

	Continental 1	Continental 2	Continental 3	Continental 4	Continental 5	Continental 6	Continental 7	Continental 8	Continental 9	Executive Board Room							
7:30 AM	Coffee Break																
8:00 AM	1 Plenary Session: Presidential Address, and Presentation of SIOP Award Winners, Fellows, and Election Results																
8:30 AM																	
9:00 AM																	
9:30 AM																	
10:00 AM																	
10:00 AM	Coffee Break																
10:30 AM	21 Multilevel Modeling: Application to Cross-Sectional and Longitudinal Designs						2	3	4	5							
11:00 AM							16	17	18	19	20	Statistical/Methodological Myths and Urban Legends III	3 Cross-Cultural Competence: Can We Define, Measure, and Develop It?	4 Evidence of Validity and Best Practices for Utilizing Unproctored Assessments	5 Test Bias Really Makes Me Mad		
11:30 AM							16 TIP-TOPics for Students Presents: Sticky Situations in Graduate School	17 Coaching Women Leaders: Audience, Issues, and Approaches	26	19 Leadership Development: Design, Development, and Integration	20 Measuring Emotional Intelligence: How, and Why?	27 Optimizing HR: Tracking the Return on Investments in People	28 Comparison of Closed vs. Open Succession Mgmt Processes in Orgs	29 New Perspectives on Individual Differences in Work-Family Research	22		
12:00 PM									Leveraging Employee Survey Measures During Transformation						39	40	41
12:30 PM							37	38 Why Pay Attention to Cultural Issues in Organizations?	48	49	40 Individual Assessment: Does the Research Support the Practice?	50	51	60	41		
1:00 PM							Ethical Issues in Personnel Selection								The Current State of Master's Level Education in I-O Psychology	Personality in the Workplace: Advances in Measurement and Assessment	Leadership Coaching Effectiveness
1:30 PM							59									52	
2:00 PM																Market Research as a Viable Career Path for I-O Psychologists	52 Measuring Personality is Really Easy
2:30 PM																	
3:00 PM							Coffee Break										
3:30 PM	62	63	64	65	66	67	68	69	70	71							
4:00 PM	Proposal for a Cross-Cultural Applicant Reactions Research Incubator	Emerging Issues in I and O Psychology Research	Exploring Testing Environment Effects Beyond Proctored vs. Unproctored	What Does Employee Engagement Predict?	Validation Research Strategies: Ensuring Situational Sufficiency	67 It's Your World: Realistic Simulations for Complex Jobs	Alternative Methods of Assessing Noncognitive Predictors	Advancing Work/Job Analysis: Challenges and Opportunities	Criterion Space: Obj Metrics/ Criterion-Related Validation	Ethics: Not on My Watch							
4:30 PM										82							
5:00 PM										82 Training your Staff in 10 Easy Seconds							
5:30 PM																	
6:00 PM	201																
6:30 PM	Top Posters																

Thursday Special Events:

PLENARY SESSION: PRESIDENTIAL ADDRESS, KEYNOTE ADDRESS, AND PRESENTATION OF SIOP AWARD WINNERS, FELLOWS, AND ELECTION RESULTS

8:00–10:00 AM Continental Ballroom 1–6 (Ballroom Level)

THURSDAY THEME TRACK: Individual-Organizational Health

Six sessions focusing on individual-organizational health, Grand Ballroom A.

RECEPTION FOR COMMITTEE ON ETHNIC MINORITY AFFAIRS

5:00–6:00 PM Union Square 23–24 (Fourth Floor)

MEMORIAL: MARVIN DUNNETTE

6:00–7:00 PM Yosemite A (Ballroom Level)

	Franciscan A	Franciscan B	Franciscan C	Grand Ballroom A	Grand Ballroom B	Imperial A	Imperial B	Yosemite A	Yosemite B	Yosemite C
7:30 AM	Coffee Break									
8:00 AM										
8:30 AM										
9:00 AM										
9:30 AM										
10:00 AM										
10:00 AM	Coffee Break									
10:30 AM	6 Issues in IRT	7 Empowering Leadership: Theoretical Extensions Across Levels and Cultures	8 Contingent Incentives... Good or Bad for Work Motivation?	9 Individual–Org Health: Keynote Session	10 Org Justice/ Leadership/ Teaching I-O/ Student Issues	11 Retaining/ Engaging Employees during Transitions	12 Moving the Culture Needle: A How-To Discussion	13 Cultural Influences in Global Testing: Holistic Approach to Inference Validity	14 Complex Problems, Simple Solutions: Research in Applicant Faking	15 Exploring Linkages Between Diversity and Work–Family Research
11:00 AM										
11:30 AM										
12:00 PM	30 Issues in Multilevel Research	31 Occupational Analysis in a Rapidly Changing Workplace: O*NET System	32 Implementing Selection Systems Across Locations: Challenges/ Lessons	33 Individual–Org Health: Consequences of Mergers	42 Careers/ Mentoring/ Retirement/ Socialization	24 Adverse Impact, Practical Significance, and Validation Evidence: Issues/Options	25 Cutting-Edge Talent Management Practices in Organizations	34 Job Analysis Deliverables to Integrate/Align HR Practices	35 Examining Faking Using Within-Subjects Designs and Applicant Data	36 Creativity and Innovation: Personal, Contextual, and Team Characteristics
12:30 PM										
1:00 PM										
1:30 PM	53 Teaching and Training of I-O Psychologists	54 Work–Family Affective Experiences That Reduce Conflict and Improve Health	55 The Best Laid Plans: Action Planning in the Real World	44 Individual– Org Health: Leading for Health	56 Emotions at Work/Emotional Labor/Judgment/ Decision Making and Employee	45 Unconventional Thinking About Leadership	46 Studying Organizational Justice Through a Kaleidoscope of Theoretical Lenses	47 Measuring Workplace Creativity: New Concepts and Tools	57 The Long and Winding Road: Career Pathing for Talent Management	58 I-O War Stories: Facing and Learning From Professional Mishaps
2:00 PM										
2:30 PM										
3:00 PM	Coffee Break									
3:30 PM	72 Executive Assessment	73 What Happens After Job Loss? Process-Oriented Perspectives on Job Search	74 Improving Organizational Effectiveness and Innovation Through Social Networks	75 Individual– Org Health: Integrating Health Into Work-Nonwork Rsrch/Practice	76 Global/Cross-Cultural Issues/ Coaching/ Leadership Development	77 Experiential Learning: Grounding Ourselves in Research	78 Using Assessments for Leadership Development: Goals, Learnings, and Challenges	79 Ethics in Organizations: Context and Authority Effects on Employees	80 Innovative Applications of Job Fit to Org Needs	81 Affect and Performance: Recent Findings and New Direction for Research
4:00 PM										
4:30 PM										
5:00 PM			85 Utilizing Identified Survey Data	86 Individual– Org Health: Acad–Pract Collaboration	83 Groups/Teams					
5:30 PM										
6:00 PM									MEMORIAL: Marvin Dunnette	
6:30 PM										

Master Tutorial (CE Available)

Thursday Theme Track sessions

Posters

Interactive Posters

Community of Interest

Thursday Special Events (continued):
INTERNATIONAL MEMBERS’ RECEPTION
 6:00–7:00 PM Yosemite C (Ballroom Level)

EVENING RECEPTION
 6:00–8:00 PM Continental Ballroom (Ballroom Level)
Top Posters on display from 6:00 to 6:50