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<th>Americas Seminar Room</th>
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<td>8:00 AM</td>
<td>234: Work With Me: Practitioner Perspectives on Diversity and Inclusion Research</td>
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<td>255: Recent Advances in Personality Assessment and Validation: Beyond Self-Reports</td>
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<td>276: Creating a More Inclusive I-O Psychology</td>
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<td>256: Non-Probability Samples: Utility for I-O Research and Practice</td>
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<td>267: Virtual Teams in the Wild: Considering Individual and Contextual Influences</td>
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<td>11:00 AM</td>
<td>277: Executive Board Session: Getting Engaged in I-O Advocacy and Federal Research Funding</td>
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<td>278: Early Wins in Machine Learning: Practical Examples</td>
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<td>279: Expanding Knowledge about Mobile Assessments Across Devices and Applicants</td>
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<td>280: Measuring the Employee Experience in Today's Ever Changing Organizational Settings</td>
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<td>281: Globalizing Selection Systems: What You Need to Know for Success</td>
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<td>283: Using Personality Assessment to Predict Valued Outcomes in Healthcare</td>
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<td>294: I'm Here. Now What? Perceptions and Impact of Women Leaders</td>
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<td>295: Breaking the Glass: Influence of Applicant Gender on Recruiting</td>
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<td>296: Invited Session: Reflections on the State of Science</td>
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<td>297: Cutting Edge Perspectives of Shared Leadership Networks</td>
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<td>298: Talent Management Data: Integration: Are You REALLY Doing It?</td>
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**Saturday Special Events**

**Continental Breakfast**
Presented by CEB
7:30 AM-8:30 AM
Pacific A + Terrace

**Registration**
8:00 AM-3:00 PM
Convention Foyer

**Coffee Breaks: NEW TIMES!**
9:30 AM-10:00 AM, Presented by Collabra: Psychology
2:30 PM-3:00 PM, Presented by Korn Ferry
Atlantic BC

**Closing Plenary**
4:30 PM 5:30 PM
Pacific BC

**Closing Reception**
6:00 PM-8:00 PM
N. Hemisphere BD

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**Be part of SIOP 2018!**

The Call for Proposals opens in July so plan to submit your research!
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<td>9:00 AM</td>
<td>254: Don’t Ask, I’ll Tell: New Considerations in Sigma Disclosure Research</td>
<td>255: Methodology in Decision-Making: Improving the Quality of Judgments</td>
<td>256: Personality Identification: You’re Doing it Wrong</td>
<td>257: Alliance Special Session: 300 Years of I-O Research: Contributions From Around the Globe</td>
<td>258: Executive Succession: Potential to Perform or Perform to Potential?</td>
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<td>10:00 AM</td>
<td>262: Emotional Intelligence: Does it Work at Work?</td>
<td>263: Social Media Intelligence: The Good, Bad, and Ugly</td>
<td>264: High-Potential Identification: You’re Doing it Wrong</td>
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<td>266: Practical Advice on Assessing and Developing Key Managerial Transitions</td>
<td>267: Vision-Based Coaching for Intentional Change: Insights From Research</td>
<td>268: Impact, Contribution, and the Culture of Science in I-O Psychology</td>
<td>269: Maladaptation: Building the Nornological Net of Distress Traits and Behaviors</td>
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<td>273: Making Telework, Work: Remote Mentoring, Leadership, and Teamwork</td>
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<td>278: Personality: Dynamics at Work: Integrating Between Person Stability and Within-Person Change</td>
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<td>280: The Impact of Technology on I-O Psychology</td>
<td>281: Integrations and Partnering With Technology: Experiences and Best Practices</td>
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<td>286: Personality: Dynamics at Work: Integrating Between Person Stability and Within-Person Change</td>
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**Join Us for More Great SIOP Events!**

**2017 Leading Edge Consortium**
Minneapolis, Minnesota
October 20-21, 2017
Innovations in Executive Coaching:
Deepening Your Expertise in a Dynamic World

**SIOP 2018 Conference**
April 19-21
Chicago, Illinois
at the Sheraton Grand Chicago
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<td>292 Driving Development and Careers Through Experiences, S. Hemisphere V, 11:30AM</td>
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<td>293 Posters 2-4, 7-12, 14-16, 18, 19, 22, 23, 26-29, 31-33, Atlantic BC, 12:00PM</td>
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<td>296 Invited Session: Reflections on the State of Science, Asia 2, 12:30PM</td>
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<td>333 Connecting Education and the Labor Market: Skills and Workforce Readiness, Americas Seminar Room, 3:00PM</td>
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<td>Coaching/Leadership Development</td>
<td>247 Defining, Evaluating, and Improving High Potential Programs, N. Hemisphere E3, 8:00AM</td>
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<td>285 Vision-Based Coaching for Intentional Change: Insights From Research, N. Hemisphere E1, 11:30AM</td>
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<td>Consulting Practices/Ethical Issues</td>
<td>248 Big Data, Big Responsibility: Enabling Users Through Policy and Practice, N. Hemisphere E4, 8:00AM</td>
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<td>252 They Said What? I-O in the Media, S. Hemisphere IV, 8:00AM</td>
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<td>310 I-O From the Other Side: Internal–External Consulting Dynamics, S. Hemisphere III, 12:30PM</td>
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<td>314 You've Provided Insights, Now What? Translating Talent Analytics Into Actions, S. Hemisphere IV, 1:00PM</td>
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<td>Counterproductive Behavior/Workplace Deviance</td>
<td>241 Creating an Ethical Workplace: Applying a Model for Ethical Behavior, N. Hemisphere A1, 8:00AM</td>
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<td>289 Revenge, Heart Problems, and Drugs: Consequences of Workplace Mistreatment, S. Hemisphere II, 11:30AM</td>
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<td>313 Posters 1-33, Atlantic BC, 1:00PM</td>
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<td>323 Counterproductivity in a Military Context, N. Hemisphere A3, 1:30PM</td>
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<td>Emotions/Emotional Labor</td>
<td>254 Posters 8, 10, 13-16, 19, 21, 22, 27, 29, &amp; 31, Atlantic BC, 8:30AM</td>
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<td>267 Emotional Intelligence: Does It Work at Work?, N. Hemisphere E1, 10:00AM</td>
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<td>Employee Withdrawal (e.g., absence, turnover)/Retention</td>
<td>282 Our Relationship With Turnover: It's Complicated, N. Hemisphere A2, 11:30AM</td>
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<td>Global/International/Cross-Cultural Issues</td>
<td>250 Beyond Culture's Consequences: How to Move Forward, S. Hemisphere II, 8:00AM</td>
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<td>271 Alliance Special Session: 100 Years of I-O Research: Contributions From Around the Globe, S. Hemisphere I, 10:00AM</td>
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<td>281 Globalizing Selection Systems: What You Need to Know for Success, N. Hemisphere A1, 11:30AM</td>
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<td>328 Alliance Special Session: The Impact of Technology on Recruitment and Selection: International Perspectives, N. Hemisphere E4, 1:30PM</td>
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<td>Groups/Teams</td>
<td>245 More Than Just Average: Novel Approaches to Measurement in Teams, N. Hemisphere E1, 8:00AM</td>
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<td>257 Virtual Teams “in the Wild”: Considering Individual and Contextual Influences, Asia 2, 10:00AM</td>
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<td>319 Invited Session: Toward a New Organization: Building and Measuring Teams, Asia 5, 1:30PM</td>
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<td>338 Posters 2-5, 7-9, 11-21, 23-25, &amp; 28-33, Atlantic BC, 3:00PM</td>
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<td>Inclusion/Diversity (e.g., sexual orientation, race, gender)</td>
<td>234 Work With Me: Practitioner Perspectives on Diversity and Inclusion Research, Americas Seminar Room, 8:00AM</td>
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<td>237 Enhancing Understanding of Team Diversity Through the Lens of Faultlines, Asia 3, 8:00AM</td>
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<td>242 Interpreting the Gender Gap: Understanding Women's Experiences in STEM Fields, N. Hemisphere A2, 8:00AM</td>
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<td>261 Posters 1-7, 9, 11-13, 16-18, 20, 23-28, 32, &amp; 33, Atlantic BC, 10:00AM</td>
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<td>266 Don't Ask, I'll Tell: New Considerations in Stigma Disclosure Research, N. Hemisphere A4, 10:00AM</td>
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<td>270 Leadership and Diversity: Implications for Organizations in the 21st Century, N. Hemisphere E4, 10:00AM</td>
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<td>276 Creating a More Inclusive I-O Psychology, Americas Seminar Room, 11:30AM</td>
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<td>321 Words of Attraction: Job Ad wording to Diversify Applicant Pools, N. Hemisphere A1, 1:30PM</td>
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<td>332 All Hands on Deck: Male-Buy in and Gender (In)Equality, S. Hemisphere V, 1:30PM</td>
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<td>334 Stereotypes and Discrimination: Fresh Looks at an Age-Old Issue, Asia 1, 3:00PM</td>
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<td>344 Don't Trust the B: Bisexual Stigma in Modern Organizations, N. Hemisphere E4, 3:00PM</td>
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<td>Innovation/Creativity</td>
<td>251 Driving Innovation: Beyond Light Bulbs and Thinking Outside the Box, S. Hemisphere III, 8:00AM</td>
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<td>342 Entrepreneurial Innovation: I-O Psychologists Experimenting in Organizations, N. Hemisphere E2, 3:00PM</td>
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<td>Job Analysis/Job Design/Competency Modeling</td>
<td>341 Competency Models: Develop, Socialize, Sustain, N. Hemisphere A4, 3:00PM</td>
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<td>Job Attitudes/Engagement</td>
<td>253 Limits of Engagement: A Panel Discussion, S. Hemisphere V, 8:00AM</td>
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<td>280 Measuring the Employee Experience in Today’s Ever Changing Organizational Environment, Australia 3, 11:30AM</td>
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<td>324 Yearly, Quarterly, Monthly, Daily: Choosing the Best Survey Cadence, N. Hemisphere A4, 1:30PM</td>
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<td>Judgment/Decision Making</td>
<td>346 Development and Scoring of Construct-Focused Situational Judgment Tests, S. Hemisphere II, 3:00PM</td>
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<td>Leadership</td>
<td>284 Practical Advice on Assessing and Developing Key Managerial Transitions, N. Hemisphere A4, 11:30AM</td>
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<td>350 Closing Plenary, Pacific BC, 4:30PM</td>
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<td>Legal Issues/Employment Law</td>
<td>274 Burden of Proof: Can I-Os and Employment Counsel Successfully Collaborate?, S. Hemisphere IV, 10:00AM</td>
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<td>348 Annual EEOC/OFCPP Practitioner Update, S. Hemisphere IV, 3:00PM</td>
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<td>Measurement/Statistical Techniques</td>
<td>238 Natural Language Processing and Text Mining for I-O Psychologists, Asia 4, 8:00AM</td>
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<td>246 Contemporary Views and Methods for Dimension Reduction, N. Hemisphere E2, 8:00AM</td>
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<td>265 R Shiny: Using Apps to Support I-O Research, N. Hemisphere A3, 10:00AM</td>
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<td>300 Beyond Dollars and Cents: The Spectrum of ROI, N. Hemisphere A1, 12:30PM</td>
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<td>302 Item Response Theory: New Directions for Research and Practice, N. Hemisphere A3, 12:30PM</td>
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<td>318 Overcoming Common Problems in Meta-Analysis, Asia 4, 1:30PM</td>
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<td>327 Measurement Invariance of Work–Family Conflict and Psychological Well-Being Measures, N. Hemisphere E3, 1:30PM</td>
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<td>343 Continuing to Broaden the Scope of IRT in Organizational Research, N. Hemisphere E3, 3:00PM</td>
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<td>345 Data Visualization With R, S. Hemisphere I, 3:00PM</td>
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<td>Occupational Health/Safety/Stress &amp; Strain/Aging</td>
<td>235 Illegitimate Tasks: The Establishment of a Legitimate Construct, Asia 1, 8:00AM</td>
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<td>240 Advancing Occupational Health Psychology Using Objective Health Outcomes, Australia 3, 8:00AM</td>
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299 Employment Stress and Financial Hardship: Implications for Occupational Health, Australia 3, 12:30PM
305 Perspectives on Workplace Age Discrimination: Prevalence, Processes, and Outcomes, N. Hemisphere E2, 12:30PM
340 The Aging Workforce and Sustainable Workplace Around the World, N. Hemisphere A3, 3:00PM

Organizational Culture/Climate
325 Linking Organizational Culture to Patient Safety and Healthcare Quality, N. Hemisphere E1, 1:30PM

Organizational Justice
293 Posters 6, 13, 17, 24, & 25, Atlantic BC, 12:00PM

Organizational Performance/Change/Downsizing/OD
293 Posters 1, 5, 20, 21, & 30, Atlantic BC, 12:00PM
347 Focusing in on Driving Action in a Shifting Survey Landscape, S. Hemisphere III, 3:00PM

Personality
236 Don’t Take Quotes or Personality Assessment Validities Out of Context, Asia 2, 8:00AM
255 Recent Advances in Personality Assessment and Validation: Beyond Self-Reports, Americas Seminar Room, 10:00AM
275 Posters 1-33, Atlantic BC, 11:00AM
283 Using Personality Assessment to Predict Valued Outcomes in Healthcare, N. Hemisphere A3, 11:30AM
287 Maladaptation: Building the Nomological Net of Derailing Traits and Behaviors, N. Hemisphere E4, 11:30AM
288 Personality Dynamics at Work: Integrating Between-Person Stability and Within-Person Change, S. Hemisphere I, 11:30AM
303 Team-Level Interventions: Using Personality Data to Enhance Team Effectiveness, N. Hemisphere A4, 12:30PM

Prosocial (e.g., humanitarian work psychology, corporate social responsibility, sustainable development)
277 Executive Board Special Session: Getting Engaged in I-O Advocacy and Federal Research Funding Opportunities, Asia 2, 11:30AM
326 Using I-O for Good: The Power of Prosocial I-O Work, N. Hemisphere E2, 1:30PM
338 Posters 1, 6, 10, 22, 26, & 27, Atlantic BC, 3:00PM

Research Methodology (e.g., surveys)
256 Nonprobability Samples: Utility for I-O Research and Practice, Asia 1, 10:00AM
286 Impact, Contribution, and the Culture of Science in I-O Psychology, N. Hemisphere E2, 11:30AM
320 Is There a Replication “Crisis” (Yet) in I-O Psychology?, Australia 3, 1:30PM
330 Taking a “Little Data” Approach in a Big Data World, S. Hemisphere II, 1:30PM
335 Social Network Analysis: Advances in Methodology, Theory, and Application, Asia 3, 3:00PM

Staffing (e.g., recruitment, applicant reactions, selection system design, succession planning, workforce planning)
264 Current and Future DoD-Funded Research Opportunities in I-O Psychology, N. Hemisphere A2, 10:00AM
272 Executive Succession: Potential to Perform or Perform to Potential?, S. Hemisphere II, 10:00AM
295 Breaking the Glass: Influence of Applicant Gender on Recruiting, Asia 1, 12:30PM
331 An Examination of Candidate Completion Rates, S. Hemisphere III, 1:30PM

Strategic HR/Utility/Changing Role of HR
298 Talent Management Data Integration: Are You REALLY Doing It?, Asia 5, 12:30PM
301 MTurk as Work (and Not Just a Recruitment Method), N. Hemisphere A2, 12:30PM
312 Do You See What I See? Integrating Divergent Data Insights, Asia 3, 1:00PM

Teaching I-O Psychology/Student Affiliate Issues/Professional Development
239 What Employers Want: Job Readiness Through High-Impact I-O Classes, Asia 5, 8:00AM
259 Making Research Reproducible: Tutorial for Reproducible Research With R Markdown, Asia 4, 10:00AM
263 Professional Development Words of Wisdom for Students and Early-Career Practitioners, N. Hemisphere A1, 10:00AM
290 SIOP Teaching Tools Available for Industrial-Organizational Psychology Classes, S. Hemisphere III, 11:30AM
306 So You Want to Write a Book? Advice for Authors, N. Hemisphere E3, 12:30PM
311 The I-O of the Future: Identifying and Closing Skill Gaps, S. Hemisphere V, 12:30PM
315 Administration CAN Be Good!, Americas Seminar Room, 1:30PM
316 Communicating Our Value as I-O Practitioners, Asia 1, 1:30PM
317 Executive Board Special Session: Understanding I-O Education and Training From an International Perspective, Asia 2, 1:30PM
337 Getting Started as a New Teacher in I-O and OB/HR, Asia 5, 3:00PM
349 Married... With Children: Strategies for Surviving Grad School With Family, S. Hemisphere V, 3:00PM

Technology (e.g., gamification, social media, simulations)
244 Assessments on Mobile Devices: Our Opportunities at Digital Speed, N. Hemisphere A4, 8:00AM
249 I See What You Did There: Data Visualization in Action, S. Hemisphere I, 1:30PM
268 Social Media for Employment Decisions: The Good, Bad, and Ugly, N. Hemisphere E2, 10:00AM
291 Integrations and Partnering With Technology: Experiences and Best Practices, S. Hemisphere IV, 11:30AM
304 Mobile Assessment: Small Screens Become Mainstream (Demo & Panel Discussion), N. Hemisphere E1, 12:30PM
309 From the Outside, In: Technology’s Influence on I-O Psychology, S. Hemisphere II, 12:30PM
329 I-O Psychology in an IT World, S. Hemisphere I, 1:30PM
336 Using New metaBUS Functions to Facilitate Systematic Reviews and Meta-Analyses, Asia 4, 3:00PM

Testing/Assessment (e.g., selection methods, validation, predictors)
243 Next Generation Assessment: The State of Innovations in Selection Science, N. Hemisphere A3, 8:00AM
260 Novel Approaches to Noncognitive Skills Assessment for the Workplace, Asia 5, 10:00AM
269 High-Potential Identification: You’re Doing It Wrong, N. Hemisphere E3, 10:00AM
279 Expanding Knowledge About Mobile Assessments Across Devices and Applicants, Asia 5, 11:30AM
322 Leveraging Assessment Data: Creative Approaches to Finding Talent, N. Hemisphere A2, 1:30PM
339 Looking Beyond Validity to Ensure Assessment Success, N. Hemisphere A1, 3:00PM

Training
261 Posters 8, 10, 14, 15, 19, 21, 22, & 29-31, Atlantic BC, 10:00AM

Work and Family/Nonwork Life/Leisure
262 New Within-Person Perspectives on Affect Across Work and Home, Australia 3, 10:00AM
234. Panel Discussion: 8:00AM-9:20AM  Americas Seminar
Work With Me: Practitioner Perspectives on Diversity and Inclusion Research

The panel explores strategies to help academics and practitioners translate diversity and inclusion (D&I) research into practice. Practitioners in D&I with academic backgrounds will identify academic-practitioner gaps in the literature and address common barriers associated with conducting D&I research in organizations to narrow the identified gaps.

Sabrina D. Vopotene, University of New Mexico, Chair
Jennifer Brown, JBC, Panelist
Kizzy M. Domiguez, KPC, Panelist
Kevin England, Jennifer Brown Consulting, Panelist
Veronica L. Girlane, Google, Panelist
Katharine R. O’Brien, Rice University, Panelist

Submitter: Sabrina D. Vopotene, sabринавopotene@aol.com

235. Symposium/Forum: 8:00AM-9:20AM  Asia 1
Illegitimate Tasks: The Establishment of a Legitimate Construct

With the changing nature of the workplace, researchers are beginning to identify workplace stressors that have risen alongside the development of novel occupations and organizational practices. This session introduces a contemporary workplace stressor that has only recently been introduced into the occupational health psychology literature: illegitimate tasks.

Erin Eatough, Baruch College & The Graduate Center, CUNY, Co-Chair
Danielle R. Wald, Graduate Center & Baruch College, CUNY, Co-Chair
Danielle R. Wald, Graduate Center & Baruch College, CUNY, Erin Eatough, Baruch College & The Graduate Center, CUNY, The Cost of Inconsistency: Illegitimate Tasks and Workplace Social Support

Ezgi Demircioglu, Middle East Technical University, David J. Howard, University of South Florida, Shani Pindek, University of South Florida, Erin Eatough, Baruch College & The Graduate Center, CUNY, Paul E. Spector, University of South Florida, A Mixed Methods Study Examining Illegitimate Tasks and Attributes

Laurentz L. Meier, University of Neuchatel, Norbert K. Semmer, University of Bern, Illegitimate Tasks: Assessments by Incumbents and Supervisors Predict Strain

Hong Yu, Microsoft, Bradley E. Gray, Baruch College & The Graduate Center, CUNY, Paul E. Spector, University of South Florida, Gender Differences on the Perception of Illegitimate Tasks

Steve Jex, Bowling Green State University, Discussant

Submitter: Danielle R. Wald, DanielleR.Wald@gmail.com

236. Symposium/Forum: 8:00AM-9:20AM  Asia 2
Don’t Take Quotes or Personality Assessment Validities Out of Context

Data from meta-analyses suggest that situational specificity is the rule for personality measure validity, as opposed to the highly generalizable validities seen with cognitive ability tests. The purpose of this symposium is to demonstrate the importance of taking context into account when using personality to predict performance.

Jeff W. Johnson, CEB, Chair
Robert P. Tett, University of Tulsa, Nathan A. Hundley, University of Tulsa, Neil Christiansen, Central Michigan University, Meta-Analysis and the Situational Specificity of Personality Test Validity

Ryne A. Sherman, Florida Atlantic University, Person x Situation Interactions in Predicting Workplace Performance

Dorothy A. Simpson, Central Michigan University, Neil Christiansen, Central Michigan University, Kevin M. Dawson, Central Michigan University, Occupational Differences in the Validity of Narrow Personality Traits

Jeff W. Johnson, CEB, Predicting Leader Performance from Personality: Context is Essential

Submitter: Jeff W. Johnson, jejohnson@cebglobal.com

237. Symposium/Forum: 8:00AM-9:20AM  Asia 3
Enhancing Understanding of Team Diversity Through the Lens of Faultlines

The employment of diverse teams in organizations has increased. Examining diversity from the perspective of faultlines yields a different viewpoint that can clarify the inconsistent conclusions of extant research. The goal of this symposium is to shed new light on the effects of team diversity through the lens of faultlines.

Alex P. Lindsey, Indiana University-Purdue University Indianapolis, Chair
Ashley A. Membre, George Mason University, Eden B. King, George Mason University, Scott Tonidandel, Davidson College, Alex P. Lindsey, Indiana University-Purdue University Indianapolis, Ho Kwan Cheung, George Mason University, Remy Jennings, Davidson College, When Team Diversity Facilitates Performance: Understanding Fractured Behavioral Patterns

Alex P. Lindsey, Indiana University-Purdue University Indianapolis, Katerina Bezrukova, Santa Clara University, Chester S. Spell, Rutgers University, Isaac E. Sabat, George Mason University, Daniel B. Shore, George Mason University, Eden B. King, George Mason University, Cracking Under Pressure: A Context-Centered Perspective on Team Faultlines

Mirko Antino, Instituto Universitario de Lisboa (ISCTE-IUL), Ramón Rico, Universidad Autónoma de Madrid, Sherry Thatcher, University of South Carolina, Intrateam Incivility and Collective Turnover in Faultline-Based Teams

Jamie Perry, Cornell University, Katerina Bezrukova, Santa Clara University, Chester S. Spell, Rutgers University, Meta-Analytic Evidence and Critical Contingencies of Resource-Based Subgroups

Submitter: Alex P. Lindsey, aplindse@gmail.com

238. Master Tutorial: 8:00AM-9:20AM  Asia 4
Natural Language Processing and Text Mining for I-O Psychologists

Advances in natural language processing (NLP) are unlocking novel workplace research opportunities and ushering in text-based analytical solutions. This session teaches essential text mining techniques and principles via 3 I-O-specific cases studies—employee surveys, personality detection and resume-based selection algorithms—and will include reproducible code in R.

Allison B. Yost, CEB, Presenter
Andrea K Kropp, CEB, Presenter
Cory Kind, CEB, Presenter

Submitter: Allison B. Yost, abyost86@gmail.com

239. Panel Discussion: 8:00AM-9:20AM  Asia 5
What Employers Want: Job Readiness Through High-Impact I-O Classes

This panel of academicians and practitioners will present practical applications of high-impact experiential practices in I-O psychology courses that develop the skills and competencies necessary for students’ professional success. The panel will engage in an interactive dialogue with the audience to ensure psychology students are well-prepared for today’s workforce.

Alaina C. Keim, Bellarmine University, Co-Chair
Julianne Brown, Walmart, Co-Chair
Megan K. Church-Nall, Bellarmine University, Panelist
David R. Earnest, Towson University, Panelist
Kathy MacKay, Aon Hewitt, Panelist
E. Sabat, George Mason University, Daniel B. Shore, George Mason University, Meta-Analytic Evidence and Critical Contingencies of Resource-Based Subgroups

Submitter: Alaina C. Keim, courtkeim@gmail.com

240. Symposium/Forum: 8:00AM-9:20AM  Australia 3
Advancing Occupational Health Psychology Using Objective Health Outcomes

Ocupational health psychology has historically focused on psychological or self-reported health, limiting knowledge about physical and physiological health outcomes. The current set of papers link working conditions to objective health. A variety of novel designs (e.g., longitudinal, episodic, intervention) and outcomes (e.g., BMI, metabolic risk, cardiovascular, immune) are examined.

Tori L. Crain, Colorado State University, Co-Chair
Kimberly A. French, University of South Florida, Co-Chair
Tori L. Crain, Colorado State University, Donald M. Truxillo, Portland State University, Leslie B. Hammer, Oregon Health & Science University, Todd Bodner,
241. Symposium/Forum: 8:00AM-9:20AM  N. Hemisphere A1

Creating an Ethical Workplace: Applying a Model for Ethical Behavior

Workplace ethics remain at the forefront of concerns for organizations of all types where employees can do harm as a result of unethical behavior. This session reviews a model for workplace ethics and its application to develop a program to create an ethical work culture for “low pay/high trust” jobs.

Paul R. Sackett, University of Minnesota, An Actionable Model of the Determinants of Employee Unethical/Counterproductive Behavior

John A. Weiner, PSI, Designing a Program to Promote Workplace Ethics

Cathleen M. Callahan, Performance-Based Selection, Development of Ethics Training and a Culture Survey: Model Application

Keith Pyburn, Jr., Fisher & Phillips, LLP, Legal Considerations for Workplace Ethics Programs

Neal W. Schmitt, Michigan State University, Discussant

Submitter: John A. Weiner, jweiner@psionline.com

242. Symposium/Forum: 8:00AM-9:20AM  N. Hemisphere A2

Interpreting the Gender Gap: Understanding Women's Experiences in STEM Fields

Women's underrepresentation in STEM is a growing area of concern for policy makers, practitioners, and researchers alike. This symposium highlights the gender gap in STEM by exploring women's experiences at various stages of career development. Topics cover a range of women's experiences including psychological, educational, and health outcomes.

Valerie N. Streets, University of Tulsa, Co-Chair

Mahima Saxena, Illinois Institute of Technology, Co-Chair

Breanna R. Weder, University of Missouri-St. Louis, Melinda M. Siebert, University of Missouri-St. Louis, Bettina J. Casad, University of Missouri-St. Louis, Academic and Social Climate Outcomes Vary by Gender Representation in STEM Subfields

Valerie N. Streets, University of Tulsa, Michael Litano, Old Dominion University, Debra A. Major, Old Dominion University, Modeling the Development of STEM Identity

Paula Costa, Texas A&M University, Kathi N. Miner, Texas A&M University, Jia Wang, Texas A&M University, Work-Family Conflict and Well-Being for Female Students in STEM

Cristina M. Neacsu, Illinois Institute of Technology, Mahima Saxena, Illinois Institute of Technology, Target Experiences of Workplace Incivility for Women in STEM

Jacqueline Gilberto, Rice University, Margaret E. Beier, Rice University, Reducing the Gender Gap in STEM Education Using Authentic Projects

Submitter: Valerie N. Streets, valerie-streets@utulsa.edu

243. Panel Discussion: 8:00AM-9:20AM  N. Hemisphere A3

Next Generation Assessment: The State of Innovations in Selection Science

This panel will explore how technological shifts and market demands have precipitated a new wave of assessment research and solutions focused on more dynamic and improved applicant experiences while maintaining the need to deliver selection tools that meet industry standards and best practice guidelines for validating selection procedures.

Joshua P. Liff, HireVue, Chair

Nathan J. Mondragon, HireVue, Panelist

Matthew Malter Cohen, psymetrics, Panelist

David J. Scarborough, Western New Mexico University, Panelist

Martin Lanik, Pinsight, Panelist

Mark Mazurkiewicz, Amazon.com, Panelist

Submitter: Joshua P. Liff, josh.liff@gmail.com

244. Alternative Session Type with presenters: 8:00AM-9:20AM  N. Hemisphere A4

Assessments on Mobile Devices: Our Opportunities at Digital Speed

This session will discuss current issues in the use of mobile devices for completing candidate assessments. The IGNITE sessions will cover topics ranging from prevalence of test completion on mobile devices, using mobile assessment technology as a recruitment tool, and key elements of a successful mobile assessment app.

Mark S. Urban, Right Management, Presenter

John F. Skinner, Sears Holdings Corporation, Presenter

Jennifer E. Lowe, Hogan Assessment Systems, Presenter

Amber L. Smittick, Hogan Assessment Systems, Presenter

Joel Quintela, Quintela Group LLC, Presenter

Submitter: Mark S. Urban, markurban@netzero.net

245. Panel Discussion: 8:00AM-9:20AM  N. Hemisphere E1

More Than Just Average: Novel Approaches to Measurement in Teams

This panel will discuss issues with current approaches to team assessment and discuss alternative methods for considering team dynamics within current research. A diverse set of scientist-practitioners will discuss these issues and more novel approaches to team measurement, including social network analysis, unobtrusive measures, and latent profile analysis.

Fred S. Switzer, III, Clemson University, Chair

Dana C. Verhoeven, Clemson University, Co-Chair

Suzanne T. Bell, DePaul University, Panelist

Noshir Contractor, Northwestern University, Panelist

Steve W. J. Kozlowski, Michigan State University, Panelist

Lauren Blackwell Landon, Wyle-NASA, Panelist

Thomas A. O’Neill, University of Calgary, Panelist

Submitter: Dana C. Verhoeven, verhoevendana@gmail.com

246. Symposium/Forum: 8:00AM-9:20AM  N. Hemisphere E2

Contemporary Views and Methods for Dimension Reduction

This symposium presents contemporary conceptualizations and methods for dimension reduction that are common in fields beyond I-O psychology. Specifically discussed are more algorithmic dimension reduction techniques common in, for example, computer science and engineering, which are often also referred to as machine learning techniques.

Joseph N. Luchman, Fors Marsh Group LLC, Ronald P. Vega, Fors Marsh Group, Interpreting Cluster Analysis using Relative Importance

Garett N. Howardson, Hofstra University, Right-Sizing the Predictor Variable Space in Multiple Regression: An Effect Size

Frank A. Bosco, Jr., Virginia Commonwealth University, Ronald S. Landis, Illinois Institute of Technology, Sven Kepes, Virginia Commonwealth University, Krista L. Uggerlev, Northern Alberta Institute of Technology, Piers Steel, University of Calgary, J. Paul Brooks, Virginia Commonwealth University, Dimension Reduction as a Vehicle for Assessing Construct Redundancy

Andrew J. Slaughter, US Army Research Institute, A Bayesian Approach to Mixtures of Exploratory Factor Mixture Models: Theory and Application

Richard P. DeShon, Michigan State University, Discussant

Submitter: Garett N. Howardson, garett.howardson@gmail.com

247. Panel Discussion: 8:00AM-9:20AM  N. Hemisphere E3

Defining, Evaluating, and Improving High Potential Programs

This session will present advice on how to define, assess, and develop high potential and how to evaluate and improve existing programs. Topics will include current definitions and trends in high potential assessment, how to evaluate program effectiveness, and what changes can be made to improve high potential programs.

Donna Roland, CEB, Chair

Allan H. Church, PepsiCo, Panelist

Tracy Kcantrowitz, CEB, Panelist

Karen B. Paul, 3M, Panelist

Roland Pepermans, Vrije Universiteit Brussel, Panelist

Charlotte L. Powers, Johnson & Johnson, Panelist

Submitter: Donna Roland, donna.roland@gmail.com
248. Panel Discussion: 8:00AM-9:20AM  
N. Hemisphere E4  
Big Data, Big Responsibility: Enabling Users Through Policy and Practice

Panelists representing PepsiCo, Google, Whole Foods, and SIOP bring diverse perspectives to discuss Big Data through the lens of recently published guidelines. Discussion will also address the opportunity for I-O psychologists and SIOP to further extend influence as scientists–practitioners anchored in theory and grounded in core values and ethical standards.

Victoria J. Smoak, PepsiCo, Inc., Chair
Christopher T. Rotolo, PepsiCo, Chair
Scott Tonidandel, Davidson College, Panelist
Sara Brothers, Whole Foods Market, Panelist
Megan L. Huth, Google, Panelist

Submitter: Victoria J. Smoak, Victoria.Smoak@pepsico.com

249. Panel Discussion: 8:00AM-9:20AM  
S. Hemisphere I  
I See What You Did There: Data Visualization in Action

This session explores common practices, emerging techniques, tools, risks, and trends for visualizing various data sources. Panelists present expert perspectives on tackling today’s challenges of effectively communicating data. This includes leveraging storytelling concepts alongside technology to construct innovative, informative, and compelling visualizations for datasets small and large.

Chantale Wilson, Air Force Research Laboratory, Chair
Christopher Antonik, Air Force Research Laboratory, Panelist
Jerred Holt, Air Force Research Laboratory, Panelist
Evan F. Sinar, DDI, Panelist
Paul Tsagaroulis, U.S. General Services Administration, Panelist
Submitter: Chantale Wilson, chantalewilson@gmail.com

250. Panel Discussion: 8:00AM-9:20AM  
S. Hemisphere II  
Beyond Culture’s Consequences: How to Move Forward

Given the growing multiculturalism of the workplace, this session will review the current state of cultural research and applications while discussing how to move beyond Hofstede’s cultural dimensions. Panelists will directly tackle these challenges via dialogue between both academic and applied experts heavily entrenched in the area of culture.

Jennifer Feitosa, City University of New York, Brooklyn College, Chair
William S. Kramer, Clemson University, Chair
Katerina Bezrukova, Santa Clara University, Panelist
Miriam Erez, Technion, Panelist
Cristina B. Gibson, University of Western Australia, Panelist
Gregory A. Ruark, U.S. Army Research Institute, Panelist
Submitter: William S. Kramer, ws Kramer@g.clemson.edu

251. Panel Discussion: 8:00AM-9:20AM  
S. Hemisphere III  
Driving Innovation: Beyond Light Bulbs and Thinking Outside the Box

For a single idea to become an innovation, organizations need a creative climate. Panelists representing academia and practitioners from Fortune 500 organizations Walmart, Johnson & Johnson, Google, and JetBlue Airways share perspectives, best practices and practical recommendations regarding efforts to create and maintain a creative climate.

Lily Cushenbery, Stony Brook University, Chair
Anna L. Hulett, University of Georgia, Co-Chair
Lane E. Siedor, University of Georgia, Co-Chair
Robin R. Cohen, Johnson & Johnson, Panelist
Amanda J. Drescher, Walmart, Panelist
Renee Payne, Google, Panelist
Kristy Van Alstyne, JetBlue Airways, Panelist
Submitter: Anna L. Hulett, ahulett@uga.edu

252. Panel Discussion: 8:00AM-9:20AM  
S. Hemisphere IV  
They Said What? I-O in the Media

Panelists will share strategies and generate discussion about navigating conversations with clients and stakeholders about I-O related topics in popular media. I-Os from varied backgrounds will discuss how to manage concerned reactions while highlighting the value of I-O best practices.

Kristina R. Barr, CEB, Chair
Alana B. Cober, NASA, Panelist
Charles N. Thompson, Taylor Strategy Partners, Panelist
Jay Janovics, American Family Insurance, Panelist
Lauren N. Robertson, CEB, Panelist
Nathan R. Kuncel, University of Minnesota, Panelist
Submitter: Lauren N. Robertson, lauren.robertson@cebglobal.com

253. Panel Discussion: 8:00AM-9:20AM  
S. Hemisphere V  
Limits of Engagement: A Panel Discussion

Panelists will share strategies and generate discussion about navigating conversations with clients and stakeholders about I-O related topics in popular media. I-Os from varied backgrounds will discuss how to manage concerned reactions while highlighting the value of I-O best practices anchored in theory and grounded in core values and ethical standards.

Victoria J. Smoak, PepsiCo, Inc., Chair
Christopher T. Rotolo, PepsiCo, Chair
Scott Tonidandel, Davidson College, Panelist
Sara Brothers, Whole Foods Market, Panelist
Megan L. Huth, Google, Panelist
Submitter: Victoria J. Smoak, Victoria.Smoak@pepsico.com
### 254-5 Well-Being and Retirement Expectations: The Role of Activity Variety

The extent to which activities and activity variety mediate the relationship between personality and resources and well-being and retirement expectations is examined for a nationally representative sample of older adults. Evidence was found for the importance of activity variety for working longer and well-being but limited evidence for mediation.

Jackie Torres, Rice University
Margaret E. Beier, Rice University
Jacqueline Gilberto, Rice University

Submitter: Jackie Torres, jackietorres@rice.edu

### 254-6 Savoring as a Moderator of the Combat Exposure–Symptoms Relationship

This study examined whether savoring beliefs moderate the relationship between combat exposure and negative mental health symptoms among U.S. Army soldiers deployed to OIF and OEF. Savoring was found to buffer the effects of combat exposure on depression and PTSD symptoms among military personnel.

Anton Sytine, Clemson University
Thomas W. Britt, Clemson University
Cynthia L.S. Pury, Clemson University
Patrick J. Rosopa, Clemson University

Submitter: Anton Sytine, sytine.a@gmail.com

### 254-7 Workplace Social Interactions of Teleworkers: Gossip, Incivility, and Affective Commitment

Social interactions (e.g., the role of gossip) for teleworkers versus non-teleworkers were examined. As predicted, gossip had a positive direct effect on affective commitment. However, as predicted, gossip had a negative indirect effect on affective commitment when met with retaliation (in the form of experienced incivility). Subgroup differences were observed.

Vanessa A. Burke, Bowling Green State University
Russell A. Matthews, Bowling Green State University
Garett C. Foster, Bowling Green State University

Submitter: Russell A. Matthews, ramatth@bgsu.edu

### 254-8 Measurement Equivalence of the DANVA 2 Across Gender

This study examines measurement equivalence of the DANVA 2, a popular measure of emotion perception. The goal was to determine if commonly found mean differences between men and women in emotion perception are a result of discrepancies in the ability to perceive emotions or because of measurement non-equivalence.

Katherine E. Ciarlante, University of Central Florida
Mallory A. McCord, University of Central Florida
Dana Joseph, University of Central Florida

Submitter: Katherine E. Ciarlante, kciarlante@knights.ucf.edu

### 254-9 A Time-Lagged Examination of Safety Leadership and Safety Motivation

The aims of this study were to examine effects of various safety-specific leader behaviors on safety motivation using a time-lagged study design. In addition, the study examined the role of attitudes, norms, and control toward safety behaviors in the relationship between safety-specific leader behaviors and safety motivation.

Gargi Sawhney, Clemson University
Konstantin Cigularov, Old Dominion University

Submitter: Gargi Sawhney, gargi@swc.clemson.edu

### 254-10 The Impact of Burnout Contagion on Turnover Intentions

Burnout contagion is the idea that burnout can be transferred between employees. This study found that collective burnout was positively related to individual burnout, which was related to turnover intentions. Burnout contagion varied depending on supervisor support, where high levels of support were surprisingly associated with a stronger contagion effect.

Dorothy A. Simpson, Central Michigan University
Ashley D. Cooper, Central Michigan University

Submitter: Dorothy A. Simpson, annie.simpson327@gmail.com

### 254-11 A Mediational Analysis of the Effects of Occupational Injuries

Research examines the effects of occupational injuries among individuals who have experienced physical workplace injuries. Mediation analyses provide support for the notion that financial burden, stigma, and meaning in life mediate the relationship between the severity of the occupational injury and stress, well-being, and work beliefs.

Amanda McEvoy, Carleton University
Kathryne E. Dupre, Carleton University
Julian I. Barling, Queen's University

Submitter: Amanda McEvoy, amanda.mcevoy@carleton.ca

### 254-12 Pressure to Remain Available to Work: Implications for Psychological Detachment

Availability pressure is an employee’s perception of organizational expectations regarding his or her availability during nonwork time. This study examines how availability pressure relates to psychological detachment 2 weeks later. Authors examine employee off-hours communication-based technology assisted supplemental work as a mediating mechanism of this link.

Rachel Omansky, The Graduate Center & Baruch College, CUNY
Erin Eatough, The Graduate Center & Baruch College, CUNY

Submitter: Rachel Omansky, rcomansky@gmail.com

### 254-13 Validation of Two Calculations of Affect Spin

Affect spin is a new construct that refers to the integrated variability of positive and negative affective states. To determine the uniqueness of affect spin, authors conducted 2 studies exploring the ability of 2 calculations of affect spin to predict relevant traits and workplace outcomes above beyond other affect-related variables.

Samuel Hanig, University of Waterloo
Lei Feng, University of Waterloo
Lindie H. Liang, University of Waterloo
Douglas J. Brown, University of Waterloo
Evan Prowse, University of Waterloo

Submitter: Samuel Hanig, shanig@uwwaterloo.ca

### 254-14 Servant Leadership and LMX in Emotional Labor: A Multilevel Perspective

Authors examined the relationship between servant leadership/LMX and surface/deep acting with LMX differentiation’s interaction effect along with testing indirect effect from servant leadership to employees’ withdrawal behavior. Results indicate a positive relationship between servant leadership/LMX and deep acting, whereas LMX differentiation only had a positive relation to surface acting.

Young-Jae Kim, University of Georgia
Brian J. Hoffman, University of Georgia
Jorge Lumbereras, University of Georgia

Submitter: Young-Jae Kim, youngjaekim87@gmail.com

### 254-15 Chandler’s Work Laugh: Surface Acting in Interactions With Leaders

This field experiment examined possible antecedents (i.e., leader agreeableness, relational transparency) of employees’ leader-related surface acting and potential behavioral and attitudinal consequences. Results supported both the influence of leader characteristics on employees’ faked positive emotions and associations between employees’ faking positive emotions, work withdrawal behaviors, performance ratings, and promotability ratings.

Xiaoxiao Hu, Old Dominion University
Yujie Zhan, Wilfrid Laurier University
Rebecca C. Garden, Old Dominion University

Submitter: Rebecca C. Garden, gardencrg@gmail.com

### 254-16 A Qualitative Study on the Experience of Downtime at Work

This study examines the subjective experience of downtime at work using a qualitative method. Based on 15 focus groups, it was found that the majority of employees do not enjoy downtime, with feeling “bored” as a recurring theme. Major categories of antecedents of experience and job crafting strategies are discussed.

Xue Lei, George Mason University
254-17 Newcomers’ Trait Affectivity and Interpersonal Adjustment in Organizations
A field study was conducted to test the influence of newcomers’ trait affectivity on their interpersonal adjustment during the first 3-months postentry. SEM results showed that positive affectivity was positively related to relationship building behaviors, which in turn facilitated newcomers’ interprofessional adaptation.
Hairong Li, Auburn University
Jinyan Fan, Auburn University
Xiang Yao, Peking University
Lu Zheng, Auburn University
Submitter: Hairong Li, hz0060@auburn.edu

254-18 The Moderating Effect of Conscientiousness on the Workload–Strain Relationships
The moderating effect of conscientiousness on the relationship between heavy quantitative workload and job strain was examined in context of job complexity and employee’s self-efficacy. Findings indicate the buffering role of conscientiousness depends upon the level of job complexity and self-efficacy.
Jie Ma, Hofstra University
Cong Liu, Hofstra University
Submitter: Jie Ma, yonasma28@gmail.com

254-19 Customer Incivility and Emotional Exhaustion: Mediator and Moderators
Reduced commitment to emotional display rules was examined as a mediator of the customer incivility–emotional exhaustion relationship. Employee mindfulness and conscientiousness were examined as moderators of this indirect effect. The indirect effect was supported, but it was significantly weaker when employee mindfulness was high.
Raad G. Alzaidalsharief, Aramco Services Company
Lisa S. Moore, Florida Institute of Technology
Tessly A. Dieguez, Florida Institute of Technology
Enri M. Richard, Florida Institute of Technology
Submitter: Raad G Alzaidalsharief, raad.alzhariief123@gmail.com

254-20 The Reverse-Buffering Effect of Job Control: Cross-Sectional Versus Longitudinal Effects
To address the inconsistent findings concerning the “reverse-buffering” effect of job control, survey data were collected from 154 faculty. Results indicated that job control exacerbated the negative impact of role ambiguity on employee well-being only when self-efficacy was high. Negative affectivity did not moderate the buffering effect of job control.
Xiaohong Xu, Texas A&M University
Stephanie C. Payne, Texas A&M University
Submitter: Xiaohong Xu, redlittle1983@gmail.com

254-21 Staying Engaged When You’re on Stage: Emotional Labor and Engagement
This study investigated the impact of emotional labor on employee work engagement and the moderating effects of autonomy, competence, and relatedness. Deep acting was found to be positively related to engagement, whereas surface acting was negatively related. The deep acting–engagement relationship was synergistically enhanced by perceived competence and relatedness.
Emily M. Pelosi, CenturyLink
Submitter: Emily M Pelosi, pelosie@spu.edu

254-22 Cross-Level Effects of Personality on Empathy and Emotional Labor
The cross-level interaction of personality on the relationships between within-person empathy and emotional labor was investigated. Results indicate that extraversion served as a cross-level moderator of the relationships between empathy and emotional labor strategies, and openness to experience was a cross-level moderator of the relationship between empathy and surface acting.
Eileen C. Toomey, Saint Louis University
Cort W. Rudolph, Saint Louis University
Submitter: Eileen C. Toomey, toomey@slu.edu

254-23 Two-Week Study of Goal Setting on Sleep Behaviors
This study examined the effects of goal setting on sleep behaviors over a span of 2 weeks. In a multilevel analysis, it was found that goals predicted subsequent sleep behaviors. Antecedents of sleep goals as well as the effects of sleep on work-related outcomes were also examined.
Tetsuhiro Yamada, University of Minnesota
Aaron M. Schmidt, University of Minnesota
Submitter: Tetsuhiro Yamada, yamad017@umn.edu

254-24 Work–Health Conflict: Daily Fluctuations in Workers With Chronic Pain
Research examined within-person variation in work–health conflict (WHC) in a sample of full-time workers with chronic pain (N = 74). Results demonstrated that within-person fluctuation in WHC was predicted by fluctuations in pain severity. Further, WHC positively predicted lagged exhaustion burnout and work withdrawal, and negatively predicted lagged work engagement.
Zachary L. Fragos, Wayne State University
Alyssa K. McGonagle, UNC Charlotte
Sarah R. Schmidt, Wayne State University
Submitter: Zachary L. Fragos, Dx8068@wayne.edu

254-25 Evidence for an Inverse-U Relationship Between Hazards and Adverse Outcomes
This paper combined theories of job performance and risk compensation via formal (i.e., mathematical) statements to predict an inverse-U relationship between environmental hazards and adverse outcomes. Across 2 studies, moderate levels of environmental hazards were associated with the highest levels of adverse outcomes.
Midori Nishioka, University of Waterloo
James W. Beck, University of Waterloo
Abigail A. Scholer, University of Waterloo
Submitter: James W. Beck, beckjam2@gmail.com

254-26 Understanding the Connection Between Health Climate Perceptions and Employee Health
Using 2 separate 2-wave longitudinal samples, this study sought to investigate the effect of psychological health climate on employee body-mass index. Borrowing the framework from safety climate, it was shown that the proposed model fit the data well but that there were differences between the 2 samples in certain paths.
Alec H. Munc, Johnson and Johnson
Robert R. Sinclair, Clemson University
Adam R. Cox, Clemson University
Submitter: Alec H. Munc, alec123707@gmail.com

254-27 The Dynamics of Psychological Detachment and Positive Affect
The interplay between positive affect and psychological detachment was explored over the course of the work week. 145 employees provided ratings of positive affect and psychological detachment for 10 consecutive workdays. Growth modelling indicated that positive affect followed a curvilinear weekly pattern, reaching its lowest point midweek.
Denisa Luta, University of Guelph
Jeffrey Spence, University of Guelph
Submitter: Denisa Luta, dluta@uoguelph.ca

254-28 Situation Awareness and Safety Performance: A Structural Equations Model
Situation awareness has been argued to be an important predictor of safety behaviors, but its structure and utility continues to be debated. Using structural equation modeling, authors investigated the factor structure of situation awareness, examined its ability to predict safety performance, and scrutinized its overlap with existing individual difference variables.
Andrew J. Thurston, University of South Florida
Stephen Stark, University of South Florida
Walter C. Borman, University of South Florida
Winny Shen, University of Waterloo
Submitter: Andrew J. Thurston, ajthurston@mail.usf.edu
254-29 Exploring the Effect of Positive Social Exchange on Team Effectiveness
This research examines how being civil during team interactions influences team effectiveness. Using a lab sample from student teams and a field sample from surgical teams, a positive relationship was found between positive social exchange, as an exemplar of civility, and team effectiveness, especially when team task complexity was lower.
Yihao Liu, University of Florida
Dana R. Vashdi, University of Haifa
Thomas Cross, University of Florida
Amir Erez, University of Florida
Peter A Bamberger, Tel Aviv University
Submitter: Yihao Liu, yihao.liu@warrington.ufl.edu

254-30 Revisiting the Curvilinear Relationship Between Job Insecurity and Job Performance
This research aims to explore the curvilinear relationship between job insecurity and job performance and the moderating role of supervisor support. Results from 3 samples with different designs consistently showed that supervisor support moderated the nonlinear relationship between job insecurity and employees’ job performance.
Chang-qin Lu, Peking University
Hai-jiang Wang, Huazhong University of Science and Technology
Submitter: Chang-qin Lu, qin67380@163.com

254-31 Examining Two Conceptualizations of Emotional Dissonance Using Polynomial Regression
An experience sampling study examined combinations of felt, displayed, and required affect to predict dissonance discomfort and fatigue using polynomial regression analysis. Findings indicate that both are significant predictors of feelings of dissonance, but the trends are different. Dissonance predicted performance, difficulty focusing, and end of day exhaustion.
Sophie A. Kay, Georgia Institute of Technology
Kelsey L. Merlo, Georgia Institute of Technology
Gina M. Bufton, Georgia Institute of Technology
Howard M. Weiss, Georgia Institute of Technology
Submitter: Sophie A. Kay, skay@gatech.edu

254-32 Examining the Workplace Subjective Well-Being Circumplex and Negative Affectivity
This study extends a recently proposed person-centered approach, referred to as the subjective well-being circumplex. This study advances the employee well-being literature with data collected from 815 MTurk respondents. Individual composition of various subjective well-being constructs is explored as well as predictors of this composite.
Paul Werth, Saint Louis University
Sarah N. Guarino, Saint Louis University
Juliana M. Klein, Saint Louis University
Erick Briggs, Saint Louis University
Matthew J. Grawitch, Saint Louis University
Submitter: Paul Werth, werthp@slu.edu

254-33 The “Dark Side” of Mindfulness in the Workplace
This theoretical paper is intended to introduce some potential “dark side” consequences to trait mindfulness in the workplace setting. It is proposed that trait mindfulness may lead to lowered employee innovative performance, adaptive performance, and well-being through its effects on future time perspective, negative affect, and automaticity/flow, respectively.
Arianna White, Old Dominion University
Xiaohao Hu, Old Dominion University
Rebecca C. Garden, Old Dominion University
Chad Kenneally, Old Dominion University
Submitter: Rebecca C. Garden, gardencr@gmail.com

254-34 An Episodic Examination of Workplace Breaks and Self-Regulatory Resource Restoration
An event-based diary design was used to examine the role work breaks play in restoring momentary self-regulatory resources. Results showed that breaks restore self-regulatory resources. This study advanced workplace break research by adopting a methodologically sound design and providing empirical evidence on the importance of breaks for restoring self-regulatory resources.
Ze Zhu, George Mason University
Lauren Kuykendall, George Mason University
Submitter: Ze Zhu, zzhu5@gmu.edu

255. Symposium/Forum: 10:00AM-11:20AM
Americas Seminar Room
Recent Advances in Personality Assessment and Validation: Beyond Self-Reports
Personality assessments are a mainstay in personnel selection, yet applications to organizational research and practice have been dominated by self-report methods. This symposium showcases 4 papers demonstrating the usefulness of observer reports of personality. Papers advocate for the greater use of multiple sources of personality ratings in the organizational sciences.
Samuel T. McAbee, Illinois Institute of Technology, Chair
Ray Fang, University of Toronto, Brian S. Connelly, University of Toronto, Multi-rater Personality Feedback: Clearer Window or Threat to the Self?
Benjamin McLarty, Mississippi State University, Donald H. Klumper, University of Illinois at Chicago, Daniel S. Whitman, Louisiana State University, The Dark Side of Personality and Its Impact on Performance
Donald H. Klumper, University of Illinois at Chicago, Benjamin McLarty, Mississippi State University, Mark N. Bing, University of Mississippi, The Validity of Friend, Family, and Coworker Ratings of Personality
Samuel T. McAbee, Illinois Institute of Technology, Brian S. Connelly, University of Toronto, Yongsu Jung, Republic of Korea Air Force Academy, In-Sue Oh, Temple University, A Multirater Perspective on Personality and Performance: The Trait-Reputation-Identity Model
Robert Hogan, Hogan Assessment Systems, Discussant
Submitter: Samuel T. McAbee, smcabe@iit.edu

256. Panel Discussion: 10:00AM-11:20AM
Asia 1
Nonprobability Samples: Utility for I-O Research and Practice
The use of nonprobability sampling techniques continues to grow in the research and practice of I-O psychology. However, the utility of these techniques are often misunderstood by researchers and practitioners alike. This panel will discuss when different nonprobability samples are/are not appropriate and how to maximize their utility.
Trevor D. McGlochin, Select International, Chair
Dev K. Dalal, University at Albany, SUNY, Panelist
Kristin M. Delgado, Select Int/Wright State University, Panelist
Rachel T. King, DDI, Panelist
Craig M. Reddock, CEB, Panelist
Justin M. Weinhardt, University of Calgary, Panelist
Submitter: Trevor D. McGlochin, tmcglochin@selectintl.com

257. Symposium/Forum: 10:00AM-11:20AM
Asia 2
Virtual Teams “in the Wild”: Considering Individual and Contextual Influences
This symposium looks at different individual and contextual factors that influence the effectiveness of virtual teams “in the wild”. It includes considerations for identifying members, 2 field studies assessing different variables that impact virtual team effectiveness, and reviewing meta-analytic results to identify variables that influence performance in virtual teams.
Julia E. Hoch, California State University Northridge, Chair
Nastassia M. Savage, Clemson University, William S. Kramer, Clemson University, Brooke B. Allison, Kandice N. Goguen, Clemson University, Marissa L. Shuffler, Clemson University, Getting Real About Virtuality: Practical Recommendations for Choosing Team Members
Julia E. Hoch, California State University Northridge, James H. Dulebohn, Michigan State University, Team Extroversion and Virtual Team Performance in Virtual Teams
Shanique G. Brown, Wayne State University, Melissa Vazquez, DePaul University, Suzanne T. Bell, DePaul University, Team Composition and Performance at Levels of Virtuality: A Meta-Analysis
Cristina B. Gibson, University of Western Australia, Patrick D. Dunlop, University of Western Australia, John Corder, University of Western Australia, Untangling the Effects of Formalization in Global Virtual Teams
Submitter: Nastassia M. Savage, nastassia.savage@gmail.com
261. Poster: 10:00AM-10:50AM  Atlantic BC

**Inclusion / Training**

261-1 Chronic Illness Stigma: Differential Reactions to Workplace Accommodations

Using an experimental design, research examined justice perceptions and competence evaluations associated with accommodating individuals with chronic disabilities. Chronic illness type and accommodation interacted to affect competence evaluations, such that individuals with diabetes were viewed less competent than those with cancer.

Ashlyn Lowe, DePaul University
Abdifatah A. Ali, Michigan State University
Ann Marie Ryan, Michigan State University
Chu-Hsiang Chang, Michigan State University
Submitter: Abdifatah A. Ali, abdiali04@gmail.com

261-2 Theories of Intelligence and Selection Tests: Effects on Diversity Recruitment

This study examines how organizational theories of intelligence influence understanding of diversity recruitment and selection procedures. Tests reflecting an incremental theory were perceived as more attractive and trustworthy among those endorsing incremental theories and Black applicants. White applicants were more attracted to entry tests despite trusting incremental tests more.

Kaytlynn R. Griswold, Pennsylvania State University
Anuradha Anantharaman, Pennsylvania State University
Kisha S. Jones, Pennsylvania State University
Submitter: Kisha S. Jones, kisha.jones@psu.edu

261-3 Untangling Diversity Climate Effects on Physical Well-Being

This study proposed that diversity climate would have beneficial effects on well-being through reduced incidences of discrimination and incivility, thus strengthening affective organizational commitment. Data collected from a sample of military personnel (N = 24,221) and stratified sample of working adults (N = 313) generally supported study hypotheses.

Emily H. Rosado-Solomon, Rutgers University
Patrick F. McKay, Rutgers University
Derek R. Avery, Wake Forest University
Submitter: Patrick F. McKay, pmckay@slmr.rutgers.edu

261-4 Gender, Racial, and Ethnic Differences in Work Contexts and Activities

The authors evaluated how interest in 12 work-context factors and 28 work activities distinguishing entry-level jobs varies by demographics in an enlisted military sample (N = 1,018). Results showed differences in work contexts and activities most attractive to women and minority groups. Results are discussed and implications for recruiting are provided.

James F. Johnson, United States Air Force
John D. Trent, United States Air Force
Laura G. Barron, United States Air Force
Submitter: James F. Johnson, james.johnson.271@us.af.mil

261-5 Eye Tracking Fixations: Cues for Sexist and Sexual Harassment Attitudes

Participants completed measures of sexism, sexual harassment (SH), and eye fixations as they evaluated men and women applicants. In men, sexism was related to SH attitudes and experiences. In women, sexism was related to SH attitudes, and women who had experienced more SH spent less time fixated on men’s faces.
261-1 Women Leaders' Meta-Accuracy: Examining Referent Group, Self-Promotion, and Sexism
Unlike men, women underpredicted their boss's ratings of their leadership. Women had the lowest predicted boss ratings when their group was gender balanced. Women and men engaged in similar levels of self-promotion, and women who self-promoted more predicted higher boss ratings than women who engaged in lower levels of self-promotion.
Scott N. Taylor, Babson College
Phillip W. Braddy, Center for Creative Leadership
Rachel E. Sturm, Wright State University
Leanne E. Atwater, University of Houston
Submitter: Scott N. Taylor, staylor@babson.edu

261-7 Idiosyncratic Deals, Workability, and Turnover Intentions: Understanding Disability Type Influence
A field study was conducted involving 1,148 German federal agency employees with disabilities. Results showed that after controlling for workability, the linkage between idiosyncratic deals (i-deals) and turnover intentions is reduced. Moreover, i-deals–workability and workability–turnover intentions linkages, were stronger for persons with psychological rather than physical disabilities.
Anna Bryzczyk, St. Gallen University
Stephan Boehm, St. Gallen University
David C. Baldridge, Oregon State University
Submitter: David C. Baldridge, David.Baldridge@bus.oregonstate.edu

261-8 Context-Dependent Accountability Strategies to Improve the Transfer of Training
Though training transfer is a primary concern, gaps in the literature remain. A conceptual model and research propositions are presented focused on accountability as a mechanism for promoting transfer, while simultaneously considering the role of work-context dimensions. This provides a foundation for future research and scientifically grounded transfer interventions.
Rebecca Grossman, Hofstra University
Lisa Burke-Smalley, University of Tennessee at Chattanooga
Submitter: Rebecca Grossman, rebecca.grossman@hofstra.edu

261-9 Using SJT to Measure Racism/White Privilege as Behavioral Intentions
This study presents initial validation evidence of a situational judgment test (SJT) methodology to measure behavioral intentions related to responding rationalizations of microaggressions. SJT method has the potential to overcome limitations of traditional self-report measures of racism/White privilege.
Neil M. A. Hauenstein, Virginia Tech
Manasia Sturdivant, Virginia Tech
Jessica Gladfelter, Virginia Tech
Semret Yibass, Virginia Tech
Submitter: Manasia Sturdivant, manasia@vt.edu

261-10 Creation of Training Self-Efficacy Scales and Analysis of the Construct
This paper creates 2 psychometrically sound scales that are valid for gauging training self-efficacy. These 2 scales are used to show that, during a computer-based training, training self-efficacy predicts trainee reactions beyond positive self-evaluations, general self-efficacy, and computer self-efficacy; however, training self-efficacy does not predict learning.
Matt C. Howard, University of South Alabama
Fanlu Gui, Pennsylvania State University
Madison R. Benfield, Pennsylvania State University
Julia C. Rose, Pennsylvania State University
Laurie-Ann Millard, Pennsylvania State University
Eleanor John Louis, Pennsylvania State University
Rice D. Liza, Pennsylvania State University
Submitter: Matt C. Howard, MHoward@SouthAlabama.edu

261-11 Promoting First-Generation Latino Success Through Parental Preeducational Interventions
Guided by 3 theoretical frameworks, this intervention study examines 4 proposed barriers to first-generation Latino parents' support of college attainment for their children. Although the hypotheses were only partially confirmed, data provide important insights into attitudes and behavioral intentions toward support of college attainment.
Carlos A. Moreno, Rice University
Michelle (Mikki) Hebl, Rice University
Submitter: Carlos A. Moreno, carlos.moreno316@gmail.com

261-12 When Doctors Err: Stigmatization of Minority Physicians Who Commit Errors
Research assessed whether physicians who make errors are perceived differently on the basis of several factors including (a) error severity, (b) race, (c) gender, and (d) country of medical training (U.S. or non-U.S.). Findings indicate harsher perceptions towards Indian physicians and non-U.S. female physicians compared to their counterparts.
N. Derek Brown, Portland State University
Michelle (Mikki) Hebl, Rice University
Abigail R. Corrington, Rice University
Christine L. Nittauer, Rice University
Rachel Trump-Steele, Rice University
Larry R. Martinez, Pennsylvania State University
Submitter: N. Derek Brown, ndb3@pdx.edu

261-13 A Meta-Analysis of Weight and Interpersonal Discrimination in the Workplace
This study utilizes meta-analytic techniques to summarize the extant literature examining weight and workplace interpersonal discrimination. Results indicate that weight is related to interpersonal discrimination but that experimental studies might be exaggerating the strength of the relationship and that covert and overt interpersonal discrimination have similar relationships with weight.
Alexandra Henderson, Bowling Green State University
Submitter: Alexandra Henderson, smrcina@bgsu.edu

261-14 Sustainment of Training: A Meta-Analytic Investigation of Work Environment Support
Estimates demonstrate that little of training is transferred to the job, wasting billions in organizational spending on training each year. This meta-analysis investigates the impact of support variables in transferring training and sustaining its use long-term. Findings illuminate the role of support factors in transferring training.
Ashley M. Hughes, University of Wisconsin-Madison
Stephanie A. Zajac, Rice University
Eduardo Salas, Rice University
Amanda L. Woods, Rice University
Submitter: Stephanie A Zajac, zajac.stephanie@gmail.com

261-15 Practice Difficulty and Task Exploration in an Active Learning Environment
This laboratory experiment examined the effects of learner-controlled task difficulty on complex task learning. Results supported a model of inconsistent mediation predicting that difficulty encouragement instructions would lead to higher selected practice difficulty, which in turn would have positive effects on skill transfer yet negative indirect effects through exploratory behavior.
Joseph A. Westlin, University of Oklahoma
Eric A. Day, University of Oklahoma
Michael G. Hughes, Human Resources Research Organization
Submitter: Joseph A Westlin, josephwestlin@ou.edu

261-16 To Disclose or Not to Disclose: Investigating Stereotypes of Autism
Individuals with autism represent a growing population that possesses valuable skills but faces unique social challenges in employment contexts. In light of such challenges, 2 studies are presented that utilize stereotype content theory (Fiske, Cuddy, Glick, & Xu, 2002) to examine stereotypes about individuals with ASD in the workplace.

Submitter: Michelle (Mikki) Hebl, Rice University
Submitter: Carlos A. Moreno, carlos.moreno316@gmail.com
Submitter: N. Derek Brown, ndb3@pdx.edu
Submitter: Alexandra Henderson, smrcina@bgsu.edu
Submitter: Stephanie A Zajac, zajac.stephanie@gmail.com
Submitter: Joseph A Westlin, josephwestlin@ou.edu
261-17 Relationship Between Workplace Inclusion and Stigma Disclosure Intentions
Authors examined relationship between intrapsychic components of inclusion—belongingness and authenticity—in the workplace and intentions to disclose a concealable stigmatized identity. Associations were found between inclusion components and disclosure intentions for disability, non-heterosexual orientation, and smoker status. Additional associations were found with satisfaction, commitment, trust, justice, and need fulfillment.

Robert Thomas Keating, Northern Illinois University
Alecia M. Santuzzi, Northern Illinois University
Submitter: Robert Thomas Keating, rkeating@niu.edu

261-18 Impression Management Effectiveness: The Role of Gender and Race
Prior research shows gender and race stereotypes affect evaluations in interviews. Interviewees may use impression management (IM) tactics to enhance their standing. This study’s central focus is to investigate the differences in the effectiveness of assertive IM tactics across gender and race.

Dominik P. Isham, Michigan State University
Christine M. Y. Kemmond, Michigan State University
Ann Marie Ryan, Michigan State University
Submitter: Dominik P. Isham, ishandom@msu.edu

261-19 A Policy-Capturing Study of Preferences for Differing Training Cues
Participants rated scenarios with varied training cues and responded to measures of motivation to learn and prior training experience. Results were modeled at 3 levels: training method significantly predicted ratings, motivation to learn was positively related to ratings, and prior training experiences were significantly related to preferences for training methods.

Colin Willis, Colorado State University
Kurt Kraiger, Colorado State University
Submitter: Colin Willis, colin.mg.willis@gmail.com

261-20 Modeling Diversity Team Networks: Stereotypes and Diversity Cues on Leadership
Teams achieve shared leadership when team members recognize and embrace members' leadership influence. Research finds that gender significantly accounts for prototypical leader differences and subsequently impacts the likelihood of engaging in shared leadership. This effect was moderated by diversity beliefs such that valuing diversity demonstrated a weaker gender bias.

Michael R. Kuklenberger, University of New Hampshire
Lauren D’Innocenzo, Drexel University
Submitter: Lauren D’Innocenzo, laurend.innocenzo@drexel.edu

261-21 Understanding Older Workers' Decisions to Participate in Voluntary Training Opportunities
This study examined age-related differences in training participation decisions. Participants (n = 81) completed policy capturing and survey items. Multilevel analysis indicated that older workers were less likely to participate in the training, and age groups moderated the relationship between the training topic and the training decision.

Erika C. Lopina, Elon University
Steven G. Rogelberg, University of North Carolina Charlotte
Claire Abberger, University of North Carolina at Charlotte
Submitter: Claire Abberger, cabberger@unc.edu

261-22 A Meta-Analysis Comparing Face-to-Face, Online, and Hybrid Ethics Courses
Meta-analytic techniques were used to test the effectiveness of 106 ethics courses by delivery format (i.e., face-to-face, online, hybrid). Hybrid courses were found to be most effective, followed by face-to-face and online courses. The frequency and effectiveness of 67 instructional and process-based content areas were also assessed by delivery format.

E. Michelle Todd, University of Oklahoma
Logan L. Watts, University of Oklahoma
Tyler Mulhearn, University of Oklahoma
Brett Torrence, University of Oklahoma
Megan Rene Turner, University of Oklahoma
Shane Connelly, University of Oklahoma
Michael D. Mumford, University of Oklahoma
Submitter: E. Michelle Todd, emtodd15@gmail.com

261-23 About Us: Is Our Team Causing Stereotype Threat in Selection? The impacts of male (vs. female) teams presented on company websites in selection testing in STEM firms were examined. Findings indicate that all-male (vs. all-female) teams may induce stereotype threat and decrease women’s performance on cognitive ability selection tests when they exhibit high (vs. low) self-monitoring.

Peter A. Fisher, Wilfrid Laurier University
Chet Robie, Wilfrid Laurier University
Submitter: Peter A Fisher, fish0150@mylaurier.ca

261-24 Traditionalism and Workplace Preferences Among Arab and Jewish Israeli Women
Research examined whether the preference for relationship-focused versus status-focused workplaces depends on traditionalism among Arab and Jewish Israeli women. Participants generally preferred relationship-focused workplaces. Perceptions of others’ approval did not depend on traditionalism. However, greater traditionalism was associated with greater fit at the status-focused organization but not the relationship-focused organization.

Abigail Folberg, University of Nebraska-Omaha
Carey S. Ryan, University of Nebraska-Omaha
Randa Abbas, Arab Academic College
Sherri P. Patak, Westminster College
Submitter: Abigail Folberg, afolberg@unomaha.edu

261-25 Spare Some (Organizational) Change? Employing Homeless Individuals Improves Customer Perceptions
Across 2 experiments, research examines the impact of employing individuals experiencing homelessness on consumers’ perceptions of the employee and organization. Results demonstrate that employees known to be homeless elicit more positive employee and organizational perceptions, mediated by CSR perceptions. Thus, organizations may benefit from employing these individuals.

Nicholas A. Smith, Pennsylvania State University
Larry R. Martinez, Pennsylvania State University
Lisa Gao, Pennsylvania State University
Anna S. Mattila, Pennsylvania State University
Submitter: Nicholas A. Smith, nsmith.psu@gmail.com

261-26 Role of the Veil and Target Ethnicity in Selection Decisions
This study examined how a job applicant wearing a hijab (a scarf that covers the head and the chest) is evaluated in a simulated employment setting, explored the mediation role of perceived attachment to Islam, and tested the moderating roles of participants’ social dominance orientation (SDO) and target ethnicity.

Priyanka Mitra, Baruch College & The Graduate Center, CUNY
Jahyun Park, Baruch College & The Graduate Center, CUNY
Charles A. Scherbaum, Baruch College & The Graduate Center, CUNY
Kristin Sommer, Baruch College and the Graduate Center, CUNY
Submitter: Priyanka Mitra, pmitra@gradcenter.cuny.edu

261-27 Predicting Salary From Body Weight: Role of Gender and Race
To better understand weight-based salary discrimination, authors explore the weight–salary relationship using archival data from the National Longitudinal Surveys of Youth cohort panel study. Results indicate a negative relationship between weight and salary, and that there are differences in this relationship based on gender, ethnicity, and urban/rural location.

Bobbie A. Dirr, University of Houston
Candice L Thomas, University of Houston
Rissa S. Thomas, University of Houston
Christiane Spitzmueller, University of Houston
Submitter: Bobbie A. Dirr, bobbiedrr@gmail.com
261-28 Cultural Competency Among Healthcare Providers: A Qualitative Pilot Investigation
This investigatory, qualitative research examines healthcare providers’ training in cultural competency: the ability to establish effective interpersonal and working relationships with diverse individuals. Two qualitative investigations describe the current state of the field and identify service gaps; based on findings, a research program is proposed.
Julie Dinh, Rice University
Stephanie A. Zajac, Rice University
Laura Loftis, Texas Children’s Hospital
Lacey L. Schmidt, Minerva Work Solutions, PLLC
Moushumi Sur, Texas Children’s Hospital
Melody Hellest, Texas Children’s Hospital
Dalia Bashir, Baylor College of Medicine
Eduardo Salas, Rice University
Submitter: Julie Dinh, julie.dinh@rice.edu

261-29 Improving Training Performance of Adult Trainees: Two Strategies
Two studies explored trainer and trainee characteristics that impact training performance of older learners. First, the impact of stereotype threat was explored. Second, trainer expectations were examined. Describing training consistently (as either a learning or memory exercise) and telling trainees to expect trainees to struggle boosted trainees’ performance.
Cody B. Cox, St. Mary’s University
James Swafford, Texas A&M University San Antonio
Zachary Hanich, Texas A&M University San Antonio
Submitter: Cody B. Cox, ccxo3@stmarytx.edu

261-30 Hiding Vegetables in Candy: Challenge Motivates Use of Effective Learning
To encourage the use of an effective but underutilized study strategy, a motivational intervention was tested. Retrieval practice, which involves doing practice test items, was motivated by providing challenging items or randomly difficult itemAs hypothesized, challenged individuals engaged in more retrieval practice across a week of self-regulated studying.
Kyle A. Bayes, Ohio University
Jeffrey B. Vancouver, Ohio University
Submitter: Kyle A. Bayes, kb100313@ohio.edu

261-31 Strengths-Based Training as a Positive Organizational Psychology Intervention
This study investigated the construct validity and impact of strengths training. Participants attended a strengths-based training and were compared to a control group that did not attend the training until a later date. Results indicate that strengths training has a positive impact on employees and is construct valid.
Raenada A. Wilson, MD Anderson Cancer Center
Courtney L. Holladay, MD Anderson Cancer Center
Candace Fitzpatrick, CoreClarity Inc.
Submitter: Raenada A. Wilson, raenada.wilson@gmail.com

261-32 Measurement Equivalence of the Organizational Tolerance for Sexual Harassment Inventory
This study sought to determine if the Organizational Tolerance for Sexual Harassment Inventory demonstrates measurement equivalence across groups, comparing employees who have experienced sexual harassment to those who have not, and men to women. Results demonstrated measurement equivalence, supporting the use of this measure with diverse groups.
Lindsay Y. Dhanani, University of Central Florida
Amanda M. Wolcott, University of Central Florida
Submitter: Lindsay Y. Dhanani, lydhanani@knights.ucf.edu

261-33 Self-Representation During Hiring: Agetic and Communal Differences in Resumés
Research has identified differences in agetic and communal language used by those that describe job applicants (e.g.,LORs) and the potentially negative consequences that follow. However, research on self-presentation is lacking. Resumés from current job seekers were used to determine how men and women represent themselves in the hiring process.
Stephanie A Zajac, Rice University
Juan Madera, University of Houston
Michelle (Mikki) Hebl, Rice University
Submitter: Stephanie A Zajac, zajac.stephanie@gmail.com

262. Symposium/Forum: 10:00AM-11:20AM Australia 3 New Within-Person Perspectives on Affect Across Work and Home
In this session 4 studies using diary or experience sampling methods advance new perspectives on the spillover of affect across work and home. Variability in interpersonal justice, recovery, stress susceptibility, and commuting are considered. Additionally, a meta-analysis examines differences between affect at work and affect outside of work.
Michael T. Ford, University at Albany, SUNY, Chair
Chelsea A. LeNoble, Clemson University, Erin M. Richard, Florida Institute of Technology, Cleaning Up Spilled Moods: Affective Spillover Mechanisms and Buffers
Yi-Ren Wang, University at Albany, SUNY, Michael T. Ford, University at Albany, SUNY, Interpersonal Justice Variability, Psychological Detachment, and Daily Home Affect
Mahima Saxena, Illinois Institute of Technology, Howard M. Weiss, Georgia Institute of Technology, A Within-Person Analysis of Evening Replenishment and Workplace Fatigue
Katrina A. Burch, University of Connecticut, Janet L. Barnes-Farrell, University of Connecticut, The Impact of Work Rumination on Safe Commuting Behavior
Martin J. Biskup, George Mason University, Seth A. Kaplan, George Mason University, Jill Bradley, University of Colorado-Colorado Springs, Ashley A. Membere, George Mason University, Just How Miserable Is Work? A Meta-Analysis of the Evidence
Submitter: Michael T. Ford, mford@albany.edu

263. Panel Discussion: 10:00AM-11:20AM N. Hemisphere A1 Professional Development Words of Wisdom for Students and Early-Career Practitioners
Doctoral and master’s-level I-O psychologists in practice-related careers face unique challenges early in their careers. A panel of 5 seasoned practitioners will provide guidance to current students and early-career practitioners on career preparation, progression, and visibility issues necessary for sustained success in I-O practice-related careers.
Satoris S. Culbertson, University of Portland, Co-Chair
Jaime B. Henning, Eastern Kentucky University, Co-Chair
Adam W. Hilliard, Riot Games, Panelist
John C. Howes, IBM, Panelist
Samantha A. Morris, MillerCoors, Panelist
M. Kathleen Sheehan, The Coca-Cola Company, Panelist
Douglas Wolf, Select International, Panelist
Submitter: Satoris S. Culbertson, culberts@up.edu

264. Panel Discussion: 10:00AM-11:20AM N. Hemisphere A2 Current and Future DoD-Funded Research Opportunities in I-O Psychology
Opportunities for DoD funded I-O research continue to expand as the effects of research shape the evolving domain of DoD operations. The range and scope of available partnership opportunities are complex and dynamic. This panel will address current and future needs along with potential involvement.
Steven D. Raymer, United States Air Force Academy, Co-Chair
Satoris S. Culbertson, University of Portland, Co-Chair
Submitter: Steven D. Raymer, raymer.steve@gmail.com

265. Master Tutorial: 10:00AM-11:20AM N. Hemisphere A3 R Shiny: Using Apps to Support I-O Research
Even researchers just beginning to use the R statistics platform can make simple web-ready Shiny apps that make their research and results more accessible to colleagues and lay people alike. Attendees will be exposed to motivating examples of Shiny apps and learn the basic concepts behind application development.
Samantha Holland, DCI Consulting Group, Inc., Presenter
Jennifer P. Green, George Mason University, Presenter
266. Symposium/Forum:
10:00AM-11:20AM   N. Hemisphere A4
Don't Ask, I'll Tell: New Considerations in Stigma Disclosure Research

New considerations in stigma disclosure research are explored. How
disclosure impacts stigmatized applicants and employees, coworkers,
and organizations is addressed. Outcomes after disclosure depend on
the discloser, disclosure strategy, and disclosure target. Further, how
nonsigmatized coworkers and organizations benefit (or experience
negative outcomes) from disclosure is investigated.

Brent J. Lyons, Simon Fraser University, Chair
Sabrina D. Volpone, University of New Mexico, Co-Chair
Kristen P. Jones, University of Memphis, David F. Arena, Jr., University of
Memphis, How Pressuring Candidates to Disclose in Academic Interviews
Hurts Institutions

Brent J. Lyons, Simon Fraser University, Sabrina D. Volpone, University of New
Mexico, Jennifer L. Wessel, University of MaryLand, Natalya M. Alonso, University
of British Columbia, Disability Disclosure and Onset Controllability in
Selection Contexts

Christine L. Nitroutre, Rice University, Michelle (Miki) Hebl, Rice University, Dissect-
Ing Disability: Does Type of Disability Influence Employee Applicant Ratings?
Tiffany D. Johnson, Georgia Tech, Go-Betweens and Disclosure Dynamics
Isaac E. Sabat, George Mason University, Larry R. Martinez, Pennsylvania State
University, Enrica N. Ruggs, University of North Carolina at Charlotte, Mindy E.
Bergman, Texas A&M University, Applying an Identity Management Framework
to the Understanding of Allies

Submitter: Brent J. Lyons, blyons@sfu.ca

267. Panel Discussion: 10:00AM-11:20AM   N. Hemisphere E1
Emotional Intelligence: Does It Work at Work?

This session will present theoretical and empirically grounded insight about
how emotional intelligence measures in the workplace can assist organiza-
tions in terms of performance. Topics include literature defining emotional in-
telligence, explaining how emotional intelligence is measured, used/misused
in organizations, and insight from those using emotional intelligence as a tool.

Richard A. Mendelson, Keiser University, Chair
Neal M. Ashkanasy, University of Queensland, Co-Chair
Richard E. Boyatzis, Case Western Reserve University, Panelist
David W. Bracken, Keiser University, Panelist
Dana Joseph, University of Central Florida, Panelist

Submitter: Richard A. Mendelson, Rmendelson@KeiserUniversity.edu

268. Panel Discussion: 10:00AM-11:20AM   N. Hemisphere E2
Social Media for Employment Decisions: The Good, Bad, and Ugly

Organizations continue to use information from social media sites for
employment decisions. These practices present many legal challenges and
still generally lack empirical support. The purpose of this panel is to
discuss the logistic, legal, and utility implications of using social media
for employment decisions and ideas for future research.

Bart Weathington, WECO Solutions, Chair
Kevin B. Tamanini, DDJ, Chair
Shawn Bergman, Appalachian State University, Panelist
Richard J. Chambers, II, PepsiCo, Panelist
Christopher J. Hartwell, Utah State University, Panelist
Jamie L. Winter, DDJ, Panelist

Submitter: Christopher J. Hartwell, chris.hartwell@usu.edu

269. Panel Discussion: 10:00AM-11:20AM   N. Hemisphere E3
High-Potential Identification: You're Doing It Wrong

Although many of the numerous difficulties surrounding high-potential
identification and development are well-publicized, this diverse panel
seeks to explore high-potential issues and insights that are not commonly
addressed in practice. Panelists will answer questions about the nomi-
nation procedures, assessment strategies, data inputs and development
programs used in high-potential management.

Submitter: Robert J. Synovac, rsynovac@gmail.com

270. Panel Discussion: 10:00AM-11:20AM   N. Hemisphere E4
Leadership and Diversity: Implications for Organizations in the
21st Century

This session will encourage discussion regarding emerging diversity trends
with implications for leader sand organizations. Specific emerging
workforce trends of millennials, aging, autism spectrum disorder (ASD),
and transgender employees will be discussed, and questions will be
encouraged. There will be an emphasis on evidence-based implications
for leadership practice.

Terri A. Scandura, University of Miami, Chair
Edwin Luis Morino, Rollins College, Panelist
Claudia C. Cogilser, Texas Tech University, Panelist
Barbara A. Fritzsche, University of Central Florida, Panelist
Amy E. Hurley-Hanson, Chapman University, Panelist
Manuel J. Tejeda, Barry University, Panelist

Submitter: Terri A. Scandura, scandalura@miami.edu

271. Special Events: 10:00AM-11:20AM   S. Hemisphere I
Alliance Special Session: 100 Years of I-O Research:
Contributions From Around the Globe

The field of I-O psychology boasts a strong history of scientific and
applied advancements over the past 100 years. This session brings
together 6 leaders with diverse cultural and scientific backgrounds to
discuss unique scientific and practical contributions in I-O and how they
are studied and applied around the world.

Glad Chen, University of Maryland, Co-Chair
Julie M. McCarthy, University of Toronto, Co-Chair
Miriam Erez, Technion, Panelist
Michael Fresse, Leuphana University of Lueneburg-Germany, Panelist
Sharon K. Parker, UWA Business School, Panelist
Sabine Sonnentag, University of Mannheim, Panelist
Mo Wang, University of Florida, Panelist

Submitter: Julie M. McCarthy, julie.mccarthy@rotman.utoronto.ca

272. Master Tutorial: 10:00AM-11:20AM   S. Hemisphere II
Executive Succession: Potential to Perform or Perform to
Potential?

This tutorial will offer an applied approach to judging potential for exec-
utive succession and suggestions for making senior talent reviews more
engaging for line leaders, along with a discussion of how judgments of
potential can tie directly to efficient and specific development planning.
Audience discourse will be encouraged.

Thomas W. Mason, TVMason, Presenter

Submitter: Thomas W. Mason, tom@tvmason.com

273. Panel Discussion: 10:00AM-11:20AM   S. Hemisphere III
Making Telework, Work: Remote Mentoring, Leadership, and
Teamwork

Telework offers a unique set of opportunities and challenges for employ-
ees, teams, and organizations. This panel discussion brings experts
from business, academia, the public sector, and consulting together to
share research, experience, and data-driven insights on empowering
teleworkers through mentoring, leadership, and teamwork.

Robert J. Synovac, IBM Talent Management Solutions, Co-Chair
Jenna C. Shapiro, IBM, Co-Chair
Lisa M. Germano, Glint, Panelist
Melinda J. Moye, John Deere, Panelist
Timothy J. Bauerle, National Institute for Occupational Safety and Health, Panelist
Scott A. Cassidy, M.A., University of Guelph, Panelist
David W. Reeves, II, Mercer | Siroti, Panelist

Submitter: Robert J. Synovac, rsynovac@gmail.com
274. Panel Discussion: 10:00AM-11:20AM S. Hemisphere IV
Burden of Proof: Can I-Os and Employment Counsel Successfully Collaborate?
A panel of distinguished labor attorneys (2) and I-O psychologists (4) come together to discuss the intricacies of creating effective partnerships while working on cases involving adverse impact and other legal employment challenges. Approaches to cases and underlying philosophies are surfaced via preset questions and open discussion.

Nicole M. Ginther, NuVasive, Chair
Rick R. Jacobs, Pennsylvania State University, Panelist
John C. Scott, APTMetrics, Inc., Panelist
Mary Anne Taylor, Clemson University, Panelist
Christopher T. Rotolo, PepsiCo, Panelist
Kenneth M Willner, Paul Hastings, Panelist
Joshua Feinstein, Hodgson Russ LLP, Panelist

Submitter: Nicole M. Ginther, nicoleginther@gmail.com

275-4 Half Empty, Half Full: Uncovering Optimism and Pessimism
Optimism and pessimism (O-P) have important implications in our lives. This study provides an initial, exploratory analysis to better understand these important constructs and their measurement. Results point to O-P contextual nature and role of attributions for understanding O-P.

Laura L. Heft, Edward Jones

275-5 Individual Differences in the NBA: Are There Position-Specific Personality Traits?
Game performance and personality data were analyzed for 264 players (from years 2000 through 2014) from the National Basketball Association (NBA). Using composite metrics indicative of key performance in each position, significant correlations (r = .40 to r = .46) between performance and personality across the 5 positions were found.

Thomas E. Schoenfelder, Caliper
Nataliya Baytalskaya, Caliper
Hilary Butera, Caliper

Submitter: Thomas E. Schoenfelder, tschoenfelder@calipercorp.com

275-6 Consequences of Misfit: Effects of Personality-Based Fit on Psychological Strain
The effects of incongruence between personality and task demands on strain, emotional exhaustion, and anxiety were examined based on the idea that employees experience discomfort when asked to perform activities that require trait elevations inconsistent with their own. Lower elevations were associated with higher discomfort, less P–J fit, and greater strains.

Ashley M. Ford, Central Michigan University
Neil Christiansen, Central Michigan University
Jennifer M. Ragsdale, University of Tulsa
Michael T. Sitter, FurstPerson

Submitter: Ashley M. Ford, ford2am@cmich.edu

275-7 Score Differences Between Employed and Unemployed Participants on Frame-of-Reference Scales
This study examined score differences between employed and unemployed participants on frame-of-reference (FOR) personality scales using non-FOR personality scales for comparison purposes. Results showed that employed participants scored slightly higher on all personality scales regardless of whether a work FOR was used.

Christopher R. Huber, University of Minnesota
Jeffrey S. Conway, Credit Suisse
Anthony S. Boyce, Aon Hewitt

Submitter: Christopher R. Huber, huber195@umn.edu

275-8 Other Ratings of Leader Personality: A View From the Hill
Political leaders were assessed on Big 5 domains and aspects using videos of interviews and congressional speeches. Results showed gender and party differences in personality ratings of political leaders, and both personality and party predicted congressional voting behavior. Implications for personality as a political selection criteria are discussed.

Brenda D. Ellis, University of Minnesota-Twin Cities
Deniz S. Ones, University of Minnesota

Submitter: Brenda D. Ellis, ellis679@umn.edu

275-9 The Dark Tetrad and Student Counterproductivity
This study examined the relationships between the Dark Tetrad (Machiavellianism, narcissism, psychopathy, and sadism) and counterproductive student behaviors (academic dishonesty, substance use, sabotage, withdrawal). These traits predict these behaviors, especially sadism and psychopathy. Narcissism was unrelated to sabotage. Withdrawal was the most predictable criterion by the Dark Tetrad.

Mariah Moore, University of Minnesota
Deniz S. Ones, University of Minnesota
Brenda D. Ellis, University of Minnesota-Twin Cities

Submitter: Mariah Moore, moor1291@umn.edu

275-10 Meta-Analytic Evidence That Conscientiousness’s Validity Is Stable Over Time
Meta-analytic estimates of the time-lagged correlations between Conscientiousness and performance indicate that Conscientiousness remains a stable predictor of performance over extended time periods. These validity estimates do not exhibit the simplex pattern, which is the pervasive pattern of predictor validity decay over time.

Cliff R Haimann, DCI Consulting Group, Inc.
Phillip L. Gilmore, Infor
Samantha Holland, DCI Consulting Group, Inc.

Submitter: Cliff R Haimann, crhaimann@gmail.com
275-11 Consideration of Future Consequence and Performance: A Trait Activation Perspective
This study investigates the relationship between employee’s consideration of future consequences and task performance. In addition, by taking a trait activation perspective, research examined the moderating role of 2 different types of social exchange relationship. The implications of current findings are discussed.
Jihye Lee, Seoul National University
Seckyoun L. Kim, Seoul National University
Chang Won Go, Seoul National University
Seokhwa Yun, Seoul National University
Submitter: Jihye Lee, jh0405.lee@gmail.com

275-12 Is Follower Narcissism Toxic? The Role of Implicit Follower Theories
Authors examined how followers’ narcissistic rivalry and narcissistic admiration relate to various work outcomes and the moderating role of leaders’ implicit follower theories (IFTs). Findings indicate that narcissistic admiration is positively and rivalry negatively associated with follower work outcomes. Leaders’ IFTs buffer the negative effects of narcissistic rivalry.
Hannah Helfrich, University of Hohenheim
Erik Dietl, University of Hohenheim
Submitter: Erik Dietl, erik.dietl@uni-hohenheim.de

275-13 Beyond Cognitive Ability: Using Personality to Predict Student Retention
This study examined the relationship between personality and student retention. Conscientiousness predicted student retention across 3 years and eventual graduation rates. Researchers and practitioners can use these findings to develop personality-based interventions to increase student retention and reduce costs for colleges and universities.
Matthew R. Lemming, Hogan Assessment Systems
Rebekah Hogan, University of Tulsa
Submitter: Matthew R. Lemming, mlemming@hoganassessments.com

275-14 Personality Assessment as a Supplementary Predictor of Tenant Behavior
Current tenant screening methods lack thorough research support and may be subject to adverse impact. This study proposes the use of personality assessment as a supplementary tool and provides evidence for the use of personality measures to predict tenant behavior, including payments, vacating, maintenance, cleaning, landlord interactions, and causing damages.
Michael A. Tapia, Hogan Assessment Systems
Brandon Ferrell, Hogan Assessment Systems
Matthew R. Lemming, Hogan Assessment Systems
Rebekah Hogan, University of Tulsa
Submitter: Michael A. Tapia, mtapia@hoganassessments.com

275-15 Mediation of Psychological Capital Between Social Courage and Work Outcomes
Authors re-investigated the relationship of social courage and important work outcomes, such as OCBs and CWBs, and show that PsyCap has a significant mediating effect between these relationships. Relationship between social courage and PsyCap is not moderated by perceived psychological safety, suggesting that this relationship is resilient to outside influences.
Joshua Cogswell, University of South Alabama
Matt C. Howard, University of South Alabama
Submitter: Joshua Cogswell, jec1242@jagmail.southalabama.edu

275-16 Where Do You Sit? Effects of Gender, Personality, and Motivation
Do women prefer to sit in low-power seats, and why? Participants rated 5 seats around a table in a business meeting. Narcissism (men higher) and Neuroticism (women higher) functioned as partial mediators. Two situation-specific motivations were even stronger mediators: men were motivated to seek attention; women were motivated by avoidance.
Natalia Van Doren, Pennsylvania State University
Oliver P. John, University of California, Berkeley
Submitter: Natalia Van Doren, nataliaavandoren@gmail.com

275-17 Core Self-Evaluations as Person-Related Resource for Motivation and Health
Two studies investigated the role of core self-evaluations (CSE) as a person-related resource within the job-demands-resources model. CSE was positively related to work engagement, directly and indirectly via job crafting. A negative relation was found for burnout, directly and indirectly via psychological detachment. No moderating effects were found.
Tanja Bipp, Julius Maximilian University Würzburg
Ad Kleingeld, Technische Universität Eindhoven
Submitter: Tanja Bipp, tanja.bipp@uni-wuerzburg.de

275-18 Exploring Variation in Workplace Impression Management: A Policy-Capturing Approach
This study examines within-person differences in workplace impression management across different situations. Results indicate that characteristics of the interaction partner (i.e., familiarity and status) as well as the broader organizational context (i.e., organizational culture) shape workers’ decision making regarding impression management strategies.
Georgia LaMarre, University of Waterloo
Winny Shen, University of Waterloo
Submitter: Winny Shen, winny.shen@uwwaterloo.ca

275-19 Personality and Union Attitudes: Sociopolitical Attitudes as a Mediator
Authors examined the influence of personality and sociopolitical attitudes on general union attitudes. It was found that Openness to Experience and, to a lesser degree, Honesty–Humility were associated with favorable attitudes toward trade unions. Social dominance orientation primarily mediated these relationships. Implications for research and practice are discussed.
Clark Amistad, University of Calgary
Kiboom Lee, University of Calgary
Submitter: Clark Amistad, clark.amistad@ucalgary.ca

275-20 The Personality Inventory for the DSM-V and Counterproductive Work Behaviors
The study examines relationships between the maladaptive traits underlying psychopathology, as defined by the Personality Inventory for the DSM-V (PID-5) and counterproductive workplace behaviors. All broad domains (negative affectivity, detachment, antagonism, disinhibition, psychoticism) predict workplace deviance well, especially organizational deviance.
Mariah Moore, University of Minnesota
Deniz S. Ones, University of Minnesota
Submitter: Mariah Moore, mooro1291@umn.edu

275-21 Beyond Big Five and GPA: Bifactor Models of Student Performance
Bifactor structural equation modeling was used to examine Big 5 personality aspects and student performance, incorporating GPA and extracurricular behaviors. Personality attributes predicted nonclassroom behaviors such as having an internship, joining clubs, or doing volunteer work. Implications are discussed for broadening appraisals of college graduate job applicants beyond just GPA.
Brenda D. Ellis, University of Minnesota-Twin Cities
Deniz S. Ones, University of Minnesota
Brenton M. Wiernik, University of Minnesota
Submitter: Brenda D. Ellis, ellis679@umn.edu

Meta-analysis was used to examine relations among perfectionism, its components, and academic success. Results suggest components relating to perfectionistic striving had notable correlations with academic performance, whereas perfectionistic concerns (i.e., doubts about actions and discrepancy components) related negatively to academic performance but especially to well-being.
Jing Yuan Tian, University of Minnesota-Twin Cities
Deniz S. Ones, University of Minnesota
Submitter: Jing Yuan Tian, tianx188@umn.edu
275-23 Measurement Invariance Between English and Japanese Big Five Measures
This study attempted to develop a Japanese version of a contextualized Big Five personality instrument. The consistency of its factor structure with the original English version was explored through multiple-groups confirmatory factor analysis. Some support for invariance of the 5-factor oblique model between Japanese and American samples was obtained.
Tetsuhiro Yamada, University of Minnesota
Ronald C. Page, Assessment Associates International
Shinichiro Watanabe, University of Tsukuba
Submitter: Tetsuhiro Yamada, yamad017@umn.edu

275-24 Cooperate or Compete?: Knowledge Sharing Dilemmas
This study showed the explanation of how 2 faces of conscientiousness distinctly solve knowledge sharing dilemma and of how different social context, such as coworker support and LMX social comparison, activate or constrain the motivation for the use of competitive or cooperative strategies.
Heesun Chae, Seoul National University
Jisung Park, Seoul National University
Submitter: Heesun Chae, namusori@snu.ac.kr

275-25 Fully Contextualized, Frequency-Based Measures: A New Standard for Personality Assessment?
Authors compared the effects of increasing contextualization on 3 measures each using a unique format that allowed temporal stability of responses to be gauged. Results showed that completely contextualized measures were the most valid, temporal stability moderated the relationships, and certain participation reactions improved with increasing contextualization.
Chet Robie, Wilfrid Laurier University
Stephen D. Risavy, Wilfrid Laurier University
Djurre Holtrop, Vrije Universiteit Amsterdam
Marise Ph. Born, Erasmus University Rotterdam
Submitter: Chet Robie, crobie@wlu.ca

275-26 Improving Prediction Through Personality and Criterion ABC Alignment
Authors hypothesize that by aligning the affective, behavioral, and cognitive content of personality and workplace criteria, prediction will be improved. This hypothesis is tested in 2 datasets that have both personality and performance data. The results generally support the hypothesis; there was better prediction of performance on average.
Matthew J. Mol, University of Tulsa
Michael A. Tapia, Hogan Assessment Systems
Kimberly S. Nei, Hogan Assessment Systems
Submitter: Michael A. Tapia, mtapia@hoganassessments.com

275-27 No Evidence for the “Type” in Type-A Behavior
Strube (1989) published taxometric evidence that Type-A behavior represents a naturally occurring typological variable. Authors attempted to replicate this claim using 2 large samples and contemporary taxometric procedures. Results failed to confirm the original typological finding; instead, strong evidence was found for latent dimensional structure. Implications are discussed.
Michael P. Wilmot, University of Minnesota
Jing Yuan Tian, University of Minnesota-Twin Cities
Deniz S. Ones, University of Minnesota
Submitter: Michael P. Wilmot, wilmot040@umn.edu

275-28 Subjective Well-Being and Emotional Intelligence: An Incremental Validity Meta-Analysis
Emotional intelligence has garnered widespread since its inception. In an effort to better understand its nomological network, 2 meta-analyses on subjective well-being were reanalyzed and controlled for personality covariates. Mixed evidence that emotional intelligence provides incremental validity above the Big 5 in predicting subjective well-being was found.
Casey A. Giordano, University of Minnesota
Brenton M. Wiemik, University of Minnesota
Deniz S. Ones, University of Minnesota
Submitter: Casey A. Giordano, Giord023@umn.edu

275-29 Integrating Type-A Behavior Subcomponents Into the Five-Factor Model
Exploratory factor analysis was used to integrate Type-A behavior (TAB) subcomponents into the 5-factor model (FFM). Results show achievement striving overlaps with the FFM aspects (industriousness, assertiveness, intellect) theoretically linked to dopamine. Impatience/irritability is situated between Neuroticism and Agreeableness at narrower level of the FFM.
Jing Yuan Tian, University of Minnesota-Twin Cities
Michael P. Wilmot, University of Minnesota
Submitter: Jing Yuan Tian, tianx188@umn.edu

275-30 A Latent Profile Analysis of Promotion and Prevention Foci
A person-centered approach was used to identify subgroups of employees based on combinations of their trait promotion and prevention foci. Findings from 1,251 participants showed a 4-profile structure that was predicted differentially by positive and negative affectivity. Distinct profiles showed different levels of turnover intention, silence, and regulatory resource depletion.
Weiwei Liu, Florida Institute of Technology
Zhiqing E. Zhou, Florida Institute of Technology
Liu-Qin Yang, Portland State University
Xinxuan Che, Florida Institute of Technology/Johns Hopkins University
Submitter: Zhiqing E. Zhou, zzhou@fit.edu

275-31 The Curvilinear Relationship Between Core Self-Evaluation and Organizational Citizenship Behavior
This research examines how core self-evaluation is related to employees’ organizational citizenship behavior. By integrating the theories applied to the core self-evaluation literature, it is proposed that core self-evaluation has the curvilinear effect on employees’ organizational citizenship behavior. Further, such curvilinear effect is moderated by coworker exchange.
Ui Young Sun, Seoul National University
Seokhwa Yun, Seoul National University
Submitter: Ui Young Sun, xellos1222@naver.com

275-32 Curvilinear Relationship Between Proactive Personality and Job Performance
This research investigated curvilinear relationship between proactive personality and job performance. Multisource data from 401 employees and their 89 immediate supervisors demonstrated that proactive personality had inverted U-shaped relationship with job performance via network building. The curvilinear relationships were not evident for employees with higher emotional intelligence.
Jingjing Ma, Michigan State University
Qi Zhang, Purdue University
Weipeng Lin, Nankai University
Submitter: Jingjing Ma, majing1@msu.edu

275-33 When and How Proactive Employees Acquire Network Centrality at Workplace
The effects of individual's proactivity on their friendship and advice network centrality were examined. Leadership influence was explicaded and empirically examined as an underlying process and supervisor–subordinate fit as a contingency. Results based on multsource data from 2 studies (N = 653 and 157) provide support to the hypothesized moderated-mediation model.
Neha Tripathi, National University of Singapore
Zhaoli Song, National University of Singapore
Jinglong Zhu, National University of Singapore
Jiafeng Lu, Hong Kong Institute of Education
Ruolian Fang, National University of Singapore
Nan Wang, Lingnan University Hong Kong
Submitter: Neha Tripathi, nehatripathi@u.nus.edu

276. Alternative Session Type with multiple papers:
11:30AM-12:20PM Americas Seminar Room

Creating a More Inclusive I-O Psychology
Three diversity scholars give TED-style talks about how to make practices in organizational settings and in I-O itself more inclusive. The talks
will focus on (respectively) race/ethnicity, sex, and sexual orientation and gender identity. Then, audience and presenters will engage in a discussion about creating a more inclusive I-O psychology.

Kecia M. Thomas, University of Georgia, Creating a More Racially Inclusive I-O Psychology

Mindy E. Bergman, Texas A&M University, Gender Neutral Policies and Practices Aren’t

Larry R. Martinez, Pennsylvania State University, LGBTQQAAI-Oh Bother! Sexual Orientation and Gender Identity Inclusiveness

Submitter: Mindy E. Bergman, mindybergman@tamu.edu

277. Special Events: 11:30AM-12:20PM  Asia 2

Executive Board Special Session: Getting Engaged in I-O Advocacy and Federal Research Funding Opportunities

This session provides training and engagement opportunities for SIOP members regarding advocacy initiatives. Laura Utley and Libby O’Hare (Lewis-Burke) will discuss SIOP’s federal government relations initiatives and goals. Mo Wang, Daisy Chang, Lillian Eby, and Greg Ruark will discuss funding agencies (NSF, NIOSH, NIH, ARI) and tips for securing funding.

Jill Bradley, University of Colorado Colorado Springs, Chair
Laura Utley, Lewis-Burke Associates LLC, Presenter
Elizabeth O’Hare, Lewis-Burke Associates LLC, Presenter
Lillian T. Eby, University of Georgia, Presenter
Chu-Hsiang Chang, Michigan State University, Presenter
Mo Wang, University of Florida, Presenter
Gregory A. Ruark, U.S. Army Research Institute, Presenter
Submitter: Jill Bradley, jbradle3@uccs.edu

278. Symposium/Forum: 11:30AM-12:20PM  Asia 4

Early Wins in Machine Learning: Practical Examples

This symposium highlights 3 sets of practitioners who are systematically implementing machine learning into their organizations’ analytics strategies. From additively enhancing the predictive validity of existing models to creating new data infrastructure to support predictive analytics programs, these studies show diverse and realistic applications of machine learning in organizations today.

Nawal Es-Sabahi, PepsiCo, Damien Deluca, PepsiCo, Utilizing Machine Learning to Predict Turnover
Neil Morelli, The Cole Group, An Early Example of Machine Learning Applied to Executive Recruiting
Christopher M. Rosett, Verizon Wireless, Katy Leinweber, Vanderbilt University, Predicting Frontline Turnover: A Practical Approach Yielding Early Results
Michael A. Campion, Purdue University, Discussant
Submitter: Christopher M. Rosett, rosettcm2@gmail.com

279. Symposium/Forum: 11:30AM-12:20PM  Asia 5

Expanding Knowledge About Mobile Assessments Across Devices and Applicants

As mobile assessments continue to grow in popularity, there is still a great deal to be learned about their properties. Papers in this symposium present various types of mobile assessments including surveys, cognitive ability assessments, and high fidelity job simulations. Issues involving creation, scoring, and implementation are discussed.

Sarah Carr Evans, Leadership Insights Consulting LLC, Chair
A. James Illingworth, University of Central Florida, Austin Carter, University of Central Florida, Robert Slabik, University of Central Florida, Jonathan Cowan, University of Central Florida, Simon M. Moon, La Salle University, Impact of Applicant Disability on Mobile Assessment Outcomes
Kyle C. Huff, Georgia Gwinnett College, Robert Mason, Georgia Gwinnett College, Device Type and Layout Effect on Usability of Questionnaires
Jessica L. Blackburn, Psychometric Applications, LLC, Frederick R. Stilson, TalentQuest, Scott A. Withrow, FurstPerson, High Fidelity Assessment With a Lower(ER) Fidelity Medium
Submitter: Frederick R. Stilson, robstilson@gmail.com

280. Symposium/Forum: 11:30AM-12:20PM  Australia 3

Measuring the Employee Experience in Today’s Ever Changing Organizational Environment

Organizational change is occurring faster and more frequently than ever before. This symposium illustrates how change can affect employee engagement, how to listen during a constantly changing environment, and ways in which organizations can maintain an engaged workforce during changing times.

Anthony C. Ferreras, Symantec, Chair
Anthony C. Ferreras, Symantec, Measuring the Employee Experience in Today’s Ever Changing Organizational Environment
Michelle D. Corman, Mercer | Sirota, Navigating Organizational Change: Maintaining an Engaged Workforce During Changing
J.D. Roux, Flex, Meisha-ann Martin, Flex, Continuous Listening, Insight and Action Planning for the Modern Organization
Submitter: Anthony C. Ferreras, anthony.ferreras@gmail.com

281. Panel Discussion: 11:30AM-12:20PM  N. Hemisphere A1

Globalizing Selection Systems: What You Need to Know for Success

Panelists will share their experiences related to planning, implementing, monitoring, and validating international selection systems. They will discuss strategies as well as lessons learned from these implementations. In particular, unique considerations important for global launches will be identified.

Alissa D. Parr, Select International, Co-Chair
John Fernandez, Memorial Sloan Kettering Cancer Center, Co-Chair
Jose H. David, Merck, Panelist
Tracy Kantrowitz, CEB, Panelist
Rebecca Levine, PepsiCo, Panelist
Stephen Nichols, Hogan Assessment Systems, Panelist
Fabio Massie, atrain GmbH, Panelist
Submitter: Alissa D. Parr, alissa.parr@gmail.com

282. Alternative Session Type with presenters: 11:30AM-12:20PM  N. Hemisphere A2

Our Relationship With Turnover: It’s Complicated

Individuals from 5 organizations will share stories and challenges related to turnover. These challenges include identifying turnover drivers, collecting accurate turnover data, determining the best data analysis techniques, and using data insights to develop solutions leaders can get behind. After IGNITE presentations, an interactive discussion with the audience will occur.

Trevor D. McGlochin, Select International, Chair
Allison N. Besl, Select International, Presenter
Nicole M. Ginther, NuVasive, Presenter
John F. Skinner, Sears Holdings Corporation, Presenter
Justin D. Purl, Human Resources Research Organization (HumRRO), Presenter
Sean D. Robinson, Molson Coors Brewing Company, Presenter
Submitter: Allison N. Besl, abesl@selectintl.com

283. Symposium/Forum: 11:30AM-12:20PM  N. Hemisphere A3

Using Personality Assessment to Predict Valued Outcomes in Healthcare

The healthcare industry significantly affects people’s lives but relies on objective data. As such, assessments of “softer” individual differences have been underused despite evidence that these constructs predict health-related outcomes. This symposium allows professionals to demonstrate how personality assessments predict a range of outcomes for healthcare providers and recipients alike.

Blaine H. Gaddis, Hogan Assessment Systems, Chair
Kimberly S. Nei, Hogan Assessment Systems, Derek Lusk, Hogan Assessment Systems, Michael Metheny, Witt/Keiffer, Predicting Physician Executive Performance
Justin Ameson, CPP, Using Personality to Predict Medication Adherence
Kathryn Rolof, JPPersona, Martina C. Maculaitis, JPPersona, Jolie M.B. Terrazas, Baruch College, CUNY, Alan M. Friedman, JPPersona, Paul M. Connolly, Performance Programs, Inc., Personality Assessments Predict Resident Performance of Orthopaedic Surgery Core Competencies
Submitter: Blaine H Gaddis, bgaddis@hoganassessments.com
284. Panel Discussion: 11:30AM-12:20PM  N. Hemisphere A4
Practical Advice on Assessing and Developing Key Managerial Transitions
The purpose of this session is to discuss common leadership assessment and development practices for 3 managerial transitions (i.e., first-line supervisor, manager, and executive). This session brings together a diverse group of panelists to summarize common challenges and solutions facing organizations and employees throughout these major managerial transitions.
Ben Porr, FMP Consulting, Chair
Jessica L. Dzieweczynski, FMP Consulting, Panelist
Katherine Elder, Capital One, Panelist
Ryan S. O’Leary, CEB, Panelist
Robert E. Plooyhurt, University of South Carolina, Panelist
Submitter: Walter B. Porr, bporf@fmpconsulting.com

285. Symposium/Forum: 11:30AM-12:20PM  N. Hemisphere E1
Vision-Based Coaching for Intentional Change: Insights From Research
This session will provide insights from research into the use of vision-based coaching and how these findings may influence the practice of coaching. The session will be of interest to coaching researchers, practitioners, and anyone interested in helping relationships at work. Discussion will follow the presentations.
Angela M. Passarelli, College of Charleston, Chair
Amanda Varley, Case Western Reserve University, Co-Chair
Angela M. Passarelli, College of Charleston, Effect of Vision-Based Versus Performance-Based Coaching Interactions on Coachee Development
Ellen Van Oosten, Case Western Reserve University, Mercedes McBride-Walker, Case Western Reserve University, How Coaching Relationships Influence Leader Effectiveness Outcomes
Janice Manzi Sabatine, Avanti Strategies, LLC, Preliminary Results of Vision-Based Coaching Supplement to Graduate Career Course
Submitter: Amanda Varley, amv70@case.edu

286. Panel Discussion: 11:30AM-12:20PM  N. Hemisphere E2
Impact, Contribution, and the Culture of Science in I-O Psychology
The purpose of this panel is to discuss both the current and envisioned “culture of science” within I-O psychology—the values and ideals that guide I-O’s ways of doing. Panelists will offer their perspectives and actionable recommendations for shaping the culture to improve the impact of science from the field.
James A. Grand, University of Maryland, Co-Chair
Jessica M. Nicklin, University of Hartford, Co-Chair
Goran Kujlanin, DePaul University, Panelist
Richard P. DeShon, Michigan State University, Panelist
Gildad Chen, University of Maryland, Panelist
Jose M. Cortina, George Mason University, Panelist
Submitter: James A. Grand, grandjam@umd.edu

287. Symposium/Forum: 11:30AM-12:20PM  N. Hemisphere E4
Maladaptation: Building the Nomological Net of Derailing Traits and Behaviors
Despite increasing interest in derailing traits and behaviors, there remains much to be learned about their construct space. By presenting quantitative and qualitative research results, authors seek to deepen understanding of how derailing traits and behaviors relate to other individual differences and work-related outcomes, expanding insight into maladaptation at work.
Sarah A. Hezlett, Korn Ferry, Chair
Brandon Ferrell, Hogan Assessment Systems, Blaine H. Gaddis, Hogan Assessment Systems, Dark Side Personality Characteristics, Health, and Workplace Stress
Cindy McCauley, Center for Creative Leadership, Identifying Maladaptive Sense-Making in Derailing-Prone Managers
Sarah A. Hezlett, Korn Ferry, Emma Stirling, Sova Assessment, Maynard Goff, Korn Ferry, Jeff A. Jones, Korn Ferry, James Lewis, Korn Ferry, What Motivates May Alienate: Linking Motivational Factors to Derailment Risks
Rainer H. Kurz, Cubiks, Personality Facets Underpinning Adaptive and Maladaptive Behaviors
Submitter: Sarah A. Hezlett, sarah.hezlett@KornFerry.com

288. Symposium/Forum: 11:30AM-12:20PM  S. Hemisphere I
Personality Dynamics at Work: Integrating Between-Person Stability and Within-Person Change
Scholarship on personality continues to be a large area of organizational research, with most of the studies predicting work-related behaviors from stable personality traits. This symposium brings together 4 studies that go beyond this common practice by integrating between-person personality stability and short- and long-term personality change.
Bart Wille, University of Antwerp, Co-Chair
Joeri Hofmans, Vrije Universiteit Brussel, Co-Chair
Bart Wille, University of Antwerp, Filip De Fruyt, Ghent University, Dynamic and Reciprocal Effects Between Narcissism and Extrinsic Career Success
Scott Parnion, Purdue University, Sang Eun Woo, Purdue University, Louis Tay, Purdue University, Douglas B. Samuel, Purdue University, Experimenting in College: Changes and Personality and Well-Being Over Four Years
Jennifer Pickett, Vrije Universiteit Brussel, Jonas Debusscher, Vrije Universiteit Brussel, Joeri Hofmans, Vrije Universiteit Brussel, More Isn’t Always Better: The Relationship Between Conscientiousness and Affect
Joanna Sosnowska, Vrije Universiteit Brussel, Joeri Hofmans, Vrije Universiteit Brussel, Relating Neuroticism to Emotional Exhaustion: A Dynamic System Approach
Submitter: Joeri Hofmans, joeri.hofmans@vub.ac.be

289. Symposium/Forum: 11:30AM-12:20PM  S. Hemisphere II
Revenge, Heart Problems, and Drugs: Consequences of Workplace Mistreatment
Workplace mistreatment is harmful to employees and their organizations. This symposium sheds light on consequences of mistreatment that are less commonly studied: physiological health and the perpetuation of further mistreatment. This session will also address potential buffers to reduce the negative impact of mistreatment: inclusive work environments.
Lilia M. Cortina, University of Michigan, Chair
Veronica Caridad Rabelo, University of Michigan, Co-Chair
Emily A. Vargas, University of Michigan, Co-Chair
Emily A. Vargas, University of Michigan, Veronica Caridad Rabelo, University of Michigan, Lilia M. Cortina, University of Michigan, Insulted and Vindictive: When and Why Men Advocate Retaliating Mistreatment
Courtney L. McClune, University of Michigan, Kathrina Robotham, Georgia State University, Physiological Health Effects of Inclusive Work Environments
Paula Costa, Texas A&M University, Kathi N. Miner, Texas A&M University, Jia Wang, Texas A&M University, Gender Microggressions, Diversity Climate, and Substance Use
Michelle (Mikki) Hebl, Rice University, Discussant
Submitter: Veronica Caridad Rabelo, rabelo@umich.edu

290. Alternative Session Type with multiple papers:
11:30AM-12:20PM  S. Hemisphere III
SIOP Teaching Tools Available for Industrial-Organizational Psychology Classes
Members of the Teaching Tools subcommittee (within SIOP’s Education and Training committee) will discuss the Teaching Tools collection available for all instructors. Additionally, they will present a representative selection of activities available in the collection and have the audience participate in condensed versions of the activities.
Thaddeus B. Rada, Edinboro University, Facets of Job Satisfaction Discussion/Debate
Nicholas P. Salter, Ramapo College of New Jersey, Making Decisions About Selection
Yoshie Nakai, Eastern Kentucky University, Building Cultural Competence Through Live Interaction With International Students
Jason Dahling, The College of New Jersey, Exploring Cross Cultural Leadership With the GLOBE Project
Submitter: Nicholas P. Salter, nsalter@ramapo.edu
291. Panel Discussion: 11:30AM-12:50PM  S. Hemisphere IV
Integrations and Partnering With Technology: Experiences and Best Practices
This session brings together practitioners from 2 large organizations and 3 external consulting firms to share experiences and best practices related to integrations and partnering with technology. Panelists will discuss opportunities and challenges they have faced during integration projects, as well as advice for ensuring successful integrations.
Tracey Tafero, Select International, Chair
Paul E. Glatzhofer, Select International, Panelist
Benjamin P. Granger, Qualtrics, Panelist
Nick C. Koenig, Wal-Mart, Panelist
Elizabeth Korbel, Sears Holdings Corporation, Panelist
Tami J. Licht, DDI, Panelist
Submitter: Tracey Tafero, ttafero@selectintl.com

292. Panel Discussion: 11:30AM-12:20PM  S. Hemisphere V
Driving Development and Careers Through Experiences
This session presents discussion around how organizations harness experiences for talent management programs, including career/individual development and honing functional mastery. Panelists will explore varying examples of how organizations unlock the power of experiences by designing agreed upon frameworks or strategically customizing experiences to drive employee development and meet business needs.
Nabila Sheikh, PepsiCo, Chair
Beverly Crowell, Career Systems International, Panelist
Cristina Rivera Hall, PepsiCo, Panelist
LaToya Ingram Jordan, JetBlue, Panelist
Lisa N. Littrell, Amgen, Panelist
Submitter: Nabila Sheikh, nabila.sheikh@gmail.com

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"The Evolution and Devolution of 360° Feedback"

360° feedback practice has undergone many changes over the last 25 years, some of them positive and some less so... Join author Dale S. Rose and commenters from the December 2016 IOP Journal focal article on Thurs 4/27 (3:30 - 4:50 pm) in Asia 2 for a lively debate on which changes represent progress.

Booth #515

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2017 IBM SESSIONS AND PRESENTERS

As global thought leaders, researchers, practitioners and solution developers in Human Resources and Industrial and Organizational Psychology, IBM is proud to present the following sessions at SIOP 2017.

Thursday, April 27

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<th>Session Title</th>
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<td>12:00 p.m.</td>
<td>N. Hemisphere E4</td>
<td>Discoveries in the Measurement and Function of Personality at Work</td>
<td>Nigel Guenole</td>
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<tr>
<td>12:00 p.m.</td>
<td>N. Hemisphere A4</td>
<td>Mentoring for Women in I-O: Career Changes, Interruptions, and Transitions</td>
<td>Jane Wu</td>
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<tr>
<td>12:00 p.m.</td>
<td>N. Hemisphere A1</td>
<td>Workplace Automation and the Future of IO Psychology</td>
<td>Jenna Shapiro, Chris Lovato, Jackie Ryan</td>
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<tr>
<td>12:30 p.m.</td>
<td>Atlantic BC</td>
<td>Using Personality-Based Profile Similarity Indices to Guide Selection Decisions</td>
<td>Jeff Labrador</td>
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<td>1:30 p.m.</td>
<td>Australia 3</td>
<td>Industry Differences in Talent Acquisition: Practitioner Perspectives on Acquisition Strategies</td>
<td>Jenna Cox and Amanda Klabzuba</td>
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<tr>
<td>5:00 p.m.</td>
<td>N. Hemisphere A1</td>
<td>A Theory That Works!</td>
<td>Kevin Impelman</td>
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<tr>
<td>5:00 p.m.</td>
<td>N. Hemisphere A3</td>
<td>The real meaning of millennial talent: A practitioner perspective</td>
<td>James Longabaugh</td>
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Friday, April 28

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<tr>
<td>8:00 a.m.</td>
<td>Asia 2</td>
<td>Continuous Listening: Innovative Engagement Surveys Done More Frequently</td>
<td>Chris Lovato and John Howes</td>
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<tr>
<td>10:00 a.m.</td>
<td>Atlantic BC</td>
<td>Using Imagined Intergroup Contact to Reduce Interview Bias</td>
<td>Bre Wexler</td>
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<tr>
<td>11:30 a.m.</td>
<td>S. Hemisphere II</td>
<td>Assessment Centers: Advances in Scoring and Interpretation</td>
<td>Nigel Guenole</td>
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<tr>
<td>11:30 a.m.</td>
<td>Asia 4</td>
<td>Dueling Consultants: Am I the Smarter One Here?</td>
<td>Rick Pollak</td>
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<tr>
<td>12:00 p.m.</td>
<td>Atlantic BC</td>
<td>Autonomy: A Resource for Women in Low Gender Egalitarian Nations</td>
<td>Hayyan Zhang</td>
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<tr>
<td>1:00 p.m.</td>
<td>N. Hemisphere E4</td>
<td>Best Practices in Personality-Oriented Job Analysis</td>
<td>Jeff Labrador</td>
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<tr>
<td>3:00 p.m.</td>
<td>N. Hemisphere E4</td>
<td>Going Global: Cross-Cultural Measurement of Big Five Personality Scales</td>
<td>Lisa Wager and Sage Ro</td>
</tr>
<tr>
<td>4:00 p.m.</td>
<td>Asia 8</td>
<td>M&amp;As in the I-O World</td>
<td>Kevin Impelman</td>
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Saturday, April 29

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<th>Time</th>
<th>Location</th>
<th>Session Title</th>
<th>Presenter(s)</th>
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<tr>
<td>8:00 a.m.</td>
<td>N. Hemisphere A2</td>
<td>Academic and Social Climate Outcomes Vary by Gender Representation (within symposium called “Interpreting the STEM Gender Gap”)</td>
<td>Bre Wexler</td>
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<tr>
<td>10:00 a.m.</td>
<td>S. Hemisphere III</td>
<td>Making Telework, Work: Remote Mentoring, Leadership, and Teamwork</td>
<td>Jenna Shapiro and Rob Synovec</td>
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<tr>
<td>10:00 a.m.</td>
<td>N. Hemisphere A1</td>
<td>Professional Development Words of Wisdom for Students and Early-Career Practitioners</td>
<td>John Howes</td>
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<tr>
<td>12:30 p.m.</td>
<td>N. Hemisphere E1</td>
<td>Mobile Assessment: Small Screens Become Mainstream</td>
<td>Kevin Impelman and James Longabaugh</td>
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<tr>
<td>1:30 p.m.</td>
<td>S. Hemisphere II</td>
<td>Taking a “Little Data” Approach in a Big Data World</td>
<td>Lauren Beechly and Amanda Klabzuba</td>
</tr>
<tr>
<td>3:00 p.m.</td>
<td>N. Hemisphere A1</td>
<td>Looking Beyond Validity to Ensure Assessment Success</td>
<td>Jane Wu and Amanda Klabzuba</td>
</tr>
</tbody>
</table>
293-2 A Dual Identification Perspective on Talents’ Relation to Their Workgroup
This conceptual piece draws on social identity theory and the concept of dual identification to generate specific propositions about what facilitates or hinders the reconciliation of an identity as a chosen talent and that of a workgroup member. It also suggests practical actions for how to facilitate dual identification among talents.
Kajsa Asplund, Stockholm School of Economics
Submitter: Kajsa Asplund, kajsa.asplund@hhs.se

293-3 Impact of Leadership and Norms on Newcomers’ Coworker Helping Trajectories
This study tests the nature of helping trajectories, and the impact of leadership style and coworker helping norms on these trajectories using multisource longitudinal data (n = 173). Authors find both flat and downward trends of helping, with the latter impacted by abusive supervision and descriptive coworker helping norms.
Kun Yu, Renmin University of China
Peter A Bamberger, Tel Aviv University
Lei Wang, Peking University
Submitter: Kun Yu, yuk@ruc.edu.cn

293-4 The Impact of Onboarding Levels on Utility and Work Attitudes
The author examined the effect of onboarding levels on perceived utility and several work attitudes. Findings indicate that respondents onboarded at the highest level, Connection, reported significantly higher levels of perceived utility, organizational commitment, organizational support, and job satisfaction than those onboarded at the other 3 levels.
Amanda Marie Meyer, Bunzl Distribution NA
Lynn K. Bartels, Southern Illinois University-Edwardsville
Submitter: Amanda Marie Meyer, Amanda.Meyer@bunzlsusa.com

293-5 Organizational Change Cynicism and Job Engagement
Employees going through organizational change can become disenfranchised and pessimistic, essentially responding to change with cynicism. Results show change cynicism can be detrimental to employee engagement. Furthermore, cynicism is positively associated with resistance to change and negatively related to high-quality leader–member exchange relationships and person–organization fit perceptions.
James W. Weston, Colorado State University
Steven G. Manning, Colorado State University
Zinta S. Byrne, Colorado State University
Kelly A. Cave, Colorado State University
Anthony A. Maciejewski, Colorado State University
Submitter: James W. Weston, westonjw@rams.colostate.edu

293-6 Organizational Justice From the Actor Perspective: Motives and Antecedents
Numerous studies have examined organizational justice from the perceiver perspective but little research has explored the actor perspective. This study investigated justice actors, focusing on motives (instrumental, interpersonal, and moral) and self-constructual (independent, relational, and collective). Results indicated that justice motives correlated with self-constructual, justice adherence, and justice violation.
Michael S. Beverage, Florida Institute of Technology
Patrick D. Converse, Florida Institute of Technology
Submitter: Michael S Beverage, mbeverage2011@my.fit.edu

293-7 Coevolution Model of Newcomers’ Psychological Contract Formation and Social Networks
This conceptual paper introduces a coevolution model of newcomers’ psychological contract formation and social networks. Asserting propositions explain how newcomers make sense of information they gathered from preentry to postsocialization through sensemaking events, leading from preentry expectations and social interactions to formation of psychological contract and social networks respectively.
Cerem Erdem, London School of Economics and Political Science
Submitter: Cerem Erdem, c.erdem1@lse.ac.uk

293-8 The Impact and Development of Psychological Capital on Job Seekers
The influence and development of Psychological Capital (PsyCap) in the job search context is examined. Findings indicate a direct relationship between PsyCap and job search behavior, and an indirect effect of PsyCap on job search and employment outcomes. The development of PsyCap in job seekers is also supported.
Konstantina Georgiou, Athens University of Economics and Business
Ioannis Nikolauou, Athens University of Economics and Business
Submitter: Ioannis Nikolauou, inikol@aeub.gr

293-9 Does Adaptability Always Increase P–O Fit? A Media-Conservation of resources theory is used to examine how imposter phenomenon contributes to burnout and job satisfaction via different coping strategies. Results indicate that avoidant coping partially mediates the imposter–burnout relationship, and the imposter–satisfaction relationship is fully, serially mediated through active and avoidant coping and burnout.
Holly M. Hutchins, University of Houston
Lisa M. Penney, University of South Florida Sarasota-Manatee
Submitter: Lisa M. Penney, lpenney@usf.edu

293-10 The Impact of the Intern–Supervisor Relationship Within College Internships
This study examined the impact of the intern–supervisor relationship within college internship experiences. Findings support a fully mediated model, whereas the frequency of interaction between supervisors and interns affects the amount of perceived career support by supervisors, mediated by the quality of the intern–supervisor exchange relationship.
Jessica L. Nielsen, University of Rochester Medical Center
Stephen Hill, Nazareth College
Submitter: Jessica L. Nielsen, Jessica_Nielsen@URMC.Rochester.edu

293-11 Avoiding the Issue: Why Imposters Burn Out
Conservation of resources theory is used to examine how impostor phenomenon contributes to burnout and job satisfaction via different coping strategies. Results indicate that avoidant coping partially mediates the impostor–burnout relationship, and the impostor–satisfaction relationship is fully, serially mediated through active and avoidant coping and burnout.
Yi Wang, Bowling Green State University
Anita C Keller, University of Groningen
Submitter: Yi Wang, wangalala19990@hotmail.com

293-12 Mentoring Support and Occupational Satisfaction: A Latent Growth Model
Authors tested a latent growth model investigating the effects of mentoring support on mentees’ socialization outcomes after mentorship is over. Results suggested that mentoring support builds up and maintains mentees’ occupational satisfaction over time. It also contributes to a slower increase in organizational satisfaction and higher turnover.
Anita C Keller, University of Groningen
Submitter: Anita C Keller, University of Groningen
293-13 Information, Please: Procedural and Informational Justice in the Selection Interview
The purpose of this study was to evaluate the unique effects of informational justice and procedural justice in the selection process. It was determined that both components contributed to perceptions of organizational attractiveness and intentions to pursue the organization. However, informational justice accounted for incremental variance beyond procedural justice.
Kimberly T. Silva, University of Houston
Jordan E. Kirkland, University of Houston
Kara Polk, University of Houston
Submitter: Kimberly T. Silva, kintsilva@yahoo.com

293-14 Linking Career Adaptability Dimensions to Adaptation Outcomes: A Meta-Analysis
Authors meta-analytically examined interrelationships between career adaptability dimensions (i.e., concern, control, curiosity, and confidence) as well as relationships between adaptability dimensions and adaptation results (e.g., employee performance, satisfaction, turnover intentions). In addition, relative weight analyses were conducted to determine the relative contribution of adaptability dimensions on adaptation results.
Kristi N. Lavigne, Saint Louis University
Ian M. Katz, Saint Louis University
Cort W. Rudolph, Saint Louis University
Hannes Zacher, University of Leipzig
Submitter: Cort W. Rudolph, rudolphpc@slu.edu

293-15 Competencies and Critical Experiences to Transition Between I-O Career Paths
This study seeks to identify what experiences SIOP members should seek out in each practice area to make themselves more attractive candidates for advancement. Research also sought to identify the key experiences necessary for individuals with advanced degrees in I-O psychology to change directions in their career.
Temitayo Lawal, City of Dallas
Xiaowen Chen, Florida Institute of Technology
Joshua S. Quist, C≤ Technologies, Inc.
Aten Kwame Zaandam, Florida Institute of Technology
Submitter: Temitayo Lawal, tlawal2010@my.fit.edu

293-16 Workforce Aging and Firm Performance: The Moderating Effects Organizational Culture
Research theorizes that workforce aging is positive for firm sales performance but insignificant for firm profit performance. Also suggested is that the relationship between workforce aging and firm performance is moderated by organizational cultures. Theoretical arguments are tested and supported using data from 229 Korean firms in the manufacturing sector.
Eunhee Kim, Cornell University
Hun Whee Lee, Michigan State University
Zhenyu Liao, National University of Singapore,
Submitter: Hun Whee Lee, leehun@broad.msu.edu

293-17 Empirical Investigation of Multitargeted Felt Obligation in Justice–Outcome Relationships
This study empirically examines the (a) mediating role of felt obligation in organizational justice–outcome relationships and (b) importance of target specific felt obligation (organization, supervisor, and coworker) in these relationships. Mediation results reveal relationships between justice and outcomes through felt obligation on 3 levels of analysis.
John P. Agosta, University at Albany, SUNY
Kimberly Lepore, University at Albany, SUNY
Choe E. Shannon, University at Albany, SUNY
Jeremiah J. Martin, University at Albany, SUNY
David J. Swiderski, University at Albany, SUNY
Laura B. Santiago, University at Albany, SUNY
Sylvia G. Roch, University at Albany, SUNY
Submitter: John P. Agosta, jagosta@albany.edu

293-18 A Longitudinal Analysis of Hiring Process Variables on Job Attitudes
This study examined how the manner in which factors related to a federal agency’s hiring process influences organizational attitudes. Results showed that satisfaction with the hiring process, hiring timeliness, and ease of the application process but not hiring communication were significantly related to different job attitudes over a 12-month period.
Benjamin E. Liberman, United States Office of Personnel Management
Andrew DeCesare, University at Albany, SUNY
Sarah Johnson, Alliant International University
Submitter: Benjamin E. Liberman, bel2104@columbia.edu

293-19 Future-Oriented Newcomers Achieve Higher Advice Network Centrality via Proactive Networking
A multivariate, multisource field study was conducted and found that organizational newcomers high in future orientation are more likely to proactively network with peers and, in turn, enjoy higher centrality in the newcomer advice-seeking network. In addition, the latter link is strengthened by immediate supervisors’ perceived organizational support.
Artemis Boulamatsi, Georgia State University
Songqi Liu, Georgia State University
Xiang Yao, Peking University
Submitter: Artemis Boulamatsi, aboulamatsi1@gsu.edu

293-20 Span of Control and Manager Performance in Healthcare
Several organizational factors are thought to affect performance. Of those factors, span of control has been a topic of discussion and research for a great deal of time. The purpose of this study was to examine the relationship between manager span of control and management practices in healthcare facilities.
Elizabeth A. Ritterbush, Auburn University
Anna J. Lorns, Auburn University
Submitter: Elizabeth A. Ritterbush, ear0034@auburn.edu

293-21 Development of a Measurement Model for International Employee Surveys
Employee surveys are widely used instruments for managing organizations; however, a cross-culturally validated measurement model based on scientific knowledge is pending. A measurement model for was developed international employee surveys that incorporates meta-analytical results (including objective organizational outcomes) and showed the model’s cross-cultural equivalence.
Stefan Mauersberger, Ludwig-Maximilians-Universitaet Muenchen
Katharina G. Kugler, Ludwig-Maximilians-Universitaet Muenchen
Felix C. Brodbeck, Ludwig-Maximilians-Universitaet Muenchen
Submitter: Katharina G. Kugler, Katharina.Kugler@psy.lmu.de

293-22 Work–Family Balance Self-Efficacy’s Relationship With STEM Commitment: Unexpected Gender Moderation
Applying social cognitive career theory (SCCT), this study examined the relationship between work–family balance self-efficacy and STEM commitment, moderated by gender. Work–family balance self-efficacy accounted for incremental variance in STEM commitment beyond SCCT predictors. Unexpectedly, gender moderation showed the relationship between work–family balance self-efficacy and STEM commitment was stronger for men.
Dante P. Myers, Old Dominion University
Debra A. Major, Old Dominion University
Submitter: Dante P. Myers, dmyer010@odu.edu

293-23 A RIASEC Snapshot of the Modern U.S. Workforce
This study examined the distribution of the U.S. workforce using O*NET’s interest and job complexity data and the Bureau of Labor Statistics’ employment and education data. All 2014 employees and 2024 projected employees were distributed across these occupational categories as a tool for practitioners, researchers, and prospective employees.
Alexis Victoria DeCeanne, University of Illinois, Urbana-Champaign
Phil M. Lewis, National Center for O*NET Development
James Rounds, University of Illinois at Urbana-Champaign
Submitter: Alexis Victoria DeCeanne, deceann2@illinois.edu
293-24 We Oblige at Work: New Measure of Workplace Felt Obligation
Felt obligation is key to the social exchange explanation for how justice and perceived organization support relate to outcomes, but research is limited by a lack of a measure assessing obligation on multiple levels: organization, supervisor, and coworker. Using 2 data sets, authors developed and validated such an obligation measure.
Kimberly Lepore, University at Albany, SUNY
Catherine Anne Neale, North Carolina State University
Laura B. Santiago, University at Albany, SUNY
Matthew Albert Heller, University at Albany, SUNY
Rebecca Tell, University at Albany, SUNY
Jeremiah J Martin, University at Albany, SUNY
Sylvia G. Roch, University at Albany, SUNY
Submitter: Kimberly Lepore, klepore@albany.edu

293-25 Positive Versus Negative Antecedents for Employee Trust: A Meta-Analytic Review
This meta-analysis is the first to review and compare trustor and trustee characteristics as antecedents of employee trust from both positive and negative sides. Results showed that all proposed characteristics were significantly correlated with employee trust at work, with some characteristics being more strongly correlated with trust than their counterparts.
Zitong Sheng, George Mason University
Yi Wang, Bowling Green State University
Hanyi Min, Bowling Green State University
Submitter: Zitong Sheng, zsheng@gmu.edu

293-26 The Development and Validation of the Mentoring Functions Measure
This study presents reliability and validity evidence for the new Mentoring Functions Measure (MFM), a 12-item measure comprising 3 factors: Career, Relationship, and Trust and Acceptance. The MFM provides researchers with a more psychometrically sound method for assessing mentor functions than was previously available.
Alyssa D. Marshall, Colorado State University
Alexandra Rechlin Tolentino, Colorado State University
Kurt Kraiger, Colorado State University
Submitter: Alyssa D. Marshall, amarsha@rams.colostate.edu

293-27 Who Is Coachable? Construct Validity of the Coachability Scale
Two studies examining the validity of the coachability scale are described. Three stable dimensions of coachability emerged in both samples: (a) comfort with coach, (b) acceptance of feedback, and (c) learning effort. Evidence was also found of convergent, discriminant, and criterion-related validity.
Yao Lyu, Hong Kong Baptist University
Emmy Van Esch, Hong Kong Baptist University
Melanie Essayans Boyajian, Central Michigan University
Stephen M. Colarelli, Central Michigan University
Yuanyuan Huo, University of Surrey
Submitter: Stephen M. Colarelli, colar1sm@cmich.edu

293-28 Mitigating Unsupportive Work–Family Cultures With Early Career Stage Supervisor Support
Career stage dictates whether supervisor support mitigates the detrimental effects of an unsupportive work–family culture. Results illustrate that supervisor support mitigates the negative relationship between unsupportive work–family culture and satisfaction with work–family balance, career satisfaction, and engagement for early career stage employees but not for middle–late career stage employees.
Scott Dust, Miami University
Peng Wang, Miami University
Submitter: Scott Dust, dustsb@miamioh.edu

293-29 The O*NET Interest Profiler and Autism: Identifying Appropriate Occupations
This study utilized the O*NET Interest Profiler to identify appropriate, interesting, and attainable occupations for individuals with high functioning autism spectrum disorder (ASD). A sample of professionals with experience in ASDs and employment reported the tool has strong potential for identifying relevant occupations for adults within this special population.
David J. Whitney, California State University-Long Beach
Stephanie Good, California State University, Long Beach
Christina Gergis, Riot Games
Christopher R. Warren, California State University, Long Beach
Submitter: David J. Whitney, dave.whitney@cslub.edu

293-30 Modeling How Complex Networks Influence Goal Pursuits in Organizations
This paper extends dynamic network theory to demonstrate how organizational networks influence goal striving. By uniquely inserting goal nodes into networks (e.g., what employees are striving for), the framework is proposed to provide greater insight into work performance than traditional network analysis alone. Computational graphing of organizational systems is advanced.
James D. Westaby, Columbia University
Submitter: James D. Westaby, jdw43@columbia.edu

293-31 Effects of Mentorship Quality on Mentors’ Work-to-Family Positive Spillover
This study examined the relationship between mentorship quality as perceived by mentors and their work-to-family positive spillover by focusing on the mediator of personal skill development and moderator of core self-evaluations. The survey results from 187 formal mentors supported most of the hypotheses.
Xiangfeng Wu, Xinjiang University of Finance and Economics
Yi-ling Hu, East China Normal University
Minmin Wang, Shanghai University of Finance and Economics
Ho Kwong Kwan, Shanghai University
Howard Cai, Shanghai University of Finance and Economics
Submitter: Howard Cai, cai.yahua@mail.shufe.edu.cn

293-32 A Social Network Approach to Newcomer Voice
Newcomer voice is a valuable resource for organizations. Through a social network lens, research proposes that newcomers’ advice network heterogeneity and boundary-crossing ties promote voice behavior through informational efficacy. Friendship network centrality and low network seniority increase voice by increasing psychological safety. Also discussed is the implementation of newcomer voice.
Jingxian Yao, National University of Singapore
Submitter: Jingxian Yao, yaojingxian@u.nus.edu

293-33 Competencies, Critical Experiences, and Career Paths of I-O Psychologists: Entrepreneurship
This study seeks to provide a career map of self-employed individuals working within I-O psychology. Interviews thus far have revealed a 4 level career path model for entrepreneurs with 5 tracks. Furthermore, entrepreneurs expressed a need for developing several skills outside the traditional associated with I-O psychology.
Aten Kwame Zaandam, Florida Institute of Technology
Temitayo Lawal, City of Dallas
Submitter: Aten Kwame Zaandam, azaandam2015@my.fit.edu

294. Symposium/Forum: 12:30PM-1:20PM    Americas Seminar
I’m Here. Now What? Perceptions and Impact of Women Leaders
Women are still severely underrepresented at elite leadership positions, but the evaluations of women currently in leadership is largely unknown. Authors present innovative research on the perceptions, attitudes, and potential impact of female leaders. They demonstrate how gender and organizational factors powerfully affect evaluations of women in leadership.
Lilia M. Cortina, University of Michigan, Chair
Andrea Vial, Yale University, Victoria Brescoul, Yale University, Workplace Enemies or Allies? Women’s Attitudes toward Female Leaders
Francesca Manzi, New York University, Madeline E. Heilman, New York University, Breaking the Glass Ceiling: For One and for All?
Emily A. Vargas, University of Michigan, Fiona Lee, University of Michigan, Identity Crisis? Gender, Leadership, and the 2016 Presidential Election
Julian I. Barling, Queen’s University, Discussant
Submitter: Emily A. Vargas, emvargas@umich.edu

Society for Industrial and Organizational Psychology
295. Symposium/Forum: 12:30PM-1:20PM  Asia 1
Breaking the Glass: Influence of Applicant Gender on Recruiting
As women continue to achieve historic highs in the workplace, the present state of the glass ceiling has been called into question. This symposium examines issues related to the recruitment of women that may explain their continued underrepresentation despite firms’ motivation to hire a more diverse workforce.

Sarah DeArmond, University of Wisconsin Oshkosh, Co-Chair
Karen Landay, University of Alabama, Co-Chair
Kimberly K. Merriman, University of Massachusetts Lowell, Monica Galizzi, University of Massachusetts Lowell, Michelle HaynesBaratz, University of Massachusetts Lowell, Lauren A. Turner, University of Massachusetts Lowell, Re-cruiting Gender Diversity: Signaling and Sorting Effects of Job Postings Xiaoyuan (Susan) Zhu, University of Connecticut, Janet L. Barnes-Farrall, University of Connecticut, Peter D. Bachiochi, Eastern Connecticut State University, Gender Differences in Recruitment Outcomes: The Role of Applicant Self-Efficacy Karen Landay, University of Alabama, Sarah DeArmond, University of Wisconsin Oshkosh, What Women Want? Applicant Gender and Recruiter and Organizational Characteristics Tracy Porter, Cleveland State University, Gender and Motivation to Lead
Submitter: Karen Landay, karenmichellelanday@gmail.com

296. Special Events: 12:30PM-1:20PM  Asia 2
Invited Speaker Session: Reflections on the State of Science
This session gathers several pre-eminent I-O scholars to reflect on and discuss the current state of the science and future research directions in three broad areas: (a) building the workforce, (b) experiencing and engaging in work, and (c) managing the workforce.

Benjamin Biermeier-Hanson, Radford University, Co-Chair
Glad Chen, University of Maryland, Co-Chair
Eduardo Salas, Rice University, Discussant
Talya N. Bauer, Portland State University, Presenter
Frederick P. Morgeson, Michigan State University, Presenter
Mo Wang, University of Florida, Presenter
Madhura Chakrabarti, Bersin by Deloitte, Deloitte Consulting LLP, Presenter
Submitter: Madhura Chakrabarti, mchakrabarti@deloitte.com

297. Symposium/Forum: 12:30PM-1:20PM  Asia 4
Cutting-Edge Perspectives of Shared Leadership Networks
Despite ample evidence regarding the utility of shared leadership in teams, there is still much unknown about how it emerges and functions. This symposium presents 4 papers using cutting edge theories and approaches to make novel discoveries regarding the antecedents, emergence, and outcomes of shared leadership networks.

Charles P. R. Scott, DDI, Co-Chair
Jessica L. Wildman, Florida Institute of Technology, Co-Chair
Dorothy R. Carter, University of Georgia, A Semantic Network Analysis Approach to Studying Leadership Emergence Trevor N. Fry, Florida Institute of Technology, Jessica L. Wildman, Florida Institute of Technology, A Longitudinal Investigation of Shared Leadership and Team Viability
Douglas Monsky, University of Central Florida, Claudia Hernandez, University of Central Florida, Palak Shah, University of Central Florida, C. Shawn Burke, University of Central Florida, Examining Shared Leadership in Space Exploration: An Analog Perspective
Charles P. R. Scott, DDI, Haizong Jiang, Institute for Cross Cultural Management, Jessica L. Wildman, Florida Institute of Technology, Toward a Theory of Implicit Collective Leadership in Teams
Submitter: Charles P.R. Scott, scottc2012@my.fit.edu

298. Panel Discussion: 12:30PM-1:20PM  Asia 5
Talent Management Data Integration: Are You REALLY Doing It?
Presenters from 4 different global organizations will share best practices on data integration in order to lift the veil of secrecy surrounding corporate talent management data practices. Each presenter will provide the audience with examples and practical solutions to fundamental issues commonly encountered when integrating multiple sources of talent data.

Felix J. Lopez, PepsiCo, Chair
Julia N. Thompson, Old Dominion University/ODU Research Foundation, Co-Chair
Christina Fleck, PepsiCo, Panelist
John P. Steele, Best Buy, Panelist
Scott E. Bryant, DDI, Panelist
David Morgan, Facebook, Inc., Panelist
Richard J. Chambers, II, PepsiCo, Panelist
Submitter: Christina Fleck, crfleck4@yahoo.com

299. Symposium/Forum: 12:30PM-1:20PM  Australia 3
Employment Stress and Financial Hardship: Implications for Occupational Health
The symposium examines economic issues pertinent to employment and income/finances, and their implications for a variety of occupational health outcomes. Papers discuss novel approaches in examining economic stressors, share new findings regarding the impact of employment- and income-related stress on health and well-being, and highlight potential avenues for interventions.

Janelle H. Cheung, Oregon Health & Science University, Co-Chair
Leslie B. Hamer, Oregon Health & Science University, Co-Chair
Lindsay E. Sears, Healthways, Maria Herlihy, Q5 Analytics, Ashlin Jones, Healthways a Sharecare Company, Lyndsey Stanfill, Q5 Analytics, Using Big Data to Understand Employment Stress and Personalize Intervention
Heather N. Odle-Dusseau, Gettysburg College, Russell A. Matthews, Bowling Green State University, Julie Holliday Wayne, Wake Forest University, Critical Incidents of Financial Hardship: Worker Health and Work–Family Balance
Janelle H. Cheung, Oregon Health & Science University, Leslie B. Hamer, Oregon Health & Science University, MacKenna L. Perry, Portland State University, Economic Stress Profiles and Occupational Health Among Employed Veterans
Robert R. Sinclair, Clemson University, Discussant
Submitter: Janelle H. Cheung, janelle.h.cheung@gmail.com

300. Panel Discussion: 12:30PM-1:20PM  N. Hemisphere A1
Beyond Dollars and Cents: The Spectrum of ROI
In the applied environment, explaining how you used a formula to determine ROI often falls on deaf ears. A group of panelists provide an applied perspective on how ROI can be investigated and explained across a broad spectrum of talent initiatives and job levels.

Charles N. Thompson, Taylor Strategy Partners, Chair
Stacia J. Familio-Hopek, First Data Corporation, Panelist
Seth Zimmerman, AT&T, Panelist
Lauren N. Robertson, CEB, Panelist
Julianne Brown, Walmart, Panelist
Megan K. Leasher, Macy’s, Inc., Panelist
Submitter: Charles N. Thompson, thompsonchad1@gmail.com

301. Symposium/Forum: 12:30PM-1:20PM  N. Hemisphere A2
MTurk as Work (and Not Just a Recruitment Method)
Although MTurk is a popular recruitment tool for I-O research, this workforce is largely ignored by our field. Authors will discuss necessary adaptations for applying work analysis, measuring job performance, and studying justice perceptions among MTurk workers, as well as for remaining relevant to broader “Uber-ized” labor that MTurk represents.

Alice M. Brawley, Michigan State University, Cynthia L.S. Pury, Clemson University, Fred S. Switzer, III, Clemson University, Shawn Saylors, Digital Consulting Services, Work Analysis in the Gig Economy and the Case of MTurk Workers
Emily A. Burnett, Clemson University, Cynthia L.S. Pury, Clemson University, Attention Checks as Performance Metrics on MTurk: Distributive Justice Implications
Amanda L. Young, North Carolina State University, Joshua S. Andrews, North Carolina State University, Measurement Equivalence on Amazon’s Mechanical Turk
Submitter: Alice M. Brawley, brawley2@msu.edu

302. Symposium/Forum: 12:30PM-1:20PM  N. Hemisphere A3
Item Response Theory: New Directions for Research and Practice
Item response theory is an important method in organizational research. This symposium explores some of the latest advances in IRT, including an investigation of model fit indices on dominance and unfolding models, an application of dominance and unfolding models on forced-choice personality measurements, and the application of explanatory IRT.
Submitter: Alice M. Brawley, brawley2@msu.edu
303. Panel Discussion: 12:30PM-1:20PM  N. Hemisphere A4
Team-Level Interventions: Using Personality Data to Enhance Team Effectiveness
Panel members will discuss their successes and lessons in using personality
data for team-based applications. Topics will include best practices and
ethical considerations for presenting personality data to teams.
Jennifer E. Lowe, Hogan Assessment Systems, Co-Chair
James R Longabaugh, IBM, Chair
Ulrike Fasbender, Oxford Brookes University, Discussant
Submitter: Hanyi Min, mhankey@bgsu.edu

304. Alternative Session Type with presenters:
12:30PM-1:20PM  N. Hemisphere E1
Mobile Assessment: Small Screens Become Mainstream
(Demo & Panel Discussion)
This symposium brings together 3 assessment publishers demonstrating mobile assessment administration formats and comparing and contrasting their effectiveness. Audience members will participate by sampling assessment experiences live via mobile device. After demonstration, broader trends on mobile assessment will be highlighted from each publisher, and advantages/disadvantages of mobile assessment formats will be discussed.

305. Symposium/Forum: 12:30PM-1:20PM  N. Hemisphere E2
Perspectives on Workplace Age Discrimination: Prevalence, Processes, and Outcomes
Current age bias research is presented from the perspective of both perpetrators and targets while considering determinants of biased beliefs and how those beliefs in turn impact important personal and organizational outcomes. The panel will provide additional insights into the complexity of age discrimination.

306. Panel Discussion: 12:30PM-1:20PM  N. Hemisphere E3
So You Want to Write a Book? Advice for Authors
The process of putting together a book may seem mysterious to potential writers. Experienced panelists who have prepared books (authoring or coauthoring textbooks or scholarly books, editing or coediting, overseeing development of book series) describe the process and advise potential authors and editors. Audience participation is encouraged.
Submitter: Rosemary Hays-Thomas, University of West Florida (retired), Chair
George C. Thornton, III, Colorado State University, Panelist
Laura L. Koppes Bryan, Transylvania University, Panelist
Donald M. Truxillo, Portland State University, Panelist
Nancy T. Tippins, CEB, Panelist
Submitter: Rosemary Hays-Thomas, rlowe@uwf.edu

Session 307 has been moved to Thursday, 5:00PM-5:50PM in N. Hemisphere A4.

308. Special Events: 12:30PM-1:20PM  S. Hemisphere I
Invited Speaker Session: New Wine, New Bottle: NLP Applications to Talent Management
Natural language processing (NLP) is gaining momentum in the world of people analytics for making better sense of large qualitative data. This session will illustrate ways in which NLP is being used in people analytics (e.g. engagement surveys, performance themes, goal setting, etc.) to provide new, meaningful, employee insights.
Submitter: Madhura Chakrabarti, mchakrabarti@deloitte.com

309. Alternative Session Type with presenters:
12:30PM-1:20PM  S. Hemisphere II
From the Outside, In: Technology’s Influence on I-O Psychology
This session will address how technology has transformed our work as I-O psychologists and HR practitioners. Four experts will share insights ranging from specific areas, like hiring, performance management, and employee engagement, to a big picture overview in order to explore the challenges and opportunities inherent in this technology revolution.

310. Panel Discussion: 12:30PM-1:20PM  S. Hemisphere III
I-O From the Other Side: Internal–External Consulting Dynamics
This session will address key practice issues around collaborations between internal and external I-O consultants. Panelists from 6 organizations in 3 dyadic internal–external consulting partnerships will discuss real-world examples and talk about success stories and challenges that highlight their internal–external I-O dynamics.
Submitter: Mengqiao Liu, DD1, Co-Chair
Irina F. Cozma, DD1, Co-Chair
Erica N. Drew, DaVita Healthcare Partners, Panelist
Jason D. Frizzell, Select International, Panelist
Robert E. Gibby, IBM, Panelist
Rodney A. McCloy, HumRRO, Panelist
Amber Thomas, Select International, Panelist
Ashley A. Walvoord, Verizon, Panelist
Submitter: Mengqiao Liu, mengqiao.liu@dd1world.com

311. Panel Discussion: 12:30PM-1:20PM  S. Hemisphere V
The I-O of the Future: Identifying and Closing Skill Gaps
The world of work is changing, and I-Os must change with it. In this session, panelists will wield their applied experience to first identify/predict skill needs and then to suggest practical steps to meet these needs in the coming years.
312. Symposium/Forum: 1:00PM-2:20PM  Asia 3
Do You See What I See? Integrating Divergent Data Insights
Using data and insight to influence organizational strategy and action is not a new concept. There has been less conversation and research, however, on reconciling data that are in conflict with other sources of information or organizational beliefs. This symposium explores several examples of organizations dealing with such situations.
Kimberly Happich, PepsiCo, Chair
Randy Lim, Hofstra University/McKinsey & Co., On the Contrary! Organizational Surveys Can Create Value
Camilla Arntsen, PepsiCo, Vinnie Chi, PepsiCo, Cultural Diversity’s Impacts on Interpreting and Applying Leadership Assessment Data
Rebecca Levine, PepsiCo, Kimberly Happich, PepsiCo, Allan H. Church, PepsiCo, Numbers Don’t Lie: Sense Making Across Assessment and Performance Data
Sarah A. Brock, Johnson & Johnson, Charlotte L. Powers, Johnson & Johnson, You Say “Tomato”, Valuing Discrepancies in Enterprise-Level Assessment Data
Cindy McCauley, Center for Creative Leadership, Discussant
Submitter: Kimberly Happich, kim.happich@pepsico.com

313. Poster: 1:00PM-1:50PM  Atlantic BC
CWB & Deviance
313-1 Why Do Newcomers Break Rules? Deviance During Organizational Socialization
Why and under what circumstances can mentors foster newcomer engagement in deviant behavior during their first employment months? Results indicate that when a peer mentor exhibits a high level of deviant behavior, a newcomer perceives low mentorship quality and experiences high role ambiguity, increasing the likelihood of newcomer deviance.
Xiangmin Liu, Pennsylvania State University
David G. Allen, Rutgers University
Zhengtang Zhang, Nanjing University
Submitter: Xiangmin Liu, xul16@psu.edu

313-2 Volunteer Incivility and Burnout: Resilience Only Gets You So Far
This study utilized COR theory to investigate incivility among volunteer coworkers as a predictor of volunteer burnout, and examined resilient coping as a potential resource to reduce burnout. Resilient coping was found to moderate the negative relationship between incivility and burnout among volunteers in volunteers experiencing fewer instances of incivility.
Sheridan B. Trent, University of Nebraska-Omaha
Joseph A. Allen, University of Nebraska at Omaha
Submitter: Sheridan B. Trent, strent@unomaha.edu

313-3 Why Arriving Late to Meetings May Harm Workplace Relationships
People are frequently late to meetings. An experiment was conducted to examine how lateness impacts the way on-time attendees perceive the late arrival. Participants who judged the late arrival to be responsible reported more anger and less sympathy than when the arrival was not responsible.
Joseph E. Mroz, University of Nebraska-Omaha
Joseph A. Allen, University of Nebraska-Omaha
Nicole B. Landowski, University of Nebraska-Omaha
Submitter: Joseph E. Mroz, jmrroz@unomaha.edu

313-4 Person–Organization Fit and Counterproductive Work Behaviors via Engagement, Work Motives
Authors examined engagement as a possible mediator of the relationship between P–O fit and CWB. Results showed that engagement mediates this relationship. Also explored was the moderating role of approach/avoidance work motives on the relationship between engagement and CWB. Engagement x Motive interaction terms explained incremental variance in CWB.

Submitter: Taylor K. Lauricella, Taylor K. Lauricella, laurice5@msu.edu

313-5 Dimensionality of Counterproductive Behaviors Across Work and Nonwork Contexts
Though employers often consider nonwork behavior, research has been slow to integrate study of work and nonwork deviance. These authors analyzed the co-occurrence of counterproductive behaviors among 167,394 military members charged with criminal and/or organizational offenses to provide an empirically derived taxonomy of counterproductive behavior on and off duty.
Laura G. Barron, United States Air Force
John D. Trent, United States Air Force
Mark R. Rose, United States Air Force
Submitter: Mark R. Rose, mark.rose.7@us.af.mil

313-6 Factors Affecting Self–Other Agreement About Employees’ Counterproductive Work Behavior
The goal of this study is to examine factors (e.g., observability, memorability, etc.) that affect self–other agreement of CWB at the item level. Results indicate that self–other agreement on CWB items is stronger for items that are more observable, memorable, and less task relevant. Implications are discussed.
Juan Carlos Batarse, Texas A&M University
Christopher M. Berry, Indiana University
Submitter: Juan Carlos Batarse, jb13@tamu.edu

313-7 The Influence of Ethical and Abusive Leadership on Impression Management
The influence of abusive supervision and ethical leadership on the motivation to engage in supervisor and coworker-targeted impression management was examined. Results show that the motivation and use of IM varies across targets. Ethical and abusive supervision are associated with differential direct effects on strategy use.
Eden-Raye Lukacik, University of Calgary
Joshua S. Bourdage, University of Calgary
Submitter: Eden-Raye Lukacik, eralukac@ucalgary.ca

313-8 The Long-Term Benefits of Subordinate Retaliation Following Abusive Supervision
Based on the notion that retaliation following mistreatment can restore justice perceptions for victims, a functional theory of retaliation is proposed, and it was found that retaliation has long-term benefits in that it alleviates the negative effect of abusive supervision on subordinate well-being by restoring subordinate justice perceptions.
Lindie H. Liang, University of Waterloo
Douglas J. Brown, University of Waterloo
Huiven Lian, Hong Kong University of Science and Technology
Lance Ferris, Pennsylvania State University
Samuel Hanig, University of Waterloo
Lisa M. Keeping, Wilfrid Laurier University
Submitter: Lindie H Liang, lindie.liang@gmail.com

313-9 Incivility, Performance, and Work Behaviors: Implications of the Social Context
Authors examined how social context moderates employees’ behavioral responses to workplace incivility. It was found that employees’ own incivility experiences predicted lower performance and citizenship behavior and higher counterproductive behavior in groups where members received highly different incivility treatment and kept silent.
Changguo Mao, Capital University of Economics and Business
Chu-Hsiang Chang, Michigan State University
Russell E. Johnson, Michigan State University
Jian Min Sun, Renmin University of China
Taylor K. Lauricella, Michigan State University
Submitter: Taylor K. Lauricella, laurice5@msu.edu
313-10 Inducing Out-Group Hate: Rudeness and Intergroup Conflict
This paper offers a new perspective to the study of incivility and decision making by investigating the differential effect incivility has on behavior toward in-groups and out-groups. Findings indicate exposing a team to rude behavior diminishes team performance, decreases willingness to support the in-group, and increases incidences of out-group harm.
Troy W. Pounds, University of Central Florida
Binyamin Cooper, University of Florida
Amir Erez, University of Florida
Submitter: Troy W. Pounds, troy.pounds@ucf.edu

313-11 Meeting Madness: Counterproductive Meeting Behaviors and Personality Traits
This study investigated how counterproductive meeting behaviors (CMBs) differentially impact perceived meeting effectiveness, depending on personality characteristics of meeting attendees. In addition to CMBs negatively relating to perceived meeting effectiveness, this relationship was stronger for attendees possessing higher levels of Agreeableness and stronger for individuals possessing lower levels of Extraversion.
Michael A Yoerger, University of Nebraska at Omaha
John D. Crowe, University of Nebraska at Omaha
Joseph A. Allen, University of Nebraska at Omaha
Johanna Jones, University of Nebraska at Omaha
Submitter: Michael A Yoerger, myoerger@unomaha.edu

313-12 Gender Differences in Perceptions of Counterproductive Behavior in Healthcare Professionals
Prior research indicates there are gender differences in committing counterproductive workplace behaviors (CWBS). This study investigates gender differences in the frequency of reporting CWBS on a required exit survey for graduating medical residents. Results indicate women report CWBS at a higher frequency than men; implications of this difference are discussed.
Brittany J. Marcus-Blank, University of Minnesota
Michael J. Cullen, University of Minnesota
Ezgi Tiryaki, University of Minnesota
Submitter: Brittany J. Marcus-Blank, marcu093@umn.edu

313-13 A Meta-Analytic Investigation of Cyberloafing
Cyberloafing—using technology to idle at work—has attracted the attention of scholars and practitioners by plaguing modern organizations. The first meta-analysis to empirically define its nomological net. By exploring the antecedents and outcomes of cyberloafing, research contributes to the development of interventions to mitigate instances of cyberloafing.
Casey A. Giordano, University of Minnesota
Brittany K. Mercado, Graduate Center/CUNY, Baruch College
Stephan Dilchert, Baruch College
Submitter: Casey A. Giordano, Giord023@umn.edu

313-14 The Burden of Being Negative: Social Burden at Work
Social burden is a relatively new construct that focuses on workplace behaviors that call for attention. This research attempts to conceptually replicate the original findings regarding social burden while examining which types of people react particularly poorly in these situations.
Christopher M. Gallagher, Bowling Green State University
Submitter: Christopher M. Gallagher, christopher.gallagher@gmail.com

313-15 Predicting Counterproductive Work Behaviors: Integrity and Bogus Item Scales
This study examined the prediction of integrity test and bogus items in predicting formal records of CWB. Results point to the potential benefits of screening candidates using bogus items in addition to traditional integrity test, as well as extending CWBs within the selection process.
Amy Gammon, Select International, Inc.
Mei-Chuan Kung, Select International, Inc.
Connor Grady, Select International, Inc.
Don M. Moretti, Sears Holdings Corporation
Submitter: Mei-Chuan Kung, mkung@selectintl.com

313-16 Examining Peer Reactions to Constructive and Destructive Deviance
Constructive deviance intends to help organizations and destructive deviance intends to harm, but the distinction between “good” and “bad” deviance is not always clear. Employee responses to coworker deviance are investigated. Results suggest that intent influences reactions more than outcomes and that individuals make inferences about intentions based on outcomes.
Melissa Gutworth, Pennsylvania State University
Jason Dahling, College of New Jersey
Submitter: Melissa Gutworth, mbg164@psu.edu

313-17 Leaders Blame Victims and Forgive Favorites When Assessing Employee Deviance
Research examined relations between instigated and experienced rudeness with supervisor’s perceptions of employee deviance, and whether these relationships were moderated by LMX and job performance. Results across 3 studies support our predictions, demonstrating that supervisors blame victims for their mistreatment and forgive “good” employees for rude behavior.
Shannon G. Taylor, University of Central Florida
Donald H. Kluehmer, University of Illinois at Chicago
Mark N. Bing, University of Mississippi
W. Matthew Bowler, Oklahoma State University
Jonathan R. Halbesleben, University of Alabama
Submitter: Shannon G. Taylor, sgtaylor@ucf.edu

313-18 When in Rome: The Effects of Coworker Abusive Behavior
A psychological process is proposed in which perceived abusive behavior in the work group affects personal abusive behavior through organizational trust, a process moderated by conscientiousness. Analyses on data from 1,760 personnel revealed no mediation effect but a moderating effect of conscientiousness on the relationships at each path in the model.
Laura Clark Joiner, University of Houston
Lars U. Johnson, University of Houston
L. A. Witt, University of Houston
Daniel J. Ingels, Jr., University of Houston
Kara Polk, University of Houston
Allison M. Tringale, University of Houston
James Rigby, University of Houston
Loring Crepeau, DEOMI
Submitter: L. A. Witt, witt@uh.edu

313-19 Identifying Dark Triad Managers Using Routinely Collected Data
Through simulation, authors demonstrate a reliable statistical signature for identifying dark triad managers. The signature relies on 2 measures that cannot easily be falsified (preemployment selection scores and salaries). A smaller than expected correlation between job ability and salary is more likely in work groups under a dark triad manager.
Laurence R. Gore, Ohio State University
Hannah Komorny, Ohio State University
Submitter: Laurence R. Gore, gore.95@buckeyemail.osu.edu

313-20 A Meta-Analysis of Victim Dispositional Traits and Workplace Victimization
Authors present a meta-analysis of relationships between victim dispositional characteristics (e.g. big-5 personality) and self-reported workplace victimization to (e.g., abusive supervision, incivility). Overall, agreeableness, conscientiousness, age, positive affectivity, and job performance were negatively associated with self-reported victimization, whereas neuroticism, negative affectivity, and trait anger were positively associated with self-reported victimization.
Frank Mu, University of Waterloo
Vincent Phan, University of Waterloo
Canaan Legault, University of Waterloo
Submitter: Canaan Legault, C3legaul@uwaterloo.ca

313-21 Rocking the Boat but Getting Kicked Out: Employee Challenging Voice
Building upon social information processing theory and threat theory, authors propose that employees’ challenging voice could lead to leader ostracism via feelings of threat; and supervisor–subordinate goal congru-
313-22 Role of Bullying, Distributive Justice, and Recourse on Employee Loyalty

Unfortunately, workplace bullying is becoming more prevalent. In this study, the relationship among bullying, distributive justice, employee recourse, and employee loyalty is explored. Results indicate a negative relationship between bullying and loyalty, with distributive justice mediating this relationship. Practitioners should encourage recourse policies and distributive justice to increase employee loyalty.

Michele N. Medina, University of North Texas
Submitter: Michele N. Medina, michele.medina@unt.edu

313-23 CWB Scales Moderate the CWB–Job Satisfaction Relationship: A Meta-Analysis

This meta-analysis examines the equivalence of 2 commonly used counterproductive work behavior (CWB) scales—the Counterproductive Work Behavior Checklist (Spector et al., 2006) and Workplace Deviance Scale (Bennett & Robinson, 2000)—by examining CWB measure as a moderator of the relationship between CWB and job satisfaction.

Stacy Sim, Bowling Green State University
Samantha A. Nesnidal, Bowling Green State University
Submitter: Stacy Sim, sims@bgsu.edu

313-24 Goal Setting and Unethical Behavior: Journey Toward the Goal Matters

Recent evidence shows that difficult, specific goals can lead to unethical behaviors. However, even though goal pursuit happens over time, studies have not considered the journey along the way. In this study, progressing towards the goal at a decelerating rate (vs. constant rate) was shown to reduce unethical behaviors.

Midori Nishioka, University of Waterloo
James W. Beck, University of Waterloo
Submitter: Midori Nishioka, mishiok@uwatierloo.ca

313-25 Emotional Intelligence and Counterproductive Work Behaviors: A Meta-Analytic Examination

Emotional intelligence is used in countless organizations, but the construct is still not fully understood. This meta-analysis serves to expand the evidence-based knowledge around emotional intelligence to include counterproductive work behaviors, such as abuse and theft. Analyses offer some support for emotional intelligence as a predictor of counterproductive work behaviors.

Casey A. Giordano, University of Minnesota
Deniz S. Ones, University of Minnesota
Submitter: Casey A. Giordano, Giord023@umn.edu

313-26 Third Party Reactions to Mistreatment of a Supervisor

This study assesses third party reactions to the social undermining of a supervisor. Integrating theories about role perceptions, a serial mediation model is presented depicting that mistreatment of a superior impacts employee performance behaviors and job attitudes through the mechanisms of perceived supervisor competence, role conflict, and role ambiguity.

Bailey A. Bigelow, University of Central Florida
Manuela Priesemuth, Villanova University
Submitter: Bailey A. Bigelow, bailey.bigelow@ucf.edu

313-27 Intentionality’s Effects on the Dimensionality and Frequency of Workplace Aggression

Although workplace aggression is defined with an “intention to harm others,” aggression scales do not commonly measure intent. It was found that inclusion of intent in aggression scales displays implications for aggression’s occurrence rate. Furthermore, aggression shows a strong general factor as well as subfactors beyond the general factor.

Oren R. Shewach, University of Minnesota
Paul R. Sackett, University of Minnesota
Submitter: Oren R. Shewach, shewa006@umn.edu

313-28 An Item Response Theory Analysis of CWB Measurement Artifacts

This study examined the causal effects of modifying scale characteristics (RS and RTF) of the Counterproductive Work Behavior Checklist (Spector et al., 2006) on CWB relationships and responses at the item and scale level, using classical test theory and item response theory analyses.

Stacy Sim, Bowling Green State University
Submitter: Stacy Sim, sims@bgsu.edu

313-29 Reliability Generalization of Bennett and Robinson’s Workplace Deviance Scale

Authors coded 275 unique administrations of the WDS. The standard deviation of the scores was positively associated with score reliability (Cronbach’s alpha). In addition, the number of items, rating source, and response format used were found to impact score reliability in the hypothesized direction. Implications for future research are discussed.

Armando C. Falcon, Florida International University
Chockalingam Viseswaran, Florida International University
Submitter: Armando C. Falcon, armando.falcon@fiu.edu

313-30 The Liability of Organizational Pride

Research examines links between experienced coworker incivility and employee incivility behavior toward coworkers by testing mediating and moderating roles of emotional exhaustion and organizational pride, respectively. The mediated relationship between coworker incivility and incivility behavior toward coworkers through emotional exhaustion is stronger when employees have higher levels of organizational pride.

Yuyan Zheng, Durham University
Erica Xu, Hong Kong Baptist University
Les Graham, Durham University
Submitter: Yuyan Zheng, zhengyuyan0614@hotmail.com

313-31 How and When Unethical Leader Behavior Influences Knowledge Sharing

Drawing on conservation of resources (COR) theory, this study investigates the negative effect of unethical leader behavior on knowledge sharing. Using a moderated-mediation framework, findings demonstrate that unethical leader behavior diminishes subordinates’ knowledge sharing via repressed intrinsic motivation. Furthermore, this mediated effect is strengthened when overall justice is low.

Soohyun Yoon, Seoul National University
Seo In Yoon, Seoul National University
Woohye Choi, Seoul National University
Sunghyuck Mah, Seoul National University
Seokhwa Yun, Seoul National University
Submitter: Soohyun Yoon, sshyoon@gmail.com

313-32 Cognitive Dissonance Mechanisms Applied to Organizational Theft

Building off Spector and Fox’s (2002) stressor-emotion model of counterproductive work behavior, this study examined how one cognitive dissonance “induction” mechanism (hypocrisy) and 2 reduction mechanisms (moral licensing and moral disengagement) related to theft. Participants in a moral licensing condition with high propensities to morally disengage had the highest theft responses.

Nicole M. Francavilla, North Carolina State University
Amanda L. Young, North Carolina State University
Laura J. Williams, North Carolina State University
Submitter: Nicole M. Francavilla, nfranca@ncsu.edu

313-33 A Sense of (Im)balance in Interpersonal (Mis)treatments at Work

Applying equity theory and discrete emotions perspectives to interpersonal relationships, this scenario-based experiment demonstrates that individuals perceive a sense of (im)balance in interpersonal (mis)treatments in their relationships with others at work. A sense of imbalance is associated with different emotions and these emotions in turn relate to important work outcomes.
314. Panel Discussion: 1:00PM-2:20PM S. Hemisphere IV
You've Provided Insights, Now What? Translating Talent Analytics Into Actions
This session will focus on the keys to the successful transition from analy- 
tsics from 6 organizations will share lessons learned drawing on 
diverse talent analytics including learning, diversity and inclusion, em- 
ployee retention, team staffing, compensation, corporate responsibility, 
and organizational effectiveness.
Zoa M. Ordonez, PepsiCo, Chair
Brett Anthony Agypt, Cox Automotive, Panelist
Adrian Goh, Wal-Mart Stores, Inc., Panelist
Richard A. Guzzo, Mercer, Panelist
Lily Maisen, PepsiCo, Panelist
Adam T. Myer, Johnson & Johnson, Panelist
Haig Nalbantian, Mercer, Panelist
Submitter: Zoa M. Ordonez, zoa.ordonez@gmail.com

315. Panel Discussion: 1:30PM-2:20PM Americas Seminar Administration CAN Be Good!
Many academics equate administration with Darth Vader and his Empire. 
But administration can be rewarding and helpful. This discussion brings 
administrators together to discuss how I-O skills help administrators 
succeed and to provide a realistic job preview of administrative roles. 
Especially recommended for early career and midcareer folks.
Mind E. Bergman, Texas A&M University, Chair
Peter D. Bachiochi, Eastern Connecticut State University, Panelist
Reeshad S. Dalal, George Mason University, Panelist
Melissa L. Gruys, Indiana University-Purdue University Fort Wayne, Panelist
Michael J. Zickar, Bowling Green State University, Panelist
Submitter: Mindy E. Bergman, mindybergman@tamu.edu

316. Panel Discussion: 1:30PM-2:20PM Asia 1
Communicating Our Value as I-O Practitioners
To scope a role and contribute value as an I-O practitioner, it is important to 
be able to communicate one's skillset clearly. During this panel, represent- 
tatives from a variety of organizations will discuss personal experiences, 
lessons learned, and tips and tools for managing their I-O identities at work.
Catherine Ott-Holland, Google, Inc., Chair
Marina Pearce, Ford Motor Company, Panelist
Kevin C. Stanek, Gilead Sciences, Panelist
Ryan P. Robinson, Jackson National Life Insurance Co., Panelist
Sarah G. Semmel, Twitter, Panelist
Carra S. Sims, RAND Corporation, Panelist
Submitter: Marina Pearce, mpearce24@ford.com

317. Special Events: 1:30PM-2:20PM Asia 2
Executive Board Special Session: Understanding I-O Education and Training From an International Perspective
In this session, the Education & Training (E&T) International Subcommittee 
will provide an update to the SIOP community on efforts to better un- 
derstand I-O E&T from an international perspective. Audience members 
will be able to provide input regarding other models of I-O graduate and 
undergraduate E&T outside of the U.S.
Marissa L. Shuffler, Clemson University, Chair
Joseph A. Allen, University of Nebraska at Omaha, Co-Chair
Submitter: Marissa L. Shuffler, mshuffler@clemson.edu

318. Symposium/Forum: 1:30PM-2:20PM Asia 4
Overcoming Common Problems in Meta-Analysis
In completing a meta-analysis, researchers encounter problems 
concerning the nature of the data and their proper statistical 
treatment. This symposium presents 3 papers describing common problems and how to solve them. The audience may download software and run analyses simultaneously with presenters (laptop and R software needed to run analyses).
Su Kyung Kim, Wilfrid Laurier University
Yujie Zhan, Wilfrid Laurier University
Submitter: Su Kyung Kim, kimsx590@mylaurier.ca
Sven Kepes, Virginia Commonwealth University, Michael A. McDaniel, Virginia Commonwealth University, Sensitivity Analyses in Meta-Analytic Reviews
Fred Oswald, Rice University, Chen Zuo, Rice University, Evan Mulfinger, Rice University, Modeling Dependent Effect Sizes in Meta-Analysis: Comparing Two Approaches
Michael T. Brannick, University of South Florida, Sean Potter, University of South Florida, Improved Weights for Estimating the Meta-Analytic Mean
Scott B. Morris, Illinois Institute of Technology, Discussant
Submitter: Michael T. Brannick, mbrannick@usf.edu

319. Special Events: 1:30PM-2:20PM Asia 5
Invited Speaker Session: Toward a New Organization: Building and Measuring Teams
This session brings together 3 large organizations simultaneously conduct- ing leading edge research on teams. What makes teams effective? How 
does one measure its effectiveness? Why do we like some teams more than others? Practitioners will present their research and its applications, 
and discuss surprising commonalities (and differences) among the findings.
Madhura Chakrabarti, Bersin by Deloitte, Deloitte Consulting LLP, Chair
Shawn M. Del Duco, Intel Corporation, Presenter
Ashley Goodall, Cisco Systems Inc., Presenter
Gary Johnsen, Deloitte, Presenter
Paul K. F. Chan, Intel Corporation, Presenter
Submitter: Madhura Chakrabarti, mchakrabarti@deloitte.com

320. Panel Discussion: 1:30PM-2:20PM Australia 3
Is There a Replication “Crisis” (Yet) in I-O Psychology?
How trustworthy is the empirical basis of I-O psychology? Is there a 
reliability crisis in I-O or is replicability irrelevant due to meta-analysis?
Three psychologists will discuss the implications of the recent replicability 
crisis for I-O psychology research and practice. Both micro and macro 
methodology risks will be discussed.
Theodore L. Hayes, U.S. Department of Justice, Co-Chair
Jeffrey M. Cucina, U.S. Customs and Border Protection, Co-Chair
Marcus Crede, Iowa State University, Panelist
In-Sue Oh, Temple University, Panelist
Larry J. Williams, University of Nebraska Lincoln, Panelist
Submitter: Theodore L. Hayes, thi2006@gmail.com

321. Alternative Session Type with presenters:
1:30PM-2:20PM N. Hemisphere A1
Words of Attraction: Job Ad Wording to Diversify Applicant Pools
Recruitment is a key component of the hiring process and important for 
maintaining a diverse workforce. This ignite-symposium-panel dis- 
cussion hybrid brings together an exciting group of experts to discuss 
empirical research on and best practice advice regarding the role of job 
advertisement wording in attracting a diverse applicant pool.
Roseanne J. Foti, Virginia Tech University, Co-Chair
Maureen E. McCusker, Virginia Tech University, Presenter
Derek S. Chapman, University of Calgary, Presenter
Eva Derous, Ghent University, Presenter
Stanley M. Gully, Pennsylvania State University, Presenter
Jean Phillips, Pennsylvania State University, Presenter
Sabine Szcesny, University of Bern, Presenter
Lien M. Wille, Ghent University, Presenter
Submitter: Maureen E. McCusker, mem66@vt.edu

322. Panel Discussion: 1:30PM-2:20PM N. Hemisphere A2
Leveraging Assessment Data: Creative Approaches to Finding Talent
As an industry, I-Os have all but mastered the art of using assessments-
for selection. Organizations have a stunning array of data, including 
digital records, to describe candidates. Panelists will share how they 
creatively leverage these data to add value well beyond the point of hire.
Miriam T. Nelson, Aon Hewitt, Chair
Megan Chandler, Marriott International, Panelist
Matt Dreyer, Prudential Financial, Panelist
Amy Dawgert Grubb, Federal Bureau of Investigation, Panelist
Michal Kosinski, Stanford University, Panelist
Submitter: Miriam T. Nelson, nelson@aonhewitt.com
323. Symposium/Forum: 1:30PM-2:20PM  N. Hemisphere A3
Counterproductivity in a Military Context

Military organizations are distinguished from other organizations primarily in terms of an ethos that facilitates common member understanding of the requirements of the profession. In this context, counterproductivity can have added meaning/significance. This symposium explores various antecedents, mediators, and consequences with implications for military selection, leadership, and programs/policies.

Wendy Darr, Department of National Defence, Chair
Wendy Darr, Department of National Defence, Jennifer M. Peach, Department of National Defence, M. Katharine Berlinguette, Canadian Armed Forces, Counterproductivity: Antecedents, Mediators, Consequences in Military Context
Wendy Darr, Department of National Defence, Identifying Integrity-Relevant Personality Traits

Ann-Renee Blais, Department of National Defence, Key Drivers of Basic Training Attrition: Personality and Person–Organization Fit
M. Katharine Berlinguette, Canadian Armed Forces, Jennifer M. Peach, Department of National Defence, Psychological Distress in CAF Grievers: The Mediating Role of Justice
Manon Mireille LeBlanc, Department of National Defence, Ann-Renee Blais, Department of National Defence, Abusive Supervision and Work Attitudes: Experienced and Observer Effects
Jennifer M. Peach, Department of National Defence, E. Kevin Kelloway, Saint Mary's University, Erin C. Squires, Department of National Defence, Damian O'Keefe, Department of National Defence, Effective Leadership Profiles: Impact on Workplace Outcomes

Submitter: Wendy Darr, wendy.darr@gmail.com

324. Panel Discussion: 1:30PM-2:20PM  N. Hemisphere A4
Yearly, Quarterly, Monthly, Daily: Choosing the Best Survey Cadence

HR experts proclaim that the annual census survey is dead. Companies today require a more frequent, even daily, infusion of employee insights. But is that true? Maybe, maybe not. Four experts discuss organization survey programs with different methodologies, all successful. Which cadence is best? It depends on organization objectives.

Sarah R. Johnson, Perceptyx, Chair
Allen M. Kamin, GE, Panelist
Rob Lewis, Pfizer, Panelist
Elizabeth A. McCune, Microsoft Corporation, Panelist
Jolene L. Skinner, Impact Nashville, Panelist

Submitter: Sarah R. Johnson, srojohnson798@gmail.com

325. Symposium/Forum: 1:30PM-2:20PM  N. Hemisphere E1
Linking Organizational Culture to Patient Safety and Healthcare Quality

There is a large body of research linking organizational climate and culture to organizational outcomes, but there is a dearth of research on this topic in healthcare organizations. This symposium presents 3 studies linking organizational culture to patient safety and healthcare quality.

Joann S. Sorra, Westat, Chair
Sallie J. Weaver, National Cancer Institute, Yea-Jen Hsu, Johns Hopkins University, Lauren E. Benishek, Johns Hopkins School of Medicine, Peter J Pronovost, Johns Hopkins University School of Medicine, Elizabeth Wick, Johns Hopkins School of Medicine/Armstrong Institute for Patient Safety & Quality, Perioperative Patient Safety Culture Moderates a Bundled Surgery Improvement Intervention
Jonathan D. Burlson, St. Jude Children's Research Hospital, James M. Hoffman, St. Jude Children's Research Hospital, Within-Group Disagreement and Distribution: An Underutilized Patient Safety Culture Perspective

Submitter: Naomi Dyer Yount, naomiyoount@westat.com

326. Panel Discussion: 1:30PM-2:20PM  N. Hemisphere E2
Using I-O for Good: The Power of Prosocial I-O Work

I-Os have the opportunity to leverage specialized training and skills to assist nonprofits that positively impact our local communities. Panelists will discuss how they have used their skills for philanthropy. Guidance on how to get involved and to choose a direction for pro bono work will be discussed.

Holly S. Payne, CEB, Chair
Douglas Wolf, Select International, Panelist
Patty Kubus, Leadership Potential International, Panelist
Donald R. Scott, DDI, Panelist
Eleanor B. Williams, University of North Carolina at Charlotte, Panelist
Submitter: Holly S. Payne, holly.payne@cebglobal.com

327. Symposium/Forum: 1:30PM-2:20PM  N. Hemisphere E3
Measurement Invariance of Work–Family Conflict and Psychological Well-Being Measures

This symposium emphasizes the importance of measurement invariance (MI) testing in work–family conflict and psychological well-being measures. Specifically, the studies presented empirically investigate the MI of work–family conflict across gender, life satisfaction across 26 countries, and positive/negative affect across 3 time points.

Louis Tay, Purdue University, Chair
Seulki Jang, University of South Florida, Co-Chair
Maryana Arvan, University of South Florida, Seokjoon Chun, University of South Florida, Pablo Ignacio Escobari, IESE Business School, Stephanie A. Andel, University of South Florida, Keaton A. Fletcher, University of South Florida, Seulki Jang, University of South Florida, Shani Pindek, University of South Florida, Britany N. Telford, University of South Florida, Are Work–Family Conflict Measure Gender Invariant? A Multistudy Exploration
Seulki Jang, University of South Florida, Eun Sook Kim, University of South Florida, Chunhua Cao, University of South Florida, Tammy D. Allen, University of South Florida, Cary Cooper, University of Manchester, Lauren M. Lapierre, University of Ottawa, Michael P. O'Driscoll, University of Waikato, Juan I. Sanchez, Florida International University, Measurement Invariance of Life Satisfaction Across 26 Countries

Christopher Wiese, Purdue University, Louis Tay, Purdue University, Measurement Invariance of Well-Being Over a Life Course
Submitter: Seulki Jang, seulki@mail.usf.edu

328. Special Events: 1:30PM-2:20PM  N. Hemisphere E4
Alliance Special Session: The Impact of Technology on Recruitment and Selection: International Perspectives

This panel brings together a team of leading international experts who will discuss how technology is changing the face of recruitment and selection practices around the globe. Topics include big data in recruitment and selection, gamification as a selection tool, and social sensing technologies in selection and training.

Ioannis Nikolau, Athens University of Economics and Business, Chair
Benjamin Hawkes, Shark International, Discussant
Konstantina Georgiou, Athens University of Economics and Business, Presenter
Richard N. Landers, Old Dominion University, Presenter
Markus Langer, Saarland University, Presenter
Submitter: Ioannis Nikolau, inikol@aub.gr

329. Panel Discussion: 1:30PM-2:20PM  S. Hemisphere I
I-O Psychology in an IT World

The human capital systems that I-O psychologists develop have traditionally been delivered in suboptimal formats. As technology advances, organizations are increasingly requesting that these systems be delivered as electronic, interactive tools. This diverse panel will discuss the processes and issues associated with delivering I-O content in an IT world.

Kelley J. Krokos, American Institutes for Research, Chair
Michael S. Fetzer, CultureFactors, Panelist
Joseph A. Jones, Society for Human Resource Management, Panelist
Tara Myers, American Nurses Credentialing Center, Panelist
Martin Lanik, Pinsights, Panelist
Submitter: Kelley J. Krokos, kkrkos@air.org

330. Symposium/Forum: 1:30PM-2:20PM  S. Hemisphere II
Taking a “Little Data” Approach in a Big Data World

The topic of Big Data seems to be nearly everywhere. Yet it often appears that the methodologies for analyzing Big Data are in opposition with what I-O psychologists have been taught. This symposium will
331. Symposium/Forum: 1:30PM-2:20PM  S. Hemisphere III  
An Examination of Candidate Completion Rates  
A concern for organizations using unproctored internet-based assessment is that not all candidates complete the assessment. However, empirical research on factors that contribute to this phenomenon is scarce. Presenters from academic, internal consulting, and external consulting will share findings regarding factors impacting completion rates and will discuss implications for organizations.
- Daniel B. Koletsky, Shaker Consulting Group, Co-Chair
- P. Carter Gibson, Shaker Consulting Group, Co-Chair
- Tanner A. Kluth, University of Central Florida, Wei Wang, University of Central Florida, Co-Presenter

332. Alternative Session Type with presenters:  
1:30PM-2:20PM  S. Hemisphere V  
All Hands on Deck: Male-Buy In and Gender (In)Equality  
From a recent McKinsey survey, 70% of men recognize the importance of gender diversity, only 12% believe that women have fewer opportunities. Given that the majority of positions of power are still held by men, one key to addressing gender inequality might lie in increased male buy-in and awareness.
- Brandy N. Parker, Johnson & Johnson, Co-Chair
- Christoph Gloger, Louisiana Tech University, Co-Chair

333. Symposium/Forum: 3:00PM-4:20PM  Americas Seminar  
Connecting Education and the Labor Market: Skills and Workforce Readiness  
Developing social-emotional (21st-century) skills is a challenge for education to make students ready for the workforce. Four presentations propose a framework for the organization and assessment of skills in education, connecting skills to labor market demands, and how career adaptation affects/is affected in transition from school to labor market.
- Filip De Fruyt, Ghent University, Oliver P. John, University of California, Berkeley, Co-Chair

334. Symposium/Forum: 3:00PM-4:20PM  Asia 1  
Stereotypes and Discrimination: Fresh Looks at an Age-Old Issue  
This symposium features 4 empirical papers that highlight new directions for understanding age stereotypes, bias, and discrimination in the workplace. Scholars focus on prescriptive age stereotypes, intersectional archetypes, multigroup attributions for discrimination, and age meta-stereotype consciousness. Taken together these studies help I-Os recognize the complexities of aging and work.
- Lisa Finkelstein, Northern Illinois University, Chair
- Elizabeth A. Hannahan, Northern Illinois University, Lisa Finkelstein, Northern Illinois University, Prescriptive Age Stereotypes at Work
- Justin Marcus, Ozyegin University, Barbara A. Fritzsch, University of Central Florida, Nicholas A. Smith, Pennsylvania State University, Alissa Gebben, University of Central Florida, Cagla Sahin, Sahin, Ezgi Emiroglu, Sahin, Larry R. Martinez, Pennsylvania State University, One Size Doesn’t Fit All: Initial Evidence on Prejudice Archetypes

335. Symposium/Forum: 3:00PM-4:20PM  Asia 3  
Social Network Analysis: Advances in Methodology, Theory, and Application  
Four studies demonstrate how social network analysis can be creatively applied in various areas of I-O psychology for both theoretical and methodological advancement. These applications include turnover, team collaboration and performance, and shared mental models.
- Wei Wang, University of Central Florida, Chair
- Tanner A. Kuhl, University of Central Florida, Co-Chair
- Tosho Murase, Roosevelt University, Co-Chair

336. Master Tutorial: 3:00PM-4:20PM  Asia 4  
Using New metaBUS Functions to Facilitate Systematic Reviews and Meta-Analyses  
The metaBUS platform provides web-based tools for finding, curating, synthesizing, and disseminating I-O research. An updated interface for facilitating meta-analyses is reported in 28 I-O journals from 1980–current is demonstrated. Presenters will engage attendees by demonstrating and providing access to the online platform (http://metabus.org). 
- Jasmine Y. Khosravi, Bowling Green State University, Presenter
- Colin Lee, University of Calgary, Presenter
- Frank A. Bosco, Jr., Virginia Commonwealth University, Presenter
- Piers Steel, University of Calgary, Presenter

337. Panel Discussion: 3:00PM-4:20PM  Asia 5  
Getting Started as a New Teacher in I-O and OB/HR  
This session will present tips and suggestions for those new to teaching, including graduate students, adjuncts, and assistant professors, from a panel of award-winning teachers. Topics will include managing your first class, incorporating innovative teaching methods, and ensuring student learning. Panelists will also field audience questions.
338. Poster: 3:00PM-3:50PM  Atlantic BC
Groups / Prosocial
338-1 Volunteers Volunteer to Become Engaged at Work
Volunteering serves the community, but does it serve work organizations? This study examines the effects of volunteering on work engagement. Those who do volunteer are more engaged at work. In addition, the meaningfulness of the volunteer activity increases engagement depending on the nature of the volunteer work.
Rebekka L. Erks, University of Nebraska-Omaha
Joseph A. Allen, University of Nebraska-Omaha
Lynn K. Harland, SPHR/University of Nebraska-Omaha
Submitter: Rebekka L. Erks, rerks@unomaha.edu

338-2 Family Relationships, Coordination, and NCAA Basketball Team Performance
Antinepotism policies are often based on negative perceptions of family relationships in the workplace. This study challenges antinepotism policies and examines whether team performance is affected by familial relationships. As expected, results suggest family members coordinate more effectively and positively contribute to team performance.
Erick Briggs, Saint Louis University
Robert G. Jones, Missouri State University
Michele D. Smith, Missouri State University
Louis L. Oberdiear, Missouri State University
Submitter: Erick Briggs, briggs26@slu.edu

338-3 Team Roles and Role Triggers in Long Duration Exploration Missions
As NASA pushes forward towards longer duration missions (e.g. Mars) it is important to reassess the previously developed LDEM team role taxonomy. This study uses thematic analysis of interviews with LDEM SMEs to investigate whether their accounts of team functioning within longer duration missions align with the aforementioned taxonomy.
Douglas Monsky, University of Central Florida
Christina N. Lacerenza, Rice University
Ryan Howell, University of Central Florida
C. Shawn Burke, University of Central Florida
Eduardo Salas, Rice University
Submitter: Douglas Monsky, douglasmonsky@gmail.com

338-4 Unobtrusive Measurement of Team Resilience Using Computer-Aided Text Analysis
To assess team resilience unobtrusively, authors examined conversation transcripts of 79 teams engaged in a laboratory team task using computer-aided textual analysis. A team resilience dictionary predicted team performance beyond observer or team member self-ratings. Results suggest measurement of team states/processes can be unobtrusive, scalable, and valid.
Christopher P. Cerasoli, Group for Organizational Effectiveness
George M. Alliger, Group for Organizational Effectiveness
Scott I. Tannenbaum, Group for Organizational Effectiveness
John E. Mathieu, University of Connecticut
Submitter: Christopher P. Cerasoli, chris.cerasoli@groupoe.com

338-5 Portrayed Competence and Cohesion in Virtual MTS Assembly
Authors investigate how a team’s initial portrayal of competence in an online profile impacts the development of cohesion within the team and larger MTS. Whereas portrayed competence is beneficial for MTS cohesion, too much portrayed competence is detrimental for team cohesion.
Benjamin R. Jones, Georgia Institute of Technology
Raquel Asencio, Purdue University
Leslie A. DeChurch, Northwestern University
Submitter: Benjamin R. Jones, benjaminrjones92@gmail.com

338-6 Predicting Employee Green Behavior Using the Theory of Planned Behavior
As organizations attempt to go green, the need to be able to measure and predict employee green behavior (EGB) becomes increasingly important. This study utilizes the theory of planned behavior (TPB) to predict the overarching construct of EGB. Results support the TPB-driven hypotheses for predicting EGB.
Erin Delle, University of West Florida
Kristina N. Bauer, Illinois Institute of Technology
Susan Walsh, University of West Florida
Submitter: Kristina N. Bauer, kbauer1013@gmail.com

338-7 The Relevance of Climate in Teamwork: A Mediation Study
The mediating role of team participative safety climate in the relationship between team-efficacy and team attitudes (satisfaction and future team attitude) was examined. Results indicated that team participative safety climate fully mediated the relationship between team efficacy and team satisfaction but partially mediated the team-efficacy and future team attitude relationship.
Rose Fonseca, University of Tulsa
Anupama Narayan, University of Tulsa
Submitter: Anupama Narayan, anupama-narayan@utulsa.edu

338-8 Media, Communication, and Trust: A Virtual Teams Conundrum
This study examined the ways in which degrees of virtual communication (i.e., “media richness”) affected task- and socially oriented communication in virtual teams and their effects on team process and performance. High media richness and trust were each shown to mitigate the negative effects of virtuality on team communication and performance.
Scott A. Cassidy, University of Guelph
Harjinder Gill, University of Guelph
Submitter: Scott A. Cassidy, M.A., cassidys@uoguelph.ca

338-9 The Effects of Team Personality Composition on Individual Role Performance
This study examined team personality composition and individual role performance. Findings suggest team personality elevation and diversity exhibit a significant effect on individual role performance. Specifically, elevation in team conscientiousness positively predicted task role performance and diversity in team trait anger positively predicted social role performance.
Rusty Gillain, Central Michigan University
Bailey Schrock, Central Michigan University
Matthew S. Prewett, Central Michigan University
Submitter: Rusty Gillain, gilla1r@cmich.edu

338-10 Job Satisfaction and Voluntary Workplace Green Behavior: A Cross-Level Model
Authors investigated the relationships among job satisfaction, voluntary workplace green behavior (VWGB), and group gender composition. Job satisfaction promotes VWGB, which is more salient in groups with more women. Also, VWGB does not yield job satisfaction, but this relationship occurs in groups with less women.
Andrea Kim, Sungkyunkwan University
Youngsang Kim, Chinese University of Hong Kong
Kyongi Han, Baylor University
Submitter: Andrea Kim, vivahr.andy@gmail.com

338-11 Defeating Ourselves: Effects of Initial Team Expectations on Performance
In a study of 108 teams, this research demonstrates that initial team performance expectations, formed even before members are very familiar with their task or member capabilities, influence subsequent performance via risk-taking behavior. The tendency for low-expectation teams to fall into this “risk-taking trap” is mitigated by their information processing motivation.
Dustin J. Sleesman, University of Delaware
John R. Hollenbeck, Michigan State University
Matthias Spitzmuller, Queen’s University
Maartje E. Schouten, Michigan State University
Submitter: Dustin J. Sleesman, sleesman@udel.edu
338-12 Toward a Theory of Antecedents, Correlates, and Outcomes of Cohesion
Cohesion is among the most researched factors in the team literature, but less attention has been focused on understanding the variables that predict, covary, or are outcomes of cohesion. Authors reviewed research across diverse literatures and outlined a framework specifying factors posited to influence cohesion and identified outcomes of cohesion.
Armando X. Estrada, Department of Defense
Jamie B. Severt, Fors Marsh Group
Milani Jimenez-Rodriguez, U.S. Army Research Institute
Gerald F. Goodwin, U.S. Army Research Institute
Submitter: Jamie B. Severt, jsevert@formarshgroup.com

338-13 Patient Identity: Construct Conceptualization and Preliminary Empirical Findings
Transference has historically been regarded by clinicians as deleterious for patient treatment. The shift to value-based compensation systems in organized medicine, however, compels new provider competencies enabling team-based, coordinated care delivery. This paper reports on a newly developed self-report instrument for assessing a healthcare provider’s patient identity.
Matthew J. Kerry, Federal Institute of Technology (ETH-Zurich)
Submitter: Matthew J. Kerry, mkkerry@gmail.com

338-14 Interactive Effects of Person–Group Fit on Leaving Intentions and Creativity
This study investigates the relationship of 2 types of perceived person–group (P–G) fit on turnover intention and creativity. Using survey data from a public-sector firm, the study found different interactive relationships between supplementary fit on values and complementary fit on abilities with the 2 outcomes.
Jee Young Seong, Chonbuk National University
Amy L. Kristof-Brown, University of Iowa
Doo-Seung Hong, Seoul National University
Submitter: Jee Young Seong, sjlyk@gmail.com

338-15 Building Blocks of Shared Leadership: Compositional Traits and Compositional Specialties
Research examines the compositional (i.e.,member functional differences) and compositional (i.e., mean member core self-evaluation [CSE]) factors promoting the development of shared leadership networks in teams. Positive relationships are hypothesized and found for team-level CSE but suggest a cooperative climate is necessary for functional diversity.
Lauren D’Innocenzo, Drexel University
Michael R. Kukenberger, University of New Hampshire
Submitter: Lauren D’Innocenzo, lauren.dinnocenzo@drexel.edu

338-16 Competencies in Multidisciplinary Research Teams: A Systematic Review
As multidisciplinary collaborations of science teams become more common, it is important to understand the core knowledge, skills, and attitudes needed for team members and team leaders. This study employs a literature review to identify several core competencies. Results indicated 12 core competencies that were extracted from the literature.
Christina N. Lacerenza, Rice University
Melanie Johnson, Rice University
Denise L. Reyes, Rice University
Amanda L. Woods, Rice University
Eduardo Salas, Rice University
Submitter: Christina N. Lacerenza, clacerenza@gmail.com

338-17 Surviving Group Politics With Political Skill: Leader–Member Exchange as Mediator
Based on the conservation of resource theory, authors proposed and tested a moderated mediation model using data from 91 supervisors and 430 employees. Specifically, authors confirmed employees’ leader–member exchange mediated the positive relationship between political skill and performance. Furthermore, group politics perception, as the first-stage moderator, strengthened the indirect effect.

338-18 Examining Complementary Versus Supplementary Fit of Team Roles
This study examined how team members’ role behaviors affect team performance by examining potential supplementary and complementary fit in teams (n = 45). Findings indicate that teams with more fulfilled roles significantly correlated with task performance (r = .38, p < .05). Furthermore, means cores for individual roles positively correlated with performance.
Todd Pfenninger, AlixPartners
Bailey Schrock, Central Michigan University
Eleanor Lovering, Central Michigan University
Rusty Gillian, Central Michigan University
Matthew S. Prewett, Central Michigan University
Christian Taylor, Central Michigan University
Submitter: Bailey Schrock, baileyschrock@gmail.com

338-19 Team Trust and Team Performance: A Meta-Analysis
A meta-analysis of 84 studies of the team trust–performance relationship was conducted. Included studies used real organizational and educational work teams and team-level measures. Results revealed a significant, moderate, positive relationship, which was moderated by team size, team tenure, team setting study age, and type of performance measure used.
Amy Morississe, University of Oklahoma
Jennifer L. Kisamore, University of Oklahoma-Tulsa
Submitter: Jennifer L. Kisamore, jkisamore@ou.edu

338-20 A 10-Year Review of Methodological Foundation for Teams Research
This study systematically reviews research on teams from the past 10 years with the focus on internal, external, and construct validity. Future research directions and suggestions are made through the lens of the input-process-output (I–P–O) framework.
Kyle J. Page, Roosevelt University
Nicholas J. Gatto, Roosevelt University
Toshio Murase, Roosevelt University
Joseph B. Costa, Roosevelt University
Submitter: Joseph B. Costa, jcosta@mail.roosevelt.edu

338-21 Interdisciplinary Sensitivity in Interdisciplinary Science Teams Encouraging Learning and Communication
To achieve interdisciplinary, interdisciplinary teams must be able to integrate disparate disciplinary knowledge. Interdisciplinary sensitivity is an attitude of openness and willingness to work with other disciplines and can impact a team’s interdisciplinary. This study explores the interplay between interdisciplinary sensitivity, interdisciplinary learning, and cross-disciplinary communication.
Kathryn Narciso, Georgia Institute of Technology
Leslie DeChurch, Northwestern University
Ruth Kanfer, Georgia Institute of Technology
Steve Zaccaro, George Mason University
Submitter: Kathryn Narciso, katnarciso@gmail.com

338-22 CEOs and Socially Responsible Corporate Behavior: A Meta-Analytic Examination
A meta-analysis of 148 studies covering samples from 20 different countries reveal that certain CEO values, leader styles, and demographic characteristics do matter for socially responsible corporate behavior.
Sibel Ozgen Novelli, Florida International University
Submitter: Sibel Ozgen Novelli, sozgenno@fiu.edu

338-23 Faultlines and Decision-Making Structure in Teams Over Time
Very little research on faultlines has considered the relationship between faultlines and other structural characteristics of teams. This study explores the bidirectional nature of faultlines and decentralized decision-making structure using across-lagged model. Moreover, faultlines and decentralized decision-making structure are investigated as important factors influencing performance.
Walt Disney World Swan and Dolphin
Alexandra D. Petruzzelli, University of Akron
Caitlin E. McClurg, University of Akron

338-24 Conflict Management and Turnover Intention: Multilevel Curvilinear Model
Authors examined U-shaped curvilinear relationship between team-level conflict management and individual-level turnover intention by using ex- it-voice theory, bandwagon effect, and social loafing theory. The samples are collected from a manufacturing company with 331 team members from 48 teams, supporting the cross-level curvilinear hypothesis. It provides implications for human resource retention.
Cheol Young Kim, Seoul National University
Won-woo Park, Seoul National University
Hyun Sun Chung, Seoul National University
Submitter: Cheol Young Kim, cy0807.kim@gmail.com

338-25 S. Rains Wallace Dissertation Award: Power and Status in Groups
This study was conducted to clarify the main and joint effects of power and status differences on team outcomes, such as psychological safety, collective efficacy, and performance.
Jami Perry, Cornell University
Submitter: Jamie Perry, jlp358@cornell.edu

338-26 Getting to the Core of Entrepreneurship
The relationship between core self-evaluation (CSE) and entrepreneurial status and success were considered using archival data. Predictions received mixed results with a 3-way interaction between CSE, socioeconomic background, and firm human resources. Unexpectedly, CSE’s relationship with entrepreneurial status was stronger among people from lower socioeconomic backgrounds.
Alexander E. Gloss, North Carolina State University
Jeffrey M. Pollack, North Carolina State University
M.K. Ward, North Carolina State University
Submitter: Alexander E. Gloss, aegloss@ncsu.edu

338-27 Volunteer Perceptions of Upward and Downward Communication Facilitate Organizational Commitment
Volunteers who receive greater upward communication (i.e., perception of voice) and downward communication were more likely to experience higher engagement and organizational commitment. These relationships became stronger as volunteers received more training, highlighting that organizations may use communication and training as ways to generate social exchange relationships with their volunteers.
Kelly A. Prange, University of Nebraska-Omaha
Sheridan B. Trent, University of Nebraska-Omaha
Joseph A. Allen, University of Nebraska-Omaha
Submitter: Kelly A. Prange, kprange@unomaha.edu

338-28 The Origins and Consequences of Individual Team Ambivalence
Origins and consequences of team ambivalence, an individual’s state of tension in which positive and negative feelings toward one’s team exist simultaneously, are explored. The study of 22 teams of a construction company suggests that 2 distinct patterns of team member relationships foster team ambivalence, compromising individuals’ team commitment.
Jung Won Lee, HEC Paris
Mathis Schulte, HEC Paris
Submitter: Jung Won Lee, jung-won.lee@hec.edu

338-29 Challenges and New Directions in Examining Team Cohesion Over Time
Team cohesion is reviewed as it has been defined and relate it to common team lifespan taxonomies. Obstacles in measuring team cohesion over time are reviewed from both a theoretical and practical standpoint. Afterward, contributions for overcoming these obstacles and directions for moving forward are provided.
Caitlin E. McClurg, University of Akron
Alexandra D. Petruzzelli, University of Akron

Submitter: Jung Won Lee, jung-won.lee@hec.edu

338-30 Games at Work: Predictors of Team Performance in Interdependent Games
Relationships among team motivation, communication skills, knowledge sharing, and team performance were studied in an immersive ad-hoc team context. Findings indicated that when knowledge sharing is low, team motivation is a strong predictor of team performance; however, when knowledge sharing is high, team motivation is less relevant to performance.
Sylvia Luu, University of Tulsa
Chris Jordan Thomas, University of Tulsa
Jacqueline Boggs, University of Tulsa
Anupama Narayan, University of Tulsa
Submitter: Sylvia Luu, sylvia.luu.3@gmail.com

338-31 Team Mental Models and Goal Orientations in Predicting Creative Performance
The authors examined the effectiveness of different team mental model configurations, similar, complementary, and dissimilar, for managing a creative problem-solving task and the role of goal orientation for moderating the effects of team mental models on team performance. Similar team mental models and learning-performance goal orientation had the highest performance.
Andra Toader, University of Konstanz
Submitter: Andra Toader, andra.theodor@yahoo.com

338-32 Mapping Predictors of Team Effectiveness in an Airline Simulation
This study was conducted to map the predictors of team effectiveness. Team behavior and cognitive states are assessed as predictors of team effectiveness with team behaviors examined for mediation. Differential predictors for routine and nonroutine performance are examined.
Megan Wertheimer, Middle Tennessee State University
Glenn E. Littlepage, Middle Tennessee State University
Submitter: Glenn E. Littlepage, Glenn.Littlepage@mtsu.edu

338-33 Trust, Empowerment, and Psychological Safety: Longitudinal Study of Effective Teams
More research is needed on how teams function, perform, and evolve over time. Using a growth curve model, this study examined how propensity to trust, collective orientation, team empowerment, and psychological safety related to team effectiveness over time. Results showed that trust was important in achieving positive team outcomes.
Kyi Phyu Nyein, Florida Institute of Technology
Allyson D. Pagan, Florida Institute of Technology
Shelby-Jo Ponto, Florida Institute of Technology
Zhiqing E. Zhou, Florida Institute of Technology
Jessica L. Wildman, Florida Institute of Technology
Submitter: Kyi Phyu Nyein, lucky.kpn@gmail.com

339. Panel Discussion: 3:00PM-4:20PM N. Hemisphere A1
Looking Beyond Validity to Ensure Assessment Success
The successful implementation and sustainability of an assessment program is determined not only by the validity of an assessment but a number of other factors. Practitioners from 5 organizations will share their insights, perspectives, and experiences in how to successfully address these factors.
Jane Wu, IBM, Chair
Heather Graham, Burlington Northern Santa Fe Railway, Panelist
Erica L. Hauck, Frito-Lay North America, Panelist
Amanda Klabzuba, IBM, Panelist
Jacqueline A. Sahm, Hogan Assessments, Panelist
Jill Mowry Strange, Infir, Panelist
Evan R. Theys, Google, Panelist
Submitter: Jane Wu, jane.y.wu00@gmail.com
340. Symposium/Forum: 3:00PM-4:20PM  N. Hemisphere A3
The Aging Workforce and Sustainable Workplace Around the World
Countries worldwide are facing unique challenges with regard to aging workforces and methods for promoting successful aging at work. The current symposium contains cross-cultural aging research on job attitudes, work ability, job design, and leadership, and addresses policy implications for different countries.
Lisa Marchiondo, University of New Mexico, Co-Chair
Shan Ran, Wayne State University, Co-Chair
Barbara A. Fritzschke, University of Central Florida, Justin Marcus, Ozgeyin University, Fatma Seygili, Istanbul University, Ferry Fleurmond, University of Central Florida, Implications for Turkey’s Aging Workforce
Grant Brady, Portland State University, Donald M. Truxillo, Portland State University, David Cadiz, Portland State University, Jennifer R. Rineer, RTI International, Cross-Cultural Comparison of the Antecedents and Outcomes of Work Ability
Yisheng Peng, Bowling Green State University, Zhongjun Wang, Central China Normal University, Steve M. Jex, Bowling Green State University, Designing Jobs to Encourage Older Workers’ Knowledge Transfer
Greg R. Thrasher, Wayne State University, Shan Ran, Wayne State University, Cultural Values Moderate the Relationships Between Age and Leadership Behaviors
Margaret Beier, Rice University, Discussant
Submitter: Shan Ran, rochelleran@gmail.com

341. Panel Discussion: 3:00PM-4:20PM  N. Hemisphere A4
Competency Models: Develop, Socialize, Sustain
Identifying the best approach to conduct a competency modeling effort requires multiple considerations to ensure you have the right context, culture, and fit. In this session a panel of experienced practitioners will discuss best practices and POVs regarding job/competency analysis approaches taken for a variety of applications.
Anne-Sophie Deprez-Sims, APTMetrics, Inc., Co-Chair
Kevin B. Tamanini, DDI, Co-Chair
Carol Jenkins, Assess Systems, Panelist
Lisa Malley, DDI, Panelist
Ren Ngynen, Walmart Stores Inc., Panelist
Christine R. Schu, CEB, Panelist
James C. Sharf, Employment Risk Advisors, Inc., Panelist
Submitter: Anne-Sophie Deprez-Sims, annesophiedeprez@hotmail.com

342. Alternative Session Type with presenters: 3:00PM-4:20PM  N. Hemisphere E2
Entrepreneurial Innovation: I-O Psychologists Experimenting in Organizations
Six panelists will share their experiences leveraging experiments, using design thinking, and borrowing from the lean startup literature to drive innovation within their organizations. This alternative style session will include a panel discussion and live demonstration/experience allowing the audience to participate in designing an entrepreneurial innovation experiment.
Tiffany R. Poepelmann, LinkedIn, Chair
David L. Winsborough, Hogan Assessments, Discussant
Jürgen Bank, BHS, Presenter
Melissa M Harrell, Google, Presenter
Dan Heasman, The Rise Group, Presenter
C. Brooke Orr, The Coca-Cola Company, Presenter
Submitter: Tiffany R. Poepelmann, tiffany@pnpily.com

343. Symposium/Forum: 3:00PM-4:20PM  N. Hemisphere E3
Continuing to Broaden the Scope of IRT in Organizational Research
IRT continues to grow in interest in organizational research. This symposium deepens the understanding of IRT by highlighting how IRT methods can be employed to aid in the study of a diverse range of issues relevant to organizational research.
Dev K. Dalal, University at Albany, SUNY, Co-Chair
Cavan J. Gray, University of Georgia, Co-Chair
Q. Chelsea Song, University of Illinois at Urbana-Champaign, Yaowu Liu, Purdue University, Louis Tay, Purdue University, IRT Item Parameter Recovery: 1PL, 2PL, 3PL, GRM
Yi Fan, University of Georgia, Li Guan, University of Georgia, Nathan T. Carter, University of Georgia, A Method for Assessing the Unidimensionality of Unfolding Response Data
Cavan J. Gray, University of Georgia, Gary J. Lautenschlager, University of Georgia, Nathan T. Carter, University of Georgia, Improving Measurement Precision in Organizational Research
Rachel T. King, DDI, Michael J. Zickar, Bowling Green State University, Using MM-IRT-C to Explore Depression and Preemployment Personality Tests
Alan D. Mead, Talent Algorithms Inc, Discussant
Submitter: Cavan J. Gray, cgray@uga.edu

344. Symposium/Forum: 3:00PM-4:20PM  N. Hemisphere E4
Don’t Trust the B: Bisexual Stigma in Modern Organizations
Despite a societal move towards acceptance of LGBT individuals, little organizational research has focused on bisexual employees specifically. As such, the proposed symposium aims to provide initial insights into the unique experiences and challenges of managing a bisexual identity at work and seeks to stimulate an influx of new research.
Kristen P. Jones, University of Memphis, Co-Chair
David F. Arena, Jr., University of Memphis, Co-Chair
Jill Bradley, University of Colorado Colorado Springs, Kimberly Seck, University of Colorado, Colorado Springs, Perceptions of Bisexual Employees within the Mixed Stereotype Content Model
Christopher T. Austin, Washington State University, Tahira M. Probst, Washington State University Vancouver, Job Insecurity & Health: The Moderating Role of Sexual Orientation
Aspen J. Robinson, University of Georgia, Lindsay Brown, University of Georgia, Robert Sleight, University of Georgia, Kecia M. Thomas, University of Georgia, LGBTQ Experiences in Healthcare: How Sexual Identity Matters
David F. Arena, Jr., University of Memphis, Kristen P. Jones, University of Memphis, Perceptions of Bisexuality Disclosure in Job Applications
Leslie Ashburn-Nardo, Indiana University-Purdue University Indianapolis, Discussant
Submitter: David F. Arena, Jr., davearena@gmail.com

345. Master Tutorial: 3:00PM-4:20PM  S. Hemisphere I
Data Visualization With R
The computer language R offers powerful methods to communicate research results. This session will offer a tutorial to prepare data, create publication-ready data visualizations, and to publish results on interactive websites. Bring your laptop (optional) for this interactive session and download session materials here: http://bit.ly/SIOP_MasterTutorial
Adam S. Beatty, Human Resources Research Organization, Presenter
Jeff A. Jones, Korn Ferry, Presenter
Alexander R. Schwall, DDI, Presenter
Submitter: Alexander R. Schwall, alexander.schwall@gmail.com

346. Symposium/Forum: 3:00PM-4:20PM  S. Hemisphere II
Development and Scoring of Construct-Focused Situational Judgment Tests
Researchers and practitioners are becoming increasingly interested in designing situational judgment tests (SJT)s, which are typically created to simply mirror the performance domain, to assess specific constructs. This symposium considers how theoretical approaches to SJT design enable the application of existing or innovative scoring approaches.
Julia Golubovich, Educational Testing Service, Co-Chair
Cristina Anguiano-Carrasco, Educational Testing Service, Co-Chair
Winfred Arthur, Jr., Texas A&M University, Construct-Laden Situational Judgment Tests of Personality Traits: Ingenuity or Folly?
Julia Golubovich, Educational Testing Service, Christopher J. Lake, Kansas State University, Cristina Anguiano-Carrasco, Educational Testing Service, A Comparison of Theoretical Keys for an Achievement SJT
James A. Grand, University of Maryland, Benjamin R. Levine, University of Pennsylvania, Discussant
Submitter: Cristina Anguiano, anguiana@ets.org
Maryland, Preliminary Evidence for a Cognitive Processing Model of SJT Responding
Neal W. Schmitt, Michigan State University, Discussant
Submitter: Juliya Golubovich, jgolubovich@gmail.com

347. Panel Discussion: 3:00PM-4:20PM S. Hemisphere III
Focusing in on Driving Action in a Shifting Survey Landscape
The 2016 SIOP conference was buzzing around the many new and exciting possibilities for gathering data in organizations, but it is important to remember that the purpose of doing so is ultimately to inform action. This panel will explore the implications for driving action across varying methodologies of collecting data.
Lindsey M. Kotrba, Denison Consulting, Chair
Justin G. Black, Glint, Panelist
Daniel R. Denison, International Institute for Management Development, Panelist
James K. Harter, The Gallup Organization, Panelist
Michael Papay, Waggl, Panelist
Submitter: Lindsey M. Kotrba, lkotrba@denisonculture.com

348. Panel Discussion: 3:00PM-4:20PM S. Hemisphere IV
Annual EEOC/OFCCP Practitioner Update
The last few years have brought significant change in regulations impacting disability status, veterans, the LGBT population, selection, and pay equity issues. This presentation will update the SIOP community on the impact of new regulations, current EEOC and OFCCP enforcement trends, and potential implications of the U.S. presidential election.
Joanna L. Colosimo, DCI Consulting Group, Inc., Chair
Mike G. Aamodt, DCI Consulting Group, Inc., Panelist
Julia Bayless, Capital One, Panelist
David B. Schmidt, DDI, Panelist
Elizabeth Bradley, Fortney & Scott, LLC, Panelist
Nick Armstrong, Capital One, Panelist
Submitter: Joanna L. Colosimo, JColosimo@dciconsult.com

349. Panel Discussion: 3:00PM-4:20PM S. Hemisphere V
Married... With Children: Strategies for Surviving Grad School With Family
This session will present practical advice to I-O graduate students with spouses, partners, and/or children on how to manage the demands of graduate school while maintaining healthy family relationships at home. Panelist will share insights and strategies based on their personal experiences and expertise on work–life balance.
Temitayo Lawal, City of Dallas, Co-Chair
Angela R. Grotto, Manhattan College, Co-Chair
Submitter: Angela R. Grotto, angela.grotto@manhattan.edu

350. Special Events: 4:30PM-5:30PM Pacific BC
Closing Plenary
Fred Oswald, Rice University, Chair
Stanley G. Love, NASA Astronaut, Keynote Speaker
Submitter: Fred Oswald, foswald@rice.edu

Explore New Frontiers at the Closing Plenary!
Not only will Dr. Fred Oswald lay out his vision for SIOP, but Dr. Stan Love, astronaut and crew representative for the NASA Space Launch System, will discuss the future of space exploration. Don’t miss it!
Saturday 4:30PM-5:30PM in Pacific BC

End the conference on a high note at the closing reception!
Join your friends and colleagues for this Cuban-themed extravaganza. Feast on tasty Cuban cuisine while the Coco Loco band plays your favorite Latin and Calypso tunes!

6:00 PM to 8:00 PM N. Hemisphere BD
Digital Assessments by HireVue provide powerful, predictive assessments in a single video interview.

Backed by IO Psychology, data science and machine learning, digital assessments by HireVue provide predictive insights tied to real performance data in a candidate friendly experience. HireVue’s video intelligence for talent decisions provides a consistent and positive experience for candidates and predictive assessments for business and talent leaders.

hirevue.com/solutions/digital-assessment
Thursday – April 27, 2017
12:00 PM – Program ID-036
Workplace Automation
and the Future of IO Psychology
5:00 PM – Northern Hemisphere A4
Evolution vs Revolution: Adapting Performance Management for Today and Tomorrow

Friday – April 28, 2017
10:00 AM – Program ID-137
Making Better Business Decisions?
Risks and Rewards in Big Data
3:00 PM – ProgramID-196
Opportunities and Challenges in Electronic Human Resource Management
4:30 PM – ProgramID-221
Invited Session: SIOP Shaken & Stirred

Saturday – April 29, 2017
8:00 AM – ProgramID-243
Next Generation Assessment – The State of Innovations in Selection Science