FRIDAY SESSIONS BY CONTENT AREA

Careers/Mentoring/Socialization/Onboarding/Retirement

123 The Aging Workforce, 342, 10:30 AM
160 SIOP Honors and Awards: Navigating the Requirements for Career Recognition, Grand G, 1:00 PM
184 Discussions for New or Prospective Practitioners, 342, 3:30 PM
212 How to Successfully Transition From a Technical to Leadership Role, Grand E, 5:00 PM

Coaching/Leadership Development

141 Evaluating Leadership Development Programs: Balancing Science and Practice, 335 BC, 12:00 PM
174 Coaching Executives in a Global Context, Grand F, 1:30 PM
191 New Research Directions in Employee and Leader Development, Grand C, 3:30 PM
211 Developing Leaders in Exceptional Environments, Grand D, 5:00 PM

Consulting Practices/Ethical Issues

96 Back to the Future: Applied Research on the I-O Field, Grand D, 8:00 AM
98 Should I-O Psychologists Be Professionally Licensed?, 335 A, 8:30 AM
119 Ethical and Legal Issues in Individual Assessment and Intervention, 335 A, 10:30 AM
127 Poster 1, 10:30 AM
168 If I Knew Then….Survival Guide for Early Career Practitioners, Grand D, 1:30 PM
208 Distinguished Professional Contributions Award: Practicing Our Science: Top 10 List of What Matters…, 346 AB, 5:00 PM

Counterproductive Behavior/Workplace Deviance

145 Bullying at Work: Perspectives From Europe and North America, 340 AB, 12:00 PM
199 Workplace Mistreatment Prevention and Intervention Strategies, 340 A, 4:00 PM

Emotions/Emotional Labor

139 Research Incubator on Happiness and Subjective Well-Being, Grand G, 11:30 AM
182 Employees’ Management of Emotional Expressions Within Organizations, 336 AB, 3:30 PM

Global/International/Cross-Cultural Issues

102 Humanitarian Work Psychology: Supply Meets Demand, 340 AB, 8:30 AM
143 Pay It Forward: Giving Back as I-O Psychologists, 337 AB, 12:00 PM
146 Expatriate Selection, 342, 12:00 PM
189 Managing Talent in the Emerging Markets: Lessons for Multinational Organizations, Grand A, 3:30 PM

Groups/Teams

116 Posters 1–30, Ballroom of the Americas, 9:00 AM
150 The Meaning and Measurement of Entitativity in Complex Organizational Forms, Grand A, 12:00 PM
167 Leadership and Team Processes in Safety-Critical Environments, 344 AB, 1:30 PM
185 Unique Challenges of Distributed Multiteam System Processes and Performance, 343 AB, 3:30 PM
209 The Effect of Individual Differences on Team Processes, Grand B, 5:00 PM

Human Factors/Ergonomics

127 Poster 2, Ballroom of the Americas, 10:30 AM

Inclusion/Diversity (e.g., sexual orientation, race, gender)

136 A Cross-Cultural Research Incubator on Disability and Work, Grand I, 10:30 AM
147 Understanding Identity Management of Stigmatized Individuals in the Workplace, 343 AB, 12:00 PM
187 Invisible Stigmas and Dirty Work: New Frontiers in Stigma Research, 346 AB, 3:30 PM
195 SIOP and EEOC: Developing Contemporary Guidance on Employee Selection, Grand G, 3:30 PM
210 Is Race Still Relevant? Assessing its Continuing Significance in Organizations, Grand C, 5:00 PM

Innovation/Creativity

97 Advancing Your SIOP Member Experience: The Emergence of my.SIOP, Grand I, 8:00 AM
116 Posters 31–32, Ballroom of the Americas, 9:00 AM
159 Posters 1–2, Ballroom of the Americas, 1:00 PM
213 Cybersecurity: A National Imperative and Challenge for I-O Psychology, Grand F, 5:00 PM

Job Analysis/Job Design/Competency Modeling

138 Poster 1, Ballroom of the Americas, 11:30 AM
164 Creating Synergies: Competency Models to Develop and Integrate HR Systems, 337 AB, 1:30 PM
176 A Cross-Cultural Work Design Research Incubator, Grand I, 1:30 PM

Job Attitudes/Engagement

100 Interdisciplinary Perspectives on Bringing Meaning and Meaningfulness Into I-O Psychology, 336 AB, 8:30 AM
130 Identified Employee Surveys: Potential Ethical Issues and Appropriate Actions, Grand C, 10:30 AM
137 Employee Engagement Linkage to Business Performance: Best Practices and Implications, Grand J, 10:30 AM
163 Profiles in Commitment: Person-Centered Approaches to Organizational Commitment, 336 AB, 1:30 PM
172 Getting Impact From Surveys: Avoiding More Yakkety-Yak, Grand D, 1:30 PM
183 Employee Net Promoter Score: Is it the Ultimate Question?, 337 AB, 3:30 PM
202 Posters 1–32, Ballroom of the Americas, 4:30 PM

Job Performance/Citizenship Behavior

128 Adaptive Performance: Unpacking the Black Box, Grand A, 10:30 AM
140 From Scorelines to Bottom Lines: Sports Data and Management Theory, 335 A, 12:00 PM
161 The Topography of Performance: Maximum, Typical, and Dynamic Performance, 335 A, 1:30 PM

Judgment/Decision Making

99 New Findings in JDM—I-O Research: Improving Decision Quality, 335 BC, 8:30 AM
159 Posters 3–11, Ballroom of the Americas, 1:00 PM

Leadership

95 Posters 1–31, Ballroom of the Americas, 8:00 AM
107 Women Leaders: Barriers and Boosters on the Corporate Ladder, Grand A, 8:30 AM
108 Leadership Assessment: Contemporary Issues and Challenges in Demonstrating Value, Grand B, 8:30 AM
114 Team Leadership in Culturally Diverse, Virtual Environments, Grand J, 8:30 AM
155 Why Is the Leadership Development Industry Failing?, Grand F, 12:00 PM
157 Assessing at the Top: Lessons for Senior Executive Assessment, Grand I, 12:00 PM
170 The Leadership Research–Teaching Gap: Closing the Gap, Starting Today!, Grand B, 1:30 PM
173 Current Advancements in Research on Women Leaders: Triumphs and Roadblocks, Grand E, 1:30 PM
179 A Conversation With SIOP Leadership, Grand G, 2:00 PM
190 Alternative Approaches to Assessing Learning Agility, Grand B, 3:30 PM
196 Steve Jobs’ Leadership Style: Good or Not?, Grand H, 3:30 PM
207 Distinguished Early Career Contributions Award: Practicing Our Science: Top 10 List of What Matters…, 346 AB, 5:00 PM

Legal Issues/Employment Law

156 Serving as an Expert Witness: Advice From the Trenches, Grand H, 12:00 PM
177 In the Line of Accommodation Duty: Legal and Practical Implications, Grand J, 1:30 PM

Measurement/Statistical Techniques

101 Qualitative Methods 101: When, Why, and How to Use Them, 339 AB, 8:30 AM
200 New Procedures for Measuring Correlation: Introducing MINE and MINE, 335 A, 4:30 PM

Occupational Health/Safety/Stress & Strain/Aging
118 Perils of Academic Work Engagement: What Are Organizations Hearing?, Grand I, 9:00 AM
204 Digging Deeper Into the Safety Leadership–Safety Outcome Relationship, 336 AB, 5:00 PM

Organizational Culture/Climate
111 Applications of Employee Value Propositions: Delivering What Matters Most, Grand F, 8:30 AM
120 Replacing Culture Change With Culture Alignment for a Corporate Win, 335 BC, 10:30 AM
166 Employees Leave Organizational Cultures Too… Not Just Their Managers, 343 AB, 1:30 PM

Organizational Justice
109 Moderating Established Justice Effects: New Twists and Varied Contexts, Grand C, 8:30 AM

Organizational Performance/Change/Downsizing/OD
125 Making M&A Work, 344 AB, 10:30 AM

Performance Appraisal/Feedback/Performance Management
105 Innovating Approaches for Criteria Improvement, 344 AB, 8:30 AM

Research Methodology (e.g., surveys)
113 A Long, Hard Look at Short Measures, Grand H, 8:30 AM
122 Adding Meat to the Bone: Integrating Qualitative and Quantitative Approaches, 337 AB, 10:30 AM
132 Making an Impact With Research: Best Practices in Academic–Practitioner Collaborations, Grand E, 10:30 AM
152 Five Perspectives on Sharing Data for Large Scale Meta-Analyses, Grand C, 12:00 PM
194 The Art of Experimentation in Organizations: Practical and Ethical Considerations, Grand F, 3:30 PM

Staffing (e.g., recruitment, applicant reactions, selection system design, selection planning, workforce planning)
112 Differences in Worldwide Selection Practices: The Impact of an International Standard on Assessment, Grand G, 8:30 AM
127 Posters 1–30, Ballroom of the Americas, 10:30 AM
151 Industry Differences: Mine Is Unique…Right?, Grand B, 12:00 PM
162 Impression Management in Employment Interviews: Detection, Individual Differences and Stereotypes, 335 BC, 1:30 PM
201 "It Depends": More Nuanced Approaches to Understanding Assessment Center Validity, 335 BC, 4:30 PM
205 Proposition: Antinepotism Policies Should Be Abolished, 337 AB, 5:00 PM

Strategic HR/Utility/Changing Role of HR
104 Talent Management Practices in Healthcare Industry: Unique Benefits and Challenges, 343 AB, 8:30 AM
134 I-O in the C-Suite: Perspectives From Heads of Human Resources, Grand G, 10:30 AM
158 Horses for Courses: Talent Strategies for Asia, Grand J, 12:00 PM

Teaching I-O Psychology/Student Affiliate Issues/Professional Development
103 Discussions for New or Prospective Faculty, 342, 8:30 AM
115 Innovations in Assessment: How Computer Animation Transforms Testing, 337 AB, 9:00 AM
127 Posters 6–32, Ballroom of the Americas, 10:30 AM
135 Individual Psychological Assessment: Integrating Science and Practice, Grand H, 10:30 AM
138 Poster 32, Ballroom of the Americas, 11:30 AM
148 Innovations in Online Simulations: Design, Assessment, and Scoring Issues, 344 AB, 12:00 PM
153 MQ/PQ Best Practices: Valid Selection at the First Hurdle, Grand D, 12:00 PM
175 Practical and Legal Considerations for Alternative Validation Processes in Organizations, Grand H, 1:30 PM
193 Current Best Practices and the Future of Alternative Validation, Grand E, 3:30 PM
197 Mobile Internet Assessment: Opportunities, Challenges, and Best Practice Considerations, Grand I, 3:30 PM

Testing/Assessment (e.g., selection methods; validation; predictors)
110 The Promise and Perils of Social Media Data for Selection, Grand E, 8:30 AM
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Work and Family/Non-Work Life/Leisure
106 Implementing Flexible Work Arrangements: The Hidden Challenges, 346 AB, 8:30 AM
124 The Work–Family Interface and Objective Health Outcomes, 343 AB, 10:30 AM
149 Interactions Among Support, Work, and Family: Who, When, and Where?, 346 AB, 12:00 PM
178 Posters 1–22, Ballroom of the Americas, 1:00 PM
215 Employee Gender and the Work–Family Experience: More Similar Than Presumed?, Grand J, 5:00 PM

Pay It Forward: Enhancing Student Learning and Service Through Wikipedia?, Grand I, 5:00 PM

Horses for Courses: Talent Strategies for Asia, Grand J, 12:00 PM