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Dear Colleagues,

A warm welcome to the 31st Annual SIOP Conference in Anaheim! As always, the outstanding lineup of conference programming, invited speakers, and networking opportunities will be sure to spark your imagination, enhance your professional skills, and create lasting memories. We would like to take this opportunity to point out some particularly exciting features of this year’s unique conference.

Opening Plenary Session

The conference will kick off on Thursday morning with the presentation of SIOP’s highest awards and the newest SIOP Fellows. This event will feature Steve Kozlowski's Presidential Address, introduced by our incoming president, Jim Outtz. We are excited to applaud students and colleagues and to learn more about Steve’s multilevel strategies for broadening the impact of I-O psychology.

Informative and Invigorating Peer-Reviewed Content

We have a program packed full of peer-reviewed content, including symposia, roundtables, panels, alternative session types, debates, master tutorials, and posters! We have 20 concurrent sessions for you to choose from at any point during the conference. We are particularly thrilled about the top-notch session content; it has been incredibly exciting for us to see the program come together, and we can’t wait for you to experience it too!

Theme Track

The 2016 Theme Track, “Enhancing Impact: A Multilevel Approach,” is on Thursday and is designed to bring President Steve Kozlowski’s vision to life by encouraging and enabling initiatives that make an impact from “bottom-up, emergent, and self-organizing communities of SIOP members who are prepared to act.” The day will include five sessions of differing formats including an engaging IGNITE session on “How Small Local Efforts Can Yield BIG Impact,” a TED talk-style session “Changing the World Through Organizations: The Power of One,” a panel discussion “Using I-O to Make an Impact on the Larger Society,” a “how-to” workshop “Creating Impact With(in) SIOP,” and fully interactive session “Making a Difference Together in Impact Action Teams.” It’s sure to be an engaging and informative series of sessions. Stay all day or attend only the sessions of most interest to you.

Invited Sessions

Invited Sessions are a special set of sessions curated by the Program Committee to focus on emerging and current topics of broad interest to the SIOP community. It is important to remember that “invited” means the presenters not the attendees, so all are welcome to attend! This year’s sessions include one focused on the role of I-Os in mergers and acquisitions specifically related to integrating cultures and an IGNITE session that brings together six presenters to share their insights, tips, and tricks for teaching I-O psychology.

Top Posters

The top rated posters from this year’s conference will be showcased at the Thursday evening (6:00 PM) Networking Reception, presented by Pearson VUE. Grab some hors d’oeuvres and chat with these authors about their exciting research.

Master Collaboration Session

This year’s Master Collaboration session, “Organizational Citizenship Behaviors: Recent Developments in Research and Practice,” brings together leading practitioners and academics to discuss OCB’s future, and how scholarship can match the organizational reality of OCB. This interactive session will appeal to anyone interested in the science and practice of OCB’s.

Continuing Education Credits

The annual conference offers many opportunities for attendees to earn continuing education credits, whether for psychology licensure, HR certification, or other purposes. For over 30 years, SIOP has been approved by the American Psychological Association to sponsor continuing education for psychologists. SIOP also holds HR Certification Institute Approved Provider and SHRM Recertification Provider status. Information about the many ways to earn CE credit at the SIOP annual conference can be found on page 6.

Communities of Interest

If you’re looking for a SIOP forum that is informal, insightful, and encourages audience participation, make Communities of Interest (COIs) a part of your conference experience. COIs allow you to meet new people, discuss new ideas, and have an active role at the forefront of hot topics in I-O. There will be 12 outstanding Communities of Interest sessions this year, specially designed to create new communities around common themes or interests. The sessions will be held on Thursday and Friday, no chair, Presenter, discussant, or even slides. Instead, they are a casual discussion informally moderated by two or three facilitators with insights on the topic. These are great sessions to attend if you would like to meet potential collaborators, generate ideas, have stimulating conversations, meet some new friends with common interests, and develop an informal network with other like-minded SIOP members.

Executive Board Special Sessions

The Executive Board has added several thought-provoking sessions to the conference program, emphasizing topics identified by SIOP leaders to
share with you and gather your input about key initiatives, partnerships, and advocacy efforts of the Society. These sessions have been carefully designed to address the needs of SIOP members. This year’s Executive Board sessions topics are a conversation with SIOP leadership; understanding and supporting the needs I-O practitioners; enhancing visibility and impact through SIOP publications; revising SIOP’s educational guidelines; advocating for I-O and obtaining federal funding; enhancing impact through local I-O groups; and a set of sessions focused on the work of the Alliance for Organizational Psychology (an international federation of work, industrial, and organizational psychology societies).

HR Practitioner Track

For the second straight year, we are continuing with this newly added feature to the conference: a highlighted track for those with specific interests in the practice of HR. All of these sessions take place on Friday in 204 C and include sessions on HR analytics, business strategy, telework, and more.

Closing Address

This is NOT the year to catch an early flight home. You do not want to miss the closing plenary session! Laszlo Bock, SVP of People Operations at Google and Human Resources Executive of the Year, will share with us his insights on making work better everywhere. Come learn why Googlers are among the happiest employees on earth.

Closing Reception

The California-themed reception following the closing address will be a fun and delicious finale to the conference. Join us in sending the conference out on a high note through a celebration of the tastes and sounds of our sunny destination!

Final Thoughts

Your conference committee is dedicated to improving the conference each year. Please share with us, Dave Nershi (our Executive Director), Daisy Chang (incoming Conference Chair), and Zack Horn (incoming Program Chair) any ideas you have for further improving the annual conference.

This outstanding conference is organized by members for members—we have more than 1,500 volunteers involved in this effort. We are grateful to each of you who devoted your time and energy toward strengthening our conference, and we encourage all SIOP members to consider volunteering in the future. We are also profoundly indebted to the dedicated SIOP staff members who work tirelessly to surpass members’ needs and expectations. Our conference is great because of all of the people who support it, and we feel honored to have served SIOP with you.

Enjoy the conference!

Sincerely,

Eden King
2016 SIOP Conference Chair
George Mason University

Scott Tonidandel
2016 SIOP Program Chair
Davidson College
31st ANNUAL CONFERENCE PROGRAM

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Hilton Anaheim
777 W. Convention Way
Anaheim, CA, 92802
Tel: 844-298-3307

From John Wayne Airport/Orange County: Go north on Newport Freeway (55) to 5 Freeway North, exit Katella Ave., turn left, go one mile to Harbor Bl., Turn left, then right onto Convention Way to the hotel. Distance from hotel: 14 mi. Drive time: 20 min.

From Los Angeles International Airport: Go south on the San Diego Freeway (405) to the Garden Grove Freeway (22 East), exit Harbor Bl. North to Convention Way. Turn left to the hotel. Distance from hotel: 35 mi. Drive time: 40-50 min.

From Long Beach Airport (Daugherty Field): Go south on the San Diego Freeway (405) to the Garden Grove Freeway (22 East) exit on Harbor Blvd. North to Convention Way. Turn left to the hotel. Distance from hotel: 14 mi. Drive time: 25 min.

Questions? Visit the SIOP Hospitality Desk near conference registration.

Access the searchable version of this program and the personal conference scheduler at http://www.siop.org/programsearch

Persons With Disabilities
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- Hogan Assessment Systems
- IBM Kenexa
- PSI Services LLC
- Qualtrics
- Quintela Group LLC

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| Multi-Health Systems (MHS) | Zoomorphix Systems |
| PAN - Performance Assessment Network | |

## Supporting Partners

| Advanced Brain Monitoring, Inc. | IO Source |
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| Annual Reviews | Language Testing International, Inc. (LTI) |
| APTMetrics | Lepley Executive Search Consultants |
| Assess Systems | Liaison International |
| Azusa Pacific University | Mind Gym |
| Burke, Inc. | OrgVitality |
| Cambridge University Press | Oxford University Press |
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| Comms Multilingual Ltd | Ramsay Corporation |
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| Data Solutions International | SIOP Foundation |
| DeGarmo Group | Sirola Consulting LLC |
| Denison Consulting, LLC | SparcIt |
| EASI-Consult, LLC | Springer Science |
| EB Jacobs | Strategic Programs, Inc. |
| Engage2ExcelFindly | Talent Plus |
| General Dynamics Information Technology | Talent Quarterly |
| HireVue | TalentMap |
| Human Resources Research Organization (HumRRO) | TNS Employee Insights |
| Human Synergistics, Inc. | University of Southern California |
| Hypergraphic Press | VHA NCOD |
| | Walden University |
| | Willis Towers Watson |
REGISTRATION HOURS
Ballroom C (CC)
WEDNESDAY  NOON TO 8:00PM
THURSDAY  7:30AM TO 6:00PM
FRIDAY    8:00AM TO 5:00PM
SATURDAY  8:00AM TO 3:00PM

EXHIBIT HALL HOURS
Ballroom A-E (CC)
THURSDAY  10:00AM TO 5:30PM
FRIDAY    8:30AM TO 5:30PM

PLACEMENT CENTER HOURS
Palos Verde (HA)
WEDNESDAY  3:00PM TO 5:00PM
THURSDAY  8:00AM TO 5:30PM
FRIDAY    8:00AM TO 5:30PM
SATURDAY  8:00AM TO NOON

CONTINENTAL BREAKFASTS, presented by Qualtrics
Pacific C-D (HA)
THURSDAY, FRIDAY, SATURDAY
7:30AM TO 8:30AM

COFFEE BREAKS
Ballroom A-E (CC)
THURSDAY, FRIDAY, SATURDAY
10:00AM TO 10:30AM
3:00PM TO 3:30PM

CONCESSION LUNCHES*
Ballroom A-E (CC)
THURSDAY and FRIDAY
11:30AM TO 1:00PM

COMMITTEE MEETINGS
Local I-O Relations Committee Meeting:
THURSDAY  4:00PM TO 5:30PM
Room 202B (CC)

Committee on Ethnic and Minority Affairs
THURSDAY  2:00PM TO 3:00PM
Room 202B (CC)

Lesbian, Gay, Bisexual, and Transgender Committee and Allies
FRIDAY    4:30PM TO 5:30PM
Room 202B (CC)

MEMORIAL
Lyman Porter
THURSDAY  6:30PM TO 7:30PM
Capistrano A-B (HA)

SPECIAL EVENTS
Newcomer Reception
WEDNESDAY  5:00PM TO 6:00PM
Pacific D (HA)

Welcome Reception, presented by CEB
WEDNESDAY  6:00PM TO 8:00PM
Sunset Deck (HA)

Opening Plenary Session
THURSDAY  8:30AM TO 10:00AM
California A-D (HA)

International Reception
THURSDAY  6:00PM TO 7:00PM
Pacific A (HA)

Committee on Ethnic and Minority Affairs Social Hour
THURSDAY  6:00PM TO 7:00PM
El Capitan (HA)

Networking Reception and Top Poster Display,
presented by Pearson VUE
THURSDAY  6:00PM TO 8:00PM
Pacific C-D (HA)

Lesbian, Gay, Bisexual, and Transgender Committee and Allies Social Hour
FRIDAY    6:00PM TO 7:00PM
El Capitan (HA)

Closing Plenary, featuring Laszlo Bock
SATURDAY  4:30PM TO 5:30PM
California A-D (HA)

California Closing Reception
SATURDAY  6:00PM TO 8:00PM
Pacific A-D (HA)

*We plan to offer lunches available for purchase (not included in registration fee)

HA: Indicates event is being held at the Hilton Anaheim
CC: Indicates event is being held at the Convention Center
Continuing Education Credit Opportunities

Licensed Psychologists:
These sessions provide continuing education credit for psychology purposes. Individuals must attend the full session for which they are seeking credit (partial credit is not awarded.) Attendees must sign in at the start, sign out at the end, and complete a digital post-evaluation. SIOP will issue credit within 30 days.

Preconference Workshops (advance registration and additional fee required):
Wednesday, 8:30 AM-12:00 PM and 1:30 PM–5:00 PM, Rooms TBA, 3.5 credits per workshop
1. Show Me the Data: Techniques and Tools for Visualization-Based Data Discovery
2. Using Live Experiments to Rapidly Learn, Innovate, and Drive Results in Your Organization
3. The Best New Thinking in I-O: What You Should Be Reading (or Writing) But Don’t Have Time To
4. Rich Media Simulations: Fad or Value-Add?
5. A Personality-Based Approach to Developing Versatile Leaders for Complex Times
7. Engagement: Approaches and Evidence
8. Legal Update: What’s New and How It Affects You
10. Experience-Driven Leadership Development: Exploring Three Tough Challenges

Friday Seminars (advance registration and additional fee required):
Friday, times and rooms denoted below, 3 credits per seminar
1. Person-Centered Analyses (Session 125), 8:00 AM-11:00 AM, Room 205 A
2. The Benefits (and Costs) of Giving Your Employees Voice (Session 126), 8:00 AM-11:00 AM, Room 205 B
3. Careless Survey Responding (Session 167), 11:30 AM-2:30 PM, Room 205 A
4. Effective Organizational Socialization and Onboarding (Session 168), 11:30 AM-2:30 PM, Room 205 B
5. Big Data Predictive Analytics: A Hands-On Workshop Using R (Session 212), 3:00 PM-6:00 PM, Room 205 A
6. Integrating the Science of Employee Health, Wellbeing, and Safety…(Session 213), 3:00 PM-6:00 PM, Room 205 B

Theme Track: Enhancing Impact: A Multilevel Approach (no advance registration or additional fee required):
Thursday, Room 204 C, times and credits denoted below
• How Small Local Efforts Can Yield BIG Impact (Session 11), 10:30 AM-11:50 AM, 1.5 credits
• Changing the World through Organizations: The Power of One (Session 34), 12:00 PM-1:20 PM, 1.5 credits
• Using I-O to Make an Impact on the Larger Society (Session 55), 1:30 PM-2:50 PM, 1.5 credits
• Creating Impact With(in) SIOP (Session 71), 3:30 PM-4:20 PM, 1 credit
• Making a Difference Together in Impact Action Teams (Session 92), 4:30 PM-5:50 PM, 1.5 credits

Master Collaboration: Organizational Citizenship Behaviors: Recent Developments in Research and Practice (Session 215)
(no advance registration or additional fee required): Friday, 3:30 PM-4:50 PM, Room 201 A, 1.5 credits

Master Tutorials (no advance registration or additional fee required):
Days, times, and rooms denoted below, 1.5 credits per tutorial
• Handling Big(gish) Data in R: An Introductory and Interactive Tutorial (Session 54), Thursday, 1:30 PM-2:50 PM, Room 204 B
• This is Your Captain Speaking: I-O’s Role in Aviation Safety (Session 61), Thursday, 1:30 PM-2:50 PM, Room 207 D
• Functional Job Architecture: Practical Solutions for Large-scale Job Analysis (Session 148), Friday, 10:30 AM-11:50 AM, Room 201 A
• Using metaBUS for Literature Searches, Generating Instant Meta-Analyses (Session 268), Saturday, 8:30 AM-9:50 AM, Room 207 B
• Testing Mediation: The Endogeneity Problem and the Solution (Session 281), Saturday, 10:30 AM-11:50 AM, Room 201 A
• Introduction to Reproducible Research using R, RStudio, and R Markdown (Session 294), Saturday, 10:30 AM-11:50 AM, Room 207 B
• Aug ‘mentors’: Using Positive Psychology to Improve Mentoring (Session 324), Saturday, 1:30 PM-2:50 PM, Room 201 B
• Using Deep Learning to Predict Performance from Resumés (Session 331), Saturday, 1:30 PM-2:50 PM, Room 204 B
• Seven Steps for Writing Great Technical Reports (Session 334), Saturday, 1:30 PM-2:50 PM, Room 205 B

Full session descriptions, speaker biographies, and learning objectives can be found at www.siop.org/CE. Please contact Tracy Vanneman at tvanneman@siop.org or 419-353-0032 with questions pertaining to continuing education credit at SIOP 2016.
Continuing Education Credit Opportunities

**PHR/SPHR/GPHR Certification Holders:**
The following sessions provide recertification credit for HR Certification Institute certifications. Individuals must attend the full session for which they are seeking credit (partial credit is not awarded.) Attendees must sign in at the start of the session, sign out at the end of the session, and complete a digital post-evaluation. SIOP will issue the program ID within 30 days.

Preconference Workshops (advance registration and additional fee required):
Wednesday, 8:30 AM-12:00 PM and 1:30 PM-5:00 PM, Rooms TBA, 3.5 credits per workshop
- Workshops 1, 2, 4, 6, 7, 8, 9, and 10 offer this type of credit (see titles on prior page)

Friday Seminars (advance registration and additional fee required):
Friday, 3 credits per seminar
- Friday Seminars 2, 4, and 6 offer this type of credit (see titles, times, and rooms on prior page)

Master Collaboration: Organizational Citizenship Behaviors: Recent Developments in Research and Practice (Session 215) (no advance registration or additional fee required):
Friday, 3:30 PM-4:50 PM, Room 201 A, 1.5 credits

Master Tutorials (no advance registration or additional fee required):
Days and times denoted below, 1.5 CE credits per tutorial
- Functional Job Architecture: Practical Solutions for Large-Sale Job Analysis (Session 148), Friday, 10:30 AM-11:50 AM, Room 201 A
- Augmentor*: Using Positive Psychology to Improve Mentoring (Session 324), Saturday, 10:30 AM-11:50 AM, Room 201 B
- Using Deep Learning to Predict Performance from Resumés (Session 331), Saturday, 1:30 PM-2:50 PM, Room 204 B

The sessions below denote the “all-conference” type credit for PHR/SPHR/GPHR certificants. You must attend one session in each available timeslot in order to earn 11.5 credits. This HRCI program ID will be printed in an onsite publication (there is no sign in/out requirement.) Find more details at http://www.siop.org/Conferences/16con/HRCI_all_conference_instructions_2016.pdf

Overcoming Talent Challenges in Emerging Markets (Session 27), Thursday, 12:00 PM-1:20 PM, Room 201 B
You Can Train That? Empirical Support for Novel Training Content (Session 31), Thursday, 12:00 PM-1:20 PM, Room 203 B
Turnover Research & Practice: Adv. in Methods, Measurement, and Analysis (Session 39), Thursday, 12:00 PM-1:20 PM, Room 207 B
Workplace Safety Research: What is Next? (Session 42), Thursday, 12:00 PM-1:20 PM, Room 303 A
Managing Human Capital in Dynamic Team Environments (Session 53), Thursday, 1:30 PM-2:50 PM, Room 204 A
Illustrations of Innovative Technology Applications to HR Processes (Session 104), Thursday, 5:00 PM-5:50 PM, Room 206 A
Current State of Diverse Teams: Going Beyond the Diversity-Performance Link (Session 151), Friday, 10:30 AM-11:50 AM, Room 201 D
Understanding and Overcoming Resistance to Teleworking (Session 156), Friday, 10:30 AM-11:50 AM, Room 204 C
Coaching Nightmares: What Would You Do? (Session 157), Friday, 10:30 AM-11:50 AM, Room 206 A
Leader Development: Developing Self and Developing Others (Session 173), Friday, 12:00 PM-1:20 PM, Room 201 B
The Art and Science of Executive Assessment: Research and Practice (Session 186), Friday, 12:00 PM-1:20 PM, Room 303 B
AC, Quo Vadis? Novel Assessment Center Design and Validation Strategies (Session 193), Friday, 1:30 PM-2:50 PM, Room 201 B
Modern Tools and Samples for the Ubiquitous Workplace Survey (Session 201), Friday, 1:30 PM-2:50 PM, Room 203 A
Feedback Effectiveness Within and Without Performance Management (Session 269), Saturday, 8:30 AM-9:50 AM, Room 207 C
Mergers & Acquisitions: Impact of Integrating Organizational Cultures (Session 323), Saturday, 1:30 PM-2:50 PM, Room 201 A
Asking the Right Questions: Investigations of Structured Interview Questions (Session 329), Saturday, 1:30 PM-2:50 PM, Room 203 B

*Denotes session is eligible for Business credit.

**SHRM-CP℠/SHRM-SCP℠ Certification Holders:**
The 2016 SIOP Annual Conference offers 23.5 Professional Development Credits (PDCs). To earn 23.5 PDCs, simply register for and attend the full length of the conference, April 14-16, 2016. The activity ID will be provided to conference attendees in an onsite publication.

The 2016 SIOP Preconference Workshops offer 7 Professional Development Credits (PDCs). To earn 7 PDCs, register for and attend the full day of the Preconference Workshops on April 13, 2016. Attendees will need to sign in and out on the attendance sheets at both of the workshops attended. SIOP will issue letters within 30 days with the activity ID.

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Visit our assessment solution experts in Booth #309 to learn more about how to position your organization for success and to receive our newest white papers:

The 4-S Approach to Human Capital Risk Management in the Digital Era
John W. Jones, Ph.D. and Michael Cunningham, Ph.D., Thursday, April 14th, 2:00 - 4:00 PM

The Use of the Campbell Leadership Index (CLI) for Executive Coaching: A Focus on Ethics
Gary Behreoe, MBA, M.S. and David P. Campbell, Ph.D., Friday, April 15th, 10:00 AM - 12:00 PM
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