

FRIDAY, APRIL 27													
7:30 Coffee Break, Multiple Locations													
8:00 <b>1. Plenary Session in Broadway:</b> <b>Plenary Session: Presidential Address, Keynote Address, Presentation of SIOP Award Winners, Fellows, and Election Results</b>													
10:00 Coffee Break, Multiple Locations													
Gilbert	Shubert	Odets	Wilder	Hart	O'Neill	Ziegfeld	Brecht	Music Box	Westside	Broadway S	Broadway N	Uris	Plymouth
10:30-11:00	2. Work & Retirement Process	3. I-O and OHP Research at Work	4. Launching Org. Learning at the Front Lines	5. Positive Psychology & Org. Stress	6. Perf. Appraisal: Science-Practice	7. New Directions in EI Research	8. Great Bear Disaster: Team Learning		9. Absenteeism & Performance	10. The Scientist-Practitioner Model	11. The Employment Interview	12. COI: Issues in IRT	13. Frontiers: Conflict in Orgs
11:00-11:30									27. Work Groups & Training			28. COI: Multilevel Rsrch	29. Frontiers: Entrepreneurship
12:00-12:30	43. Embracing/Supporting Aging Workforce	31. Employee Retention	44. Organizational Identification	45. Analyses of Postural Ergonomics	32. Maximizing I-O Capabilities	46. Assessment Process Under Court Scrutiny	33. Perfect Measurement Equivalence		47. Statistical Methods	48. Perils of Accentuating the Positive		49. COI: Cross-Cultural Rsrch	50. Frontiers: Org. Fit
1:00-1:30									61. Selection			62. COI: Int'l Practice	63. PhDs at the Top of HR
2:00-2:30	71. Women's Well-Being Work	59. Advances in Newcomer Socialization	72. Dist. Early Career Contrib.	73. Applied Program Eval.	60. Initiatives That Develop Women Leaders	74. Role-Play Assessments							
3:00 Coffee Break, Multiple Locations													
3:30-4:00	78. Retention of Older Employees		79. P-E Fit During Employment Life Cycle	80. To PhD or Not to PhD	81. Self-Interest in Organizational Behavior	82. Adaptive Skills & Adaptive Performance	83. Focus Groups: Best Practices & Case		84. Justice, Deviance	85. Role of I-O in Employment Discrimination	86. Unproctored Internet Testing	87. COI: Work-Family Interface	88. Prof. Contrib. Award
4:00-4:30		102. I-O Frontier: Wage and Hour Litigation	107. Overqualifi-cation: P-J Fit	108. Comparing I-O Career Paths			109. Teaching is Lifelong					112. COI: Exec. Assessment	104. Time and Job Performance
5:00-5:30	106. Regression Analysis in I-O												113. Employee-Org Relationship
6:00-6:30										118. Top Posters Reception			

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Majestic	Winter Garden	Soho	Gramercy	Empire	Chelsea	Duffy	Harlem	Marquis C	Marquis B	Cantor	Barrymore	Sun Roof	
10:30-11:00	14. Leadership Influences on Employee Voice	15. Prepare Students to be I-O Practitioners	16. Workplace Stereotypes & Legal Defensibility	17. Uses of 360° Feedback	18. The Daily Affective Experience	19. Employ. Discrimination Immigrants	20. Model of Workplace Aggression	21. IP: Losing Bench: Turnover	22. Children in Work-Family Research	23. Multitrole: Boundary/Individual Differences	24. New in Employee Surveys	25. Applicant Perception Research	26. Mentoring Theory, Research and Practice
11:00-11:30								30. IP: Ethics			41. Global Employee Surveys	42. Predictors of Academic Performance	54. Roundtable Discussion on Humor and Work
12:00-12:30	35. Teaching Active Learning Techniques	36. Strategic Formula for Success	51. Entrepreneurship: Benefits	37. ROI for Multisource Feedback	38. Stressors & Minority Health	39. SHRM Foundation Grant	40. Motivational Perspective on Org. Justice	52. IP: Training	53. Innovation & Creativity	58. Influences on Work & Nonwork Role Integration	69. Unsolved Issues in Pers. Selection	70. Closing the Gap: Org Impacts	77. Why Use SJT?
1:00-1:30													
2:00-2:30	64. Teaching and Learning and Wiki	65. Tying Orientations to Outcomes	66. I-O Research Apps. in Health Care	67. Speaking the Language of Business	68. Role of the Self in Org. Justice	75. CEMA-Sponsored	76. Skills Portability						
3:00 Coffee Break, Multiple Locations													
3:30-4:00	89. Developing Front-Line Leaders	90. Effects of Nonwork Experiences	91. Competency Modeling & Job Analysis	99. Business Impact for Employee Surveys	100. CEMA Meeting	101. Int'l Affairs Meeting	92. Optimizing Value of Most Optimal Staff	93. IP: Helping	94. Individual, Org. & Survey on Nonresponse	95. Breakthroughs in Talent Management	96. Applied Rsrch To Understand How Language	97. Motivational Effects on Creativity	98. LGBT Comm. Meeting
4:00-4:30													105. Reception LGBT & Allies
5:00-5:30													
6:00-6:30													
Lesbian, Gay, Bisexual, and Transgender Committee and Allies Reception, 4:30-5:30 PM Sun Roof (16th Floor)													
Reception for the Committee on Ethnic and Minority Affairs, 5:00-6:00 PM Empire (7th Floor)													
Evening Reception, 6:00-8:00 PM (Top Posters 6:00 to 6:50 PM) Broadway Ballroom (6th Floor)													

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Gilbert	Shubert	Odets	Wilder	Hart	O'Neill	Ziegfeld	Brecht	Music Box	Westside	Broadway S	Broadway N	Uris	Plymouth
8:00-8:30	125. Job-Seeking as a Self-Regulatory Process	120. Faces of Multicultural Experience	121. Safety Climate: One Construct Fits All?	122. Determinants of Age-Related Change	123. Personality Assessment in Non-Western Cultures	124. Leadership for Critical Response Organizations		119. Social Support Research	126. Motivation & Innovation	127. Doing Competencies Well	128. Predicting Leadership	129. COI: Entry-Level Selection	130. Integrating Culture Into Interpersonal Performance
8:30-9:00									144. Leadership, Coaching, Dev.			145. COI: Cond. Reasoning	
9:00-9:30													
10:00 Coffee Break, Multiple Locations													
10:30-11:00	154. Consulting Function in I-O Master's Prgrm	149. A Perfect and Just Weight, a Perfect and Just Measure	150. Innovation: Role of Org. Human Capital	151. Self-Based Individual Diff's in Orgs.	152. Cross-Cultural Perspectives on Mentoring Rsrch	153. Enhancing Effectiveness of Exec. Coaching		148. I-O Psychology: It's Not Just a Job	155. Job Attitudes	156. Advanced Approaches to Basic Quals.	157. Evolving Corp. Culture: Microsoft's Culture Change	172. COI: Org. Justice	158. Research on Positive Forms of Leadership
11:00-11:30									173. Global Practices	180. Assessment Center (Modern) Validity	194. Impact of Testing Conditions	181. COI: Aging & I-O	195. OHP Challenges Direct Care Workers
12:00-12:30	179. LMX: Exploration and Exploitation	191. Where is the Kernel of Truth?	176. Performance Management	177. Stress in Service Interactions	192. Mentor Programs	178. Optimizing Personality Measure Usefulness		190. Measure of Job Satisfaction	193. OHP & Stress	202. Job Satisfaction Across Career	205. Selection: Barriers/Practice	200. COI: Leading Edge	196. Advances in Goal-Oriented Research
1:00-1:30													197. Applying 6 Sigma to I-O
2:00-2:30	204. Achilles' Heel of LMX	214. Validity Generalization	203. Change Through Strat. Implement.	215. Studying Multitasking						216. Leading Edge Session	217. Marginalized	218. COI: S & P of Mentoring	219. I-O Master's Careers
3:00 Coffee Break, Multiple Locations													
3:30-4:00	228. Work as a Job, Career, or Calling	223. Perceived Organizational Support	224. Social Responsibility	225. Fellowship Committee	226. Situational Judgment Tests: Future Directions	227. Self-Develop. & Work Experiences		222. Indiv./Team Adaptability	229. Careers & Work/Family	230. Talent Attraction	231. To Prosper, Organizational Psychology Should ...	232. Master's Council Session	233. Multilevel Approaches to Study of Ldrship
4:00-4:30									249. Diversity & Emotions	250. Job Analysis (Manhattan 8th)		251. Meeting of Educators	255. I-O Guide Orgs Thru Merge
5:00-5:30	254. Learning in Higher Ed	Psychologists as Chief HR Officer	Blended Project Teams					253. Designing Surveys					
3:00 Coffee Break, Multiple Locations													
Leading Edge and Beyond Reception, 4:30-5:30 PM Sun Roof (16th Floor)													
Evening Reception, 6:00-8:00 PM Broadway Ballroom (Sixth Floor)													

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8:00-8:30	131. Keeping Good Employees	132. Talking With Clients: What to Say, When to Shut Up	133. Smiles Required: Display Rules & Emotional Labor	134. Social Support, Ldrship, and Work-Family Outcomes	135. Living Up to Expectations: Gender Stereotyping & Work	136. Work Group Diversity	137. Interviews: Max Recall & Min Deception	138. IP: Engagement	139. Employee Engagement: Where Are We & Where Going?	140. Alternative Validation Strategies	141. Assessment Center Validity Paradox	142. Organizational Culture at a Crossroads	143. Issues Cut Scores
8:30-9:00								146. IP: Abuse & Incivility					147. Knowledge Management
9:00-9:30													
10:00 Coffee Break, Multiple Locations													
10:30-11:00	159. Work Demands on Employee Health	160. Individual Assessment: What Works & What Doesn't	161. Standards for Retaliation Claims	162. Multisource Feedback on Indiv/Org Performance	163. Findings in Disability Employment	164. Dynamic Research in I-O	165. Unifying Theories of Motivation	166. IP: Global Leadership	167. Determinants of Engagement	168. Cut Score Development	169. Competency Models	170. Forced-Choice Measures in Selection	171. Ed. Rsrch Funding for I-O
11:00-11:30								174. IP:	186. Promise and Peril of Employee Engagement	187. Systems Thinking	188. O*NET in Practice	189. Personnel Selection Systems	175. E&T Comm: Undergraduate I-O Programs
12:00-12:30								199. IP: Coaching	206. Measuring and Molding Learners' Minds	207. Strategies Reduction Discrimination	208. Survey Stakeholders	209. Physical Performance Testing	210. IP: P-O Fit
1:00-1:30													201. Critical Issues in I-O Research
2:00-2:30													
3:00 Coffee Break, Multiple Locations													
3:30-4:00	234. Changing Complex Organizations	235. Goal Orientation Across Levels	236. Applicant Selection Fairness	237. Qualitative Methods: Publishable?	238. Psychology of Sexual Harassment Law	239. Discrim. in Contemporary Workplace	240. NBIAS for Survey Researchers	241. IP: Expatriates	242. Unproctored Internet Testing	243. Item Degradation	244. Embedding Engagement	245. Time in Orgs: Theory, Research, & Practical Issues	246. Language & Diversity
4:00-4:30													252. LE & Beyond Recep.
5:00-5:30													
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8:00-8:30									261. Recruit, Tech, Legal	262. U.S. Int'l Competitiveness	263. SIOP KARES: Dealing With Disaster		8:00
8:30-9:00									283. Job Analysis	284. Global Trends in HR		273. Women in Academe: New Solutions	8:30
9:00-9:30													9:00
9:30-10:00													9:30
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8:00-8:30	264. Coaching in the AP Region: Applications and New Directions	275. Global Cognitive Ability Testing	276. Int'l I-O: Growing Roles at U.N.	265. Incivility, Undermining Experiences, & Diversity Climate	277. Developmental Relationships	266. Understanding Dark Org. Behavior	267. IP: Burnout	268. Driving Org. Change Thru Perf. Mgmt Process	269. Future of I-O Psychology at Risk?	270. Employee Engagement: New Research Findings	271. Promoting Social and Economic Justice	278. Personality Assessment in Public Sector	
8:30-9:00								285. IP: Sexual Harrassment					
9:00-9:30													
10:00 Coffee Break, Multiple Locations													
10:30-11:00	290. Global High-Potential Assessment	291. Employees w/ Vision Disabilities	292. Global Selection & Assessment	293. Service Management Around the Globe	294. Advancing Diversity Research	295. Leadership Dev. Interactive Theater	296. Performance Mgmt Practices		297. Q & A on Effective Employee	298. New Selection Sys. as Change Mgmt	299. Understanding Nepotism	300. Diversity Research Using Social Network Analysis	301. Adverse Impact Research
11:00-11:30													
12:00-12:30													

Notes: Sessions shaded in gray are part of the Leading Edge mini-track. Session 250 is in the Manhattan Ballroom (8th Floor).