, and JetBlue Airways will provide examples of analytic initiatives they have implemented in their organizations and provide their perspective on the Big Data phenomenon.

Sarah A. Sinnett, ConAgra Foods, Chair
Amy S. Walzer, ConAgra Foods, Co-Chair
Alexis A. Fink, Intel Corporation, *Applying Big Data Approaches to I-O Problems*
Daniel R. Hawthorne, State Farm, Evgeniya E. Pavlova Miller, State Farm, *Bringing Together Multiple Data Streams Into a River of Information*
Debora D. Mitchell, Sprint, Michael Blair, Sprint, Andrew Speer, SHL, *Big Data at Sprint: Front-Line Employee Insights*

Submitted by Sara Roberts, sara.roberts@conagrafoods.com

343. Symposium/Forum: 1:30 PM-2:50 PM
Liberty C

Box Scores and Bottom Lines: Sports Data and Staffing Research
This symposium brings together studies that further lay the groundwork for the integration of evidence-based approaches to staffing with the unique challenges of selecting and recruiting athletes and coaches. Samples from the NBA, MLB, NFL, and the NCAA basketball leagues are analyzed and implications for management and practice are established.

Brian J. Hoffman, The University of Georgia, Co-Chair
Andrea L. Hetrick, University of Georgia, Co-Chair
Thomas E. Schoenfelder, Caliper Management, Using Personality to Identify Undervalued Talent in Major League Baseball
Brian D. Lyons, Elon University, Brian J. Hoffman, University of Georgia, *High-Stakes Testing in the NFL: Offering Evidence-Based Results*
Evan Skoot, Elon University, William A. Gentry, Center for Creative Leadership, *Do Star Ratings Predict NCAA and NBA Basketball Performance?*
Jacob L. Martin, University of Georgia, Jorge Lumbrañas, University of Georgia, Alexander C. LoPilato, University of Georgia, *Staffing Diverse Leaders: Glass Ceilfs and Their Outcomes in Coaching*
Rodney A. McCoy, HumRRO, Discussant

Submitted by Andrea Hetrick, ahetrick@uga.edu

344. Symposium/Forum: 3:30 PM-4:20 PM

302-304 Resources for Students in Managing Work, School, and Family Roles
Whereas work–family research has proliferated, scholars have understudied multiple role involvement among students. This symposium showcases 4 papers that examined the work–school–family interface using diverse methodologies, with special emphasis on resources for students. Implications for research and practices in higher education and business are discussed.

Valerie J. Morganson, University of West Florida, Co-Chair
Youngah Park, Kansas State University, Chair
Youngah Park, Kansas State University, Justin M. Sprung, Luther College, *Work–School Conflict, Work–School Supportive Supervisor Behaviors, and Well-Being*
Laurel A. McNall, SUNY Brockport, Jesse S. Michel, Auburn University, *The Effect of School-Specific Resources on Managing Work/School Roles*
Kayla A. Duperreault, University of West Florida, Valerie J. Morganson, University of West Florida, *Teacher Support: Expanding Supportive Supervision to the School Domain*
Steven A.Y. Poelmans, EADA Business School, Discussant
Submitted by Valerie Morganson, vmorganson@uwf.edu

345. Symposium/Forum: 3:30 PM-4:20 PM

305-306 #VirtualTeamDevelopment: Applying the Science
Virtual teams are now the norm; yet we are lacking in effective development practices. This symposium provides both an overview of current research regarding virtual team training, learning, and assessment while also serving as an opportunity for active discussion regarding the future of virtual team development.

Tine Koehler, The University of Melbourne, Chair
Christina N. Lacerenza, University of Central Florida, Co-Chair
Ashley M. Hughes, Institute for Simulation and Training, Co-Chair
Christina N. Lacerenza, University of Central Florida, Shannon L. Marlow, University of Central Florida, Dana Joseph, University of Central Florida, Eduardo Salas, University of Central Florida, *Improving Virtual Team Effectiveness through Team Cognition: A Meta-Analysis*
Tine Koehler, The University of Melbourne, Iris Fischlmayr, Johannes Kepler University, *Individual Learning in Virtual Team Settings*
Ashley M. Hughes, Institute for Simulation and Training, Tiffany Cooper, Clemson University, Tiffany M. Bisbey, University of Houston, Nastassia M. Savage, Clemson University, Shawn Burke, University of Central Florida, Eduardo Salas, University of Central Florida, *Distributed Expertise in Healthcare: The New Frontier for Measurement*
Zachary N.J. Horn, Apta, Inc., Discussant
Submitted by Ashley Hughes, ashleyhughes@knights.ucf.edu

346. Symposium/Forum: 3:30 PM-4:20 PM

309-310 Deciphering the Meaning of Adaptation Through the Context of Change
Adapting to new or changed situations is critical in the current workplace. However, research typically does not investigate how the type of change examined impacts what adaptation means, how it is investigated, and what conclusions are made. Three empirical studies will be discussed with a particular emphasis on these issues.

Samantha K. Baard-Perry, Michigan State University, Co-Chair
Dustin K. Jundt, Saint Louis University, Co-Chair
Dustin K. Jundt, Saint Louis University, Mindy K. Shoss, Saint Louis University, *The Adaptive Performance Operationalization Exploration*
Samantha K. Baard-Perry, Michigan State University, *The Dynamic Process of Adaptation Examined Theoretically, Empirically and Analytically*
Stephen J. Zaccaro, George Mason University, Discussant
Submitted by Samantha Baard, baardsam@msu.edu

347. Symposium/Forum: 3:30 PM-4:20 PM

401-403 High-Potential Programs: Design, Practical Applications and Lessons Learned
Organizations are continuously challenged to have the right talent at the right time. This means being able to identify talent that has the potential to stretch and be successful in broader roles. Four very diverse organi-
351. Panel Discussion: 3:30 PM-4:20 PM
Franklin 10
The Healthcare Challenge: Implementing Talent Initiatives in a Data-Driven Industry

Demonstrating the value of I-O-related initiatives in an industry reliant on objective metrics can be difficult. In addition, skilled labor shortages and high turnover have impacted the ability to hire qualified individuals who provide quality care. This session will discuss important considerations and unique challenges specific to the health care industry.

Dara Pickering, Hogan Assessment Systems, Chair
Len Kho, Kaiser Permanente, Panelist
Caroline L. Pike, Ascension Health, Panelist
Lauren N. Robertson, SHL, Panelist
Audrey M. Wallace, Hogan Assessment Systems, Panelist

Submitted by Dara Pickering, dpickering@hoganassessments.com

352. Special Events: 3:30 PM-4:20 PM
Independence Ballroom
Invited Session: You Think You Can Solve an I-O Problem?

There is a need for interdisciplinary research and practice. To that end, this unique session will bring together 3 non-industrial-organizational psychology professionals (e.g. engineer, lawyer, neuropsychologist) who will be posed with an I-O problem to solve from the lens of their respective disciplines.

Madhura Chakrabarti, Dell Inc, Chair
Michael Meltzer, Sirote, Presenter
Andrea Spaeath, University of Pennsylvania, Presenter
Abeer Dubey, Google, Presenter
Fred Oswald, Rice University, Discussant

Submitted by Martin Lanik, martin.lanik@GlobalAssessorPool.com

353. Panel Discussion: 3:30 PM-4:20 PM
Liberty AB
Big Data: Nurturing Theory or Substituting for It?

Big data both challenges and presents opportunities for the advancement and use of theory. An abundance of data is potentially disruptive, both positively and negatively, to theorizing, and the rise of predictive modeling is a direct threat to it. Panel members will address several such big-data blessings and perils.

Richard A. Guzzo, Mercer, Chair
Melissa M. Harrell, Google, Panelist
John R. Hollenbeck, Michigan State University, Panelist
Haig Nalbandian, Mercer, Panelist
Dan J. Putka, HumRRO, Panelist

Submitted by Richard Guzzo, rick.guzzo@mercer.com

354. Special Events: 3:30 PM-4:20 PM
Liberty C
Executive Board Special Session: SIOP Living History Series: An Interview With Frank L. Schmidt

Each year, the SIOP historian interviews an influential psychologist who has shaped the history of industrial-organizational psychology. This year’s interviewee is Dr. Frank L. Schmidt, emeritus professor at the University of Iowa who has made significant and profound contributions in personnel selection, psychometrics, statistics, meta-analysis, and validity generalization.

Jeffrey M. Cucina, U.S. Customs and Border Protection, Chair
Frank L. Schmidt, University of Iowa, Presenter

Submitted by Jeffrey Cucina, jocucina@gmail.com

355. Special Events: 4:30 PM-5:20 PM
Grand E-H
Closing Plenary

Steve W. J. Kozlowski, Michigan State University, Chair
Amanda Cox, New York Times, Presenter
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