<table>
<thead>
<tr>
<th>EVENT, TITLE and PEOPLE</th>
<th>DAY/TIME</th>
<th>FACILITY/ROOM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Paper Session (S): Career Entry and Mentoring</td>
<td>8/04 Thu: 8:00 AM - 8:50 AM</td>
<td></td>
</tr>
</tbody>
</table>

**Participant: 1st Author**

Jan Ketil Arnulf, PhD, BI Norwegian School of Management, Oslo, Norway  
*Title:* Can Students’ Motivation to Become Self-Employed Be Influenced by Business School Education?  
*Co-Author:* John-Erik Mathisen, MA, BI Norwegian School of Management, Oslo, Norway  
*Co-Author:* Thorvald Hærem, PhD, BI Norwegian School of Management, Oslo, Norway

Jonathan M. Holland, MS, Old Dominion University  
*Title:* Examining Benefits and Barriers to Capitalization in Computer Science and Engineering Undergraduates  
*Co-Author:* Thivia Mogan, BA, Old Dominion University  
*Co-Author:* Valerie J. Morganson, MS, Old Dominion University  
*Co-Author:* Debra A. Major, PhD, Old Dominion University  
*Co-Author:* Karin A. Orvis, PhD, Old Dominion University  
*Co-Author:* Jonathan M. Holland, MS, Old Dominion University

SuJin Son, PhD, Ajou University, Suwon, Republic of Korea  
*Title:* What Makes Protégés Take Mentors’ Advice in a Formal Mentoring Relationship?  
*Co-Author:* Do-Yeong Kim, PhD, Ajou University, Suwon, Republic of Korea

| Paper Session (S): Organizational Stress and Health | 8/04 Thu: 9:00 AM - 9:50 AM |               |

**Participant: 1st Author**

Stefan Diestel, MS, Leibniz-Research Centre of Working Environment and Human Factors, Dortmund, Germany  
*Title:* Role Clarity As a Protective Resource in the Relationship Between Self-Control Demands, Emotional Dissonance, and Burnout As Well As Absenteeism  
*Co-Author:* Klaus-Helmut Schmidt, PhD, Leibniz-Research Centre of Working Environment and Human Factors, Dortmund, Germany

Fusun S. Akdag, PhD, Yeditepe University, Istanbul, Turkey  
*Title:* Learned Resourcefulness As Operationalized in an Emergent Economy  
*Co-Author:* Muberra Yuksel, PhD, Kadir Has University, Istanbul, Turkey

Aristides I. Ferreira, PhD, ISCTE--Lisbon University Institute, Portugal  
*Title:* Presenteeism in a Health-Related Portuguese Organization: Potential Physical and Psychological Causes  
*Co-Author:* Luis M.F. Martinez, PhD, ISCTE--Lisbon University Institute, Portugal
**Participant/1st Author**

Yseult M. Freeney, PhD, BA, Trinity College Dublin, Ireland  
*Title: Selecting Tomorrow’s Physicians: The Role of Individual Differences in Shaping Medical Career Expectations and Work Engagement*  
*Co-Author: Martin Fellenz, PhD, MBA, Trinity College Dublin, Ireland*

Christian E. Gimsoe, MA, Norwegian School of Management, Oslo, Norway  
*Title: Impact of Narcissism in Leadership Selection*  
*Co-Author: Oyvind L. Martinsen, PhD, Norwegian School of Management, Oslo, Norway*  
*Co-Author: Jan Ketil Arnulf, PhD, Norwegian School of Management, Oslo, Norway*

Sebastian Schnieder, MS, University of Wuppertal, Germany  
*Title: Phonetic Detection of Perceived Confidence*  
*Co-Author: Bahman Baluch, PhD, Middlesex University, London, England, United Kingdom*  
*Co-Author: Silke Kessel, MS, University of Wuppertal, Germany*  
*Co-Author: Jarek Krajewski, PhD, University of Wuppertal, Germany*

**Symposium (S): Employing I/O Psychology to Help the Unemployed**  
*8/04 Thu: 11:00 AM - 11:50 AM*

**Cochair**

Dorothy Carter-Berenson, PhD, University of Central Florida

Kimberly A. Smith-Jentsch, PhD, University of Central Florida

**Participant/1st Author**

Connie R. Wanberg, PhD, University of Minnesota--Twin Cities  
*Title: Lessons Learned From Job Search: A Qualitative Study*  
*Co-Author: Gokce Basbug, PhD, Istanbul University, Turkey*  
*Co-Author: Edwin Van Hooft, PhD, University of Amsterdam, Netherlands*  
*Co-Author: Archana Samtani, PhD, TheLadders.com*

Kimberly A. Smith-Jentsch, PhD, University of Central Florida  
*Title: Goal Orientation and Reemployment: Detrimental Effects of Having Something to Prove*  
*Co-Author: Mary Jane Sierra, PhD, University of Central Florida*  
*Co-Author: Daniel S. Miller, PhD, University of Central Florida*

Jessie Koen, PhD, University of Amsterdam, Netherlands  
*Title: Prepare Before Pursuing: Career Adaptability’s Influence on Job-Search Motivation*  
*Co-Author: Ute-Christine Klehe, PhD, University of Amsterdam, Netherlands*  
*Co-Author: Annelies van Vianen, PhD, University of Amsterdam, Netherlands*

Charyl Staci Yarbrough, PhD, Rutgers the State University of New Jersey New Brunswick Campus  
*Title: Online Mentoring to Support Work Readiness Training for Hard-Core Unemployed*  
*Co-Author: Kimberly A. Smith-Jentsch, PhD,*  
*Co-Author: Daniel S. Miller, PhD,*

**Discussant**

Howard M. Weiss, PhD, Purdue University
### Symposium (S): A New Look at Task Performance---The Benefit of Distractions

**Day/Time:** 8/04 Thu: 12:00 PM - 1:50 PM

**Cochair**
- Joshua M. Feinberg, PhD, Saint Peter's College
- John R. Aiello, PhD, Rutgers the State University of New Jersey/Piscataway

**Participant/1stAuthor**
- **Joshua M. Feinberg, PhD,**
  *Title: Benefits of Distraction Above and Beyond Mere Presence*
- **John R. Aiello, PhD,**
  *Title: A Test of Competing Theories*
- **Lyra M. Stein, MS,** Rutgers the State University of New Jersey/Piscataway
  *Title: Individual Differences in Task Performance*
- **Jason Glushakow, MS,** Rutgers the State University of New Jersey/Piscataway
  *Title: Distraction and Residual Effects*

### Skill-Building Session (S): Advancing Contemporary Concepts to Enhance Performance---Integrating Coaching With Organizational-Level Diagnoses and Interventions

**Day/Time:** 8/04 Thu: 2:00 PM - 3:50 PM

**Cochair**
- Judith A. Gebhardt, PhD, MS, University of Southern California
- Thomas H. Olson, PhD, University of Southern California

### Paper Session (S): Culture and Religion at Work 8/05 Fri: 8:00 AM - 8:50 AM

**Participant/1stAuthor**
- **Jason A. Cantone, JD, MA,** University of Nebraska--Lincoln
  *Title: Religion at Work: Perceptions of Religiously Hostile Work Environments*
  *Co-Author: Richard L. Wiener, PhD, University of Nebraska--Lincoln*
- **Soon Ang, PhD,** Nanyang Technological University, Singapore
  *Title: Speaking Up in the Culturally Diverse Workplace: The Role of Cultural Intelligence and Language Self-Efficacy*
  *Co-Author: Kok-Yee Ng, PhD, Nanyang Technological University, Singapore*
  *Co-Author: Linn Van Dyne, PhD, Michigan State University*
  *Co-Author: Guido Gianasso, JD, International Air Transport Association, Geneva, Switzerland*
- **Mei Ling Tan, MBA,** Nanyang Technological University, Singapore
  *Title: A Bounded-Network Study of Homophily in a Multinational Organization: The Role of Cultural Intelligence*
  *Co-Author: Tone Gjertsen, MBA, Norwegian School of Management, Oslo, Norway*
  *Co-Author: Anette M. Torp, MBA, Norwegian School of Management, Oslo, Norway*
  *Co-Author: Christine Koh, PhD, Nanyang Technological University, Singapore*
<table>
<thead>
<tr>
<th>EVENT, TITLE and PEOPLE</th>
<th>DAY/TIME</th>
<th>FACILITY/ROOM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Symposium (S): Beyond the Frontier--- Insights Into Cross-Cultural Competence in the U.S. Military</td>
<td>8/05 Fri: 9:00 AM - 9:50 AM</td>
<td></td>
</tr>
</tbody>
</table>

**Chair**

Patrice A. Reid, PhD, Defense Language Office, Melbourne, FL

**Participant/1stAuthor**

Carol A. Thornson, PhD, University of Central Florida  
*Title: Development and Validation of the Cross-Cultural Competence Inventory*  
*Co-Author: Barbara Fritzsche, AA, University of Central Florida*  
*Co-Author: Karol A. Ross, PhD, University of Central Florida*

Elizabeth Culhane, PhD, Florida Institute of Technology  
*Title: Framework for Training Cross-Cultural Competence*  
*Co-Author: William Gabrenya, PhD, Florida Institute of Technology*  
*Co-Author: William McGuire, PhD, Defense Equal Opportunity Management Institute, Patrick Air Force Base, FL*

Cecily E.E. McCoy, PhD, Naval Air Warfare Center Training Systems Division, Orlando, FL  
*Title: Influence of Cross-Cultural Competence on Trust Building for the U.S. Military*  
*Co-Author: Gabriella Severe, PhD, Naval Air Warfare Center Training Systems Division, Orlando, FL*  
*Co-Author: Sandra C. Hughes, PhD, Naval Air Warfare Center Training Systems Division, Orlando, FL*

Patrice A. Reid, PhD,  
*Title: Demographic Differences in Emotion Regulation and Cross-Cultural Competence, and Their Impact on Job Satisfaction*  
*Co-Author: Erin Richard, PhD, Florida Institute of Technology*
Symposium (S): New Perspectives of Gender Diversity and Its Impact at Work

8/05 Fri: 10:00 AM - 10:50 AM

Cochair

Serena Wee, PhD, Southern Methodist University
Chi-Ying Cheng, PhD, Singapore Management University

Participant/1st Author

Serena Wee, PhD,

Title: Individual Variability Underlying Gender Differences in Students' Engineering Self-Efficacy: Insights From the Application of MM-IRT Models
Co-Author: Susan M. Larson, PhD, University of Illinois at Urbana-Champaign
Co-Author: Russell Korte, PhD, University of Illinois at Urbana-Champaign
Co-Author: Michael Loui, PhD, University of Illinois at Urbana-Champaign
Co-Author: Rose Mary Cordova-Wentling, PhD, University of Illinois at Urbana-Champaign

Chi-Ying Cheng, PhD,

Title: Two Minds in One Soul: The Effect of Female Business-Identity Integration on Female Businessperson’s Cooperative Tendency and Negotiation
Co-Author: Michael Morris, PhD, Columbia University in the City of New York

Cathleen Clerkin, PhD, University of Michigan--Ann Arbor

Title: Female Engineer Identity Integration and Creative Idea Selection
Co-Author: Jeffrey Sanchez-Burks, PhD, University of Michigan--Ann Arbor
Co-Author: Chi-Ying Cheng, PhD,
Co-Author: Fiona Lee, PhD, University of Michigan--Ann Arbor

Aaron S. Wallen, PhD, Columbia University in the City of New York

Title: Effects of Gender Professional-Identity Integration on Work Motivation and Organizational Commitment for Men in Female-Dominated Fields
Co-Author: Shira Mor, PhD, Columbia University in the City of New York
Co-Author: Beth A. Devine, PhD, Columbia University in the City of New York
DIVISION PROGRAM SUMMARY SHEET

Poster Session (F): I 8/05 Fri: 11:00 AM - 11:50 AM

Participant/1stAuthor

Catherine Kwantes, PhD, University of Windsor, ON, Canada
  Title: Potential Job-Facilitation Benefits of Water-Cooler Conversations
  Co-Author: Iris Lin, PhD, University of Windsor, ON, Canada

Angela Reaves, PhD, Florida International University
  Title: Creativity: Is It More About Traits or States?
  Co-Author: Victoria Pace, PhD, Florida International University

Anthony Hood, PhD, University of Alabama
  Title: Structure of Conflict: The Role of Conflict Networks
  Co-Author: Jeong-Yeon Jay Lee, PhD, Indiana University Bloomington
  Co-Author: Daniel Bachrach, PhD, University of Alabama

Sarah Allgood, PhD, Virginia Tech University
  Title: Sugar and Spice: Gender Variation in Self-Perceptions of Leadership
  Co-Author: Roseanne Foti, PhD, Virginia Tech University
  Co-Author: Nicole Thompson, PhD, Virginia Tech University

Benjamin Overstreet, PhD, University of Georgia
  Title: IRT Examination of Differential-Item Functioning on the PANAS
  Co-Author: C. Allen Gorman, PhD, Radford University

Joshua Quist, PhD, C² Technologies, Inc., Arlington, VA
  Title: Carelessness on Job Analysis Surveys: Not All Questions Are Equal
  Co-Author: Thomas Stetz, PhD, National Geospatial-Intelligence Agency, Washington, DC

Alejandro Torres, PhD, Claremont Graduate University
  Title: Impact of Distance and Cultural Values on Leaders’ Trustworthiness

Chester Spell, PhD, Rutgers the State University of New Jersey Camden Campus
  Title: Faultlines in Baseball: Implications of Group Diversity for Performance

Robert Knee, PhD, Virginia Tech University
  Title: Integrative Meta-Analysis of Leadership Theories and Correlates
  Co-Author: Roseanne Foti, PhD, Virginia Tech University
  Co-Author: Michelle Collura, PhD, Virginia Tech University

Daniel Bonilla, PhD, University of North Carolina at Charlotte
  Title: Ambiguity and Freedom of Dissent in Postincident Discussion
  Co-Author: Joseph Allen, PhD, Creighton University
  Co-Author: Benjamin Baran, PhD, University of North Carolina at Charlotte

Courtney Nelson, PhD, University of Tulsa
  Title: Determining Trait Desirability Through Selection for Romantic and Employment Relationships
  Co-Author: Bradley Brummel, PhD, University of Tulsa

Julia Reif, PhD, Ludwig-Maximilians University, Munich, Germany
  Title: Initiating a Negotiation: A Blind Spot in Negotiation Theory?
  Co-Author: Felix Brodbeck, PhD, Ludwig-Maximilians University, Munich, Germany
Joseph Lyons, PhD, Air Force Research Laboratory, Dayton, OH
Title: Trust and Suspicion: An Examination of the Nomological Network
Co-Author: Charlene Stokes, PhD, Air Force Research Laboratory, Dayton, OH
Co-Author: Gene Alarcon, PhD, Air Force Research Laboratory, Kettering, OH
Co-Author: Kevin Eschleman, PhD, Air Force Research Laboratory, Yellow Springs, OH
Co-Author: Corinne Wright, PhD, Air Force Research Laboratory, Dayton, OH

Hyung In Park, PhD, Mid Michigan Community College
Title: Relationships Between Job Dissatisfaction and Burnout: Personality As a Moderator
Co-Author: Terry Beehr, PhD, Central Michigan University
Co-Author: Stephen Wagner, PhD, Grand Rapids Community College

Jeremy Hof, PhD, San Diego Gas & Electric, CA
Title: Delay Discounting and 401(k) Retirement Savings Plans
Co-Author: Steven Ashworth, PhD, San Diego Gas & Electric, CA

Comila Shahani-Denning, PhD, Hofstra University
Title: Applicant Reactions to Interview Structure: Does Interviewer Warmth Matter?
Co-Author: Bonnie Farago, PhD, Hofstra University

Cynthia Nordstrom, PhD, Southern Illinois University Edwardsville
Title: Examination of Employee Layoffs and Organizational Justice Perceptions

Jennifer Robin, PhD, Bradley University
Title: HR Systems: The Prediction of HR Outcomes and Organizational Performance

Kristin Sanderson, PhD, Florida International University
Title: Test Me Once, I’m Ok; Test Me Twice, I’m Gone?
Co-Author: Chockalingam Viswesvaran, PhD, Florida International University
Co-Author: Victoria Pace, PhD, Florida International University

Sean Robinson, PhD, Ohio University
Title: Connotations of Power: Development of the Perceptions of Power Scale
Co-Author: Paula Popovich, PhD, Ohio University
Co-Author: Michael Warren, PhD, Ohio University

Amanda Feiler, PhD, University of Guelph, ON, Canada
Title: Investigation of the Discrepancy in Ratings of Interview Anxiety
Co-Author: Deborah Powell, PhD, University of Guelph, ON, Canada
Co-Author: Monika Nadj, PhD, University of Guelph, ON, Canada

Joshua Fairchild, PhD, Penn State University Park
Title: Examining the Creative Process in Design Teams
Co-Author: Samuel T. Hunter, PhD, Penn State University Park

Kwanghyun Kim, PhD, Korea University Business School, Seoul, Republic of Korea
Title: Personal Value for Diversity in the Justice for Minorities
Co-Author: Mary Triana, PhD, University of Wisconsin–Madison

Kevin Loo, PhD, University of South Florida
Title: Examining OCB’s Relationship to Variables After Eliminating Measurement Artifacts
Co-Author: Raymond Ottinot, PhD, University of South Florida
Co-Author: Meng Taing, PhD, University of South Florida
<table>
<thead>
<tr>
<th>EVENT, TITLE and PEOPLE</th>
<th>DAY/TIME</th>
<th>FACILITY/ROOM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dov Eden, PhD, Tel Aviv University, Israel</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Title:</strong> Pygmalion-in-Reverse: Effects of Follower Expectations on Leader Performance</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Benjamin Overstreet, PhD, University of Georgia</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
| **Title:** Development and Validation of a Measure of Work-Related Metacognition  
**Co-Author:** C. Allen Gorman, PhD, Radford University |
| Kira Schabram, PhD, University of British Columbia, Vancouver, BC, Canada | | |
| **Title:** Darkness and Light: Abusive Supervision and Subordinates’ Psychological Capital  
**Co-Author:** R. Anthony Turner, PhD, University of British Columbia, Vancouver, BC, Canada |
| Gregoire Bollmann, PhD, Universite de Lausanne, Switzerland | | |
| **Title:** Work Group Climate, Informal Sanctions, and Counterproductive Work Behaviors |
| Abby Mello, PhD, University of Tennessee, Knoxville | | |
| **Title:** Rational and Intuitive Styles: Construct Validation of Four Measures  
**Co-Author:** Joan Rentsch, PhD, University of Tennessee, Knoxville  
**Co-Author:** Lisa Delise, PhD, University of Tennessee, Knoxville  
**Co-Author:** Melissa Staniewicz Zullo, PhD, University of Tennessee, Knoxville  
**Co-Author:** Nancy Scott, PhD, University of Tennessee, Knoxville |
| Rena Rasch, PhD, University of Minnesota--Twin Cities | | |
| **Title:** Is Trust in Organizational Leaders Declining Across Countries? |
| Julia Zaharieva, PhD, Old Dominion University | | |
| **Title:** Proactive Planning and Entrepreneurial Success in Germany and Bulgaria |
| Thomas Flahive, PhD, Baruch College/City University of New York | | |
| **Title:** Effects of Generational Distance on Employee Work-Related Attitudes  
**Co-Author:** Justin Black, PhD, Baruch College/City University of New York |
| Abdul Khan, PhD, Universite Paul Cezanne, Aix en Provence, France | | |
| **Title:** Why People Vary in Their Reactions to Organizational Injustice  
**Co-Author:** Samina Quratulain, PhD, Universite Paul Cezanne, Aix en Provence, France |
| Reanna Harman, PhD, SWA Consulting, Inc., Raleigh, NC | | |
| **Title:** The Propensity to Comment on Training Evaluation Surveys  
**Co-Author:** Eric Surface, PhD, SWA Consulting, Inc., Raleigh, NC  
**Co-Author:** Jennifer Lindberg McGinnis, PhD, Peace College |
| Justin DeSimone, PhD, Georgia Institute of Technology | | |
| **Title:** Psychometric Properties of the Conditional Reasoning Test for Aggression  
**Co-Author:** Lawrence James, PhD, Georgia Institute of Technology |
| Mark Zorzie, PhD, Michigan State University | | |
| **Title:** An Integrative Psychological Model of Student Withdrawal |
| Asiyat Magomaeva, PhD, Wayne State University | | |
| **Title:** Perceptions of Muslims and Arabs: Are They All the Same?  
**Co-Author:** Rudolph Cort, PhD, Wayne State University  
**Co-Author:** Ariel Lelchook, PhD, Wayne State University |
<p>| Alison Carr, PhD, University of Akron | | |
| <strong>Title:</strong> Elected Leader Approval Rating Changes: Charisma Attenuates a Honeymoon/Hangover Effect |</p>
<table>
<thead>
<tr>
<th>EVENT, TITLE and PEOPLE</th>
<th>DAY/TIME</th>
<th>FACILITY/ROOM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Co-Author: Philip Walmsley, PhD, University of Minnesota--Twin Cities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Co-Author: James Beck, PhD, University of Minnesota--Twin Cities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Benjamin Wigert, BA, University of Nebraska at Omaha</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Title: Are Perfectionists Creative? The Relationship Between Perfectionism Dimensions and Creativity</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Co-Author: Roni Reiter-Palmon, PhD, University of Nebraska at Omaha</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Co-Author: Erika Robinson-Morral, PhD, SilverStone Group, Inc., Omaha, NE</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Susan D'Mello, PhD, University of Minnesota--Twin Cities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Title: Employment History and Presidential Performance: Does Experience Really Matter?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Co-Author: Deniz Ones, PhD, University of Minnesota--Twin Cities</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Poster Session (F): II [Poster Session] 8/05 Fri: 4:00 PM - 4:50 PM

Participant/1stAuthor

C. Ashley Fulmer, PhD, University of Maryland College Park
Title: Trust Across Multiple Organizational Levels

Xiaofei Li, PhD, Florida Institute of Technology
Title: Historical Review of Personality Theory in China
Co-Author: Richard Griffith, PhD, Florida Institute of Technology
Co-Author: William Gabrenya, PhD, Florida Institute of Technology
Co-Author: Naer A, PhD, Florida Institute of Technology
Co-Author: Qingwen Bie, PhD, Florida Institute of Technology

Steven Jarrett, PhD, Texas A&M University
Title: Importance Ratings As a Predictor of Crashes and Tickets
Co-Author: Winfred Arthur, PhD, Texas A&M University
Co-Author: Ryan Glaze, PhD, Texas A&M University
Co-Author: Jennifer McDonald, PhD, Texas A&M University
Co-Author: Gonzalo Muñoz, PhD, Texas A&M University

Jennifer London, PhD, North Carolina State University
Title: The Glass Cliff: A Product of Participant Stereotyping?

Yung-Kuei Huang, PhD, University of Illinois at Urbana--Champaign
Title: Organizational Impression Management Theory: An Analysis in University Recruiting

Kenneth Brown, PhD, University of Iowa
Title: Leveraging Theory and Technology to Improve Utilization of E-Learning

Ronald Landis, PhD, University of Memphis
Title: Allocating Individuals to Teams From a Fixed Pool

Gene Alarcon, PhD, Air Force Research Laboratories, Kettering, OH
Title: Exploratory Structural Equation Modeling and Leadership

Charlene Stokes, PhD, Air Force Research Laboratories, Dayton, OH
Title: Team Affect As a Predictor of Interpersonal Trust

Brent Lyons, PhD, Michigan State University
Title: Observer Responses to Bullying: Influences of Relational Demography and Time

David Klieger, PhD, University of Minnesota--Twin Cities
Title: Judgment Validity: Can the Assessor Learn to Outperform the Equation?

Ashley Sturm, PhD,
Title: Personality, Perceived Justice As Predictors of the Decision to Litigate

Aimee Kim, PhD, University of Akron
Title: Peer Reactions to Impression Management

Matthew McLarnon, PhD, University of Western Ontario, London, ON, Canada
Title: Personality and Intelligence: A New Perspective on an Old Interaction
Co-Author: Julie J. Carswell, PhD, Sigma Assessment Systems, Inc., London, ON, Canada
<table>
<thead>
<tr>
<th>EVENT, TITLE and PEOPLE</th>
<th>DAY/TIME</th>
<th>FACILITY/ROOM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Co-Author: Sandra Jackson, PhD, Haley &amp; Associates, Inc., London, ON, Canada</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Andrea Doyle, PhD, Auburn University</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Title: True Factor Structure of and Gender Differences in Psychological Reactance</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dusty McEwen, PhD,</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Title: Factor and Facet-Level Personality/Performance Relationships for Business Management Consultants</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lily Patel, PhD,</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Title: Identification of Foundational Skill Gaps in the Health Care Industry</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Co-Author: Tobin Kyte, PhD, ACT, Inc., Dekalb, IL</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Co-Author: Oliver Cummings, PhD, ACT, Inc., Dekalb, IL</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Vipanchi Mishra, PhD,</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Title: Influence of Self-Construal on Perceived Fairness of Decision-Making Strategies</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gordon Schmidt, PhD, Michigan State University</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Title: Relationship Between Work Knowledge Characteristics, Personality, and Job Apathy</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kevin Askew, PhD, University of South Florida</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Title: Differential Item Functioning in the GAMA Analogies Subscale</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Patrick Maloney, PhD, Saint Louis University</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Title: Examination the Self-Control Scale and the Brief Self-Control Scale</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Allison Gabriel, PhD, University of Akron</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Title: Leader Symbolic and Embodied Processes on Emotional Displays: A Model</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stuart Sidle, PhD, University of New Haven</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Title: Supportive Supervisors Help Employees Cope With the Performance Appraisal Process</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Melissa Waitsman, PhD, Clemson University</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Title: CSE, PsyCap, and Hardiness: Different Names for Dispositional Resilience?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Matthew McLarnon, PhD, University of Western Ontario, London, ON, Canada</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Title: Big Five Personality and Ratings Differences in 360-Degree Performance Feedback</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jason Steinert, PhD, Florida International University</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Title: Stress Type: Does the Appraisal Affect Health and Performance Outcomes?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>David Fried, PhD, Ohio University</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Title: I/O Psychology and the Retirement Decision: Implications for Future Research</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rena Rasch, PhD, University of Minnesota--Twin Cities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Title: Measurement Invariance Between Paper-and-Pencil and Online Surveys in the UAE</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Christopher Adair, PhD,</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Title: Influence of the Strategic Core on Team Performance</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Christopher Warren, PhD, California State University--Long Beach</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Title: Role of Support Policies and Envy on Counterproductive Behaviors</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Christopher Warren, PhD, California State University--Long Beach</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Title: Investigating the Development and Measurement of Justice in Organizations</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Katrina Bedell Avers, PhD, Federal Aviation Administration, Yukon, OK</td>
<td></td>
<td></td>
</tr>
<tr>
<td>EVENT, TITLE and PEOPLE</td>
<td>DAY/TIME</td>
<td>FACILITY/ROOM</td>
</tr>
<tr>
<td>-------------------------</td>
<td>----------</td>
<td>---------------</td>
</tr>
</tbody>
</table>
| **Title:** Qualitative and Quantitative Analysis of Fatigue Countermeasures Training  
Katherine Schnure, PhD, Bucknell University | | |
| **Title:** Response Distortion and Social Desirability in High-Level Executives  
Tara S. Behrend, PhD, George Washington University | | |
| **Title:** Gender Differences in Rater Emphasis During Online Screening Interviews  
Brock Solano, PhD, Sempra Energy, San Diego, CA | | |
| **Title:** Knowledge Sharing at Work: The Mediation Role of Employee Engagement  
Ian Wilson, PhD, | | |
| Social Hour (N): [Social Hour] 8/05 Fri: 5:00 PM - 6:50 PM | | |

<table>
<thead>
<tr>
<th>Paper Session (S): Organizational Diagnostics and Change Management</th>
<th>8/06 Sat: 8:00 AM - 8:50 AM</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Participant/1stAuthor</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
| Leire Gartzia, PhD, Northwestern University  
**Title:** Gender in Organizations: A New Perspective---Instrumental Male Referents and Their Effect on Acceptance of Interpersonal Orientation  
**Co-Author:** Michelle Kim Ryan, PhD, Exeter School of Psychology, England, United Kingdom | | |
| Ramezan Dowlati, PhD, MA, Northern Virginia Community College  
**Title:** Risk Assessment and Preference in Business and Environmental Domains | | |
| Judith A. Gebhardt, PhD, MS, University of Southern California  
**Title:** Organizational Diagnosis Models and Tools: What Can Be Used and Developed From Taxonomies in Medicine and Psychology?  
**Co-Author:** Thomas H. Olson, PhD, University of Southern California | | |
Poster Session (F): III 8/06 Sat: 11:00 AM - 11:50 AM

Participant/1st Author

Renee L. Madathil, MA, University of Montana--Missoula
Title: Transformational Leadership Style and Workload in Relation to Burnout Among Psychiatric Nurses
Co-Author: Nicholas C. Heck, MA, University of Montana--Missoula
Co-Author: David Schuldberg, MA, University of Montana--Missoula, Missoula, MT

Kristina N. Bauer, MS, Old Dominion University
Title: Facilitating Role of Supervisor Support in Training Transfer Outcomes: Meta-Analytically Examining Main Effects and Moderators
Co-Author: Karin A. Orvis, PhD, Old Dominion University
Co-Author: Debra A. Major, PhD, Old Dominion University

Mina Kim, MBA, Ajou University, Suwon, Republic of Korea
Title: Cultural Influences in Building Explicit and Implicit Trust Toward a New Leader in Korea and China
Co-Author: Xiao Shi, BA, Ajou University, Suwon, Republic of Korea
Co-Author: Do-Yeong Kim, PhD, Ajou University, Suwon, Republic of Korea

Young Jean Lee, MBA, Ajou University, Suwon, Republic of Korea
Title: Moderating Effects of Work Status on the Relationship Between Intrinsic Motivation and Organizational Effectiveness
Co-Author: Do-Yeong Kim, PhD, Ajou University, Suwon, Republic of Korea

Semi Oh, BA, Ajou University, Suwon, Republic of Korea
Title: Psychological and Behavioral Characteristics of Financial Engineering Major Students
Co-Author: Junsu Park, MBA, Ajou University, Suwon, Republic of Korea
Co-Author: Do-Yeong Kim, PhD, Ajou University, Suwon, Republic of Korea

Kangsub Lee, MA, Ajou University, Suwon-si, Republic of Korea
Title: Voluntary Controllability of the Implicit Ethics Measure
Co-Author: Sudong Kim, MBA, Ajou University, Suwon-si, Republic of Korea
Co-Author: Do-Yeong Kim, PhD, Ajou University, Suwon-si, Republic of Korea

Joon Hyung Park, MS, University of Houston
Title: Job Search Objective As a Mediator Between Job Insecurity and Job Search Behaviors
Co-Author: Richard DeFrank, PhD, University of Houston

Jamie D. Barrett, MS, University of Oklahoma
Title: Mental Models and Creative Problem Solving: The Relationship of Objective and Subjective Model Attributes
Co-Author: Michael D. Mumford, PhD, University of Oklahoma
Co-Author: Kimberly S. Hester, BA, University of Oklahoma
Co-Author: Issac C. Robledo, BA, University of Oklahoma
Co-Author: David R. Peterson, BA, University of Oklahoma
Co-Author: Eric A. Day, PhD, University of Oklahoma
Co-Author: Dean P. Hougen, PhD, University of Oklahoma

David R. Peterson, BA, University of Oklahoma
Title: Constraint Analysis, Mental Models, and Creativity
Co-Author: Issac C. Robledo, BA, University of Oklahoma
Co-Author: Jamie D. Barrett, MS, University of Oklahoma
Co-Author: Kimberly S. Hester, BA, University of Oklahoma
Co-Author: Dean P. Hougen, PhD, University of Oklahoma
Co-Author: Eric A. Day, PhD, University of Oklahoma
Co-Author: Michael D. Mumford, PhD, University of Oklahoma

Leslie C. Follman, BA, University of North Carolina at Charlotte
Title: Humor at Work: Coping With Stress and Increasing Organizational Identity
Co-Author: Anita L. Blanchard, PhD, University of North Carolina at Charlotte
Co-Author: Arnie Cann, PhD, University of North Carolina at Charlotte
Co-Author: O. Jerome Stewart, BA, University of North Carolina at Charlotte

Michael N. Karim, BS, George Washington University
Title: Changes in Training Reactions Over Time: The Role of Evaluation Apprehension and Skills Test Performance
Co-Author: Tara S. Behrend, PhD, George Washington University

E. Jeffrey Hill, PhD, MBA, Brigham Young University
Title: Work-Family Conflict and Couple Relationship Quality: A Correlational Meta-Analysis
Co-Author: Kaylene J. Fellows, BS, Brigham Young University
Co-Author: Hsin-Yao Chiu, BA, Brigham Young University
Co-Author: Alan J. Hawkins, PhD, MBA, Brigham Young University

Kate Andrews, PhD, Argosy University, Orange County
Title: Role of Gender and Unemployment in Marital Satisfaction and Mental Health
Co-Author: Retha Smith, MA, Riverside County WorkForce Development Centers, CA

Yonca Toker, PhD, Georgia Institute of Technology
Title: Predicting Sexual Harassment Responses From Harassment Forms and Harasser Stereotypes

Scott S. Shipman, BS, Missouri State University
Title: Motivational and Affective Predictors of College-Student Withdrawal
Co-Author: Timothy J. Bartkoski, BS, Missouri State University
Co-Author: Thomas D. Kane, PhD, Missouri State University

Tori A. Zengel Mora, MS, Pacifica Graduate Institute
Title: Cultural Brokerage: Working Soulfully Within a Corporate Realm

Jessica J. Peña-Morales, PsyD, Carlos Albizu University, San Juan, PR
Title: Validation of the Multiple Intelligences Developmental Assessment Scales, Spanish Version, With a Sample of Puerto Rican Adults
Co-Author: Sean K. Sayers-Montalvo, PhD, Carlos Albizu University, San Juan, PR

Angela M. Webb, BS, Chicago School of Professional Psychology
Title: Job Satisfaction and Burnout Within Corrections and the Federal Bureau of Prisons
Co-Author: Kendell L. Coker, PhD, Chicago School of Professional Psychology

Ruchi Sinha, PhD, Indian School of Business, Hyderabad, India
Title: Repairing Relationships at Work: When and Why Apology Is Effective in Facilitating Forgiveness?

Kristine J. Olson, MA, Washington State University Vancouver
Title: Effects of Work and School Role Congruence
Co-Author: Armando X. Estrada, PhD, Washington State University
Co-Author: Katherine E. Ellis, AA, Washington State University

Tessa E. Basford, BA, George Washington University
Title: Sincere Versus Manipulative Apologies: Impact on Employee Perceptions of Leader Integrity and Forgiveness

Chun-Hsien Lee, PhD, National Kaohsiung Normal University, Taiwan
Title: Perceived of Job and Organizational Characteristics, Organizational Identification, and Job Retention  
Co-Author: Mei-Ling Wang, PhD, Tamkang University, Taipei, Taiwan

Rose Dixson-Wilkins, PsyD, Alliant International University--Irvine  
Title: Correctional Officer Perspective on Rehabilitation of Inmates

Jeffrey J. Bailey, PhD, University of Idaho  
Title: Growth Mindsets and Fixed Mindsets and Ethical Behavior Change

Lindsay Y. Dhanani, AA, University of Central Florida  
Title: Discrimination of Arabs and Muslims in Hiring Decisions: The Role of Multiple Categorization, Perceived Job Fit, and Social Dominance

Christopher F. Manlick, BA, University of Iowa  
Title: Predictive Validity of an Accomplishment Interview Used for Medical School Selection: Ten-Year Follow-Up of Physician Performance  
Co-Author: Patrick K. Galligan, BA, University of Iowa  
Co-Author: Elizabeth M. Altmaier, PhD, University of Iowa

Tiffanie Fennell, PhD, VA Puget Sound Health Care System, Seattle, WA  
Title: Even Some News Is Good News  
Co-Author: Chloe Hoang, PhD, Central Texas Veterans Health Care System, Waco  
Co-Author: Linda Montgomery, PhD, Central Texas Veterans Health Care System, Waco

Mark D. Agars, PhD, California State University--San Bernardino  
Title: Work--Family Practices and the Advancement Perceptions of Women  
Co-Author: Cassaundra Leier, MS, California State University--San Bernardino  
Co-Author: Michelle Balisi, MS, California State University--San Bernardino

Thomas Rockstuhl, MA, Nanyang Technological University, Singapore  
Title: Empathy As Thinking Versus Empathy As Feeling: A Meta-Analytic Investigation of the Cognitive and Affective Dimensions of Empathy at Work  
Co-Author: Soon Ang, PhD, Nanyang Technological University, Singapore  
Co-Author: Linn Van Dyne, PhD, Michigan State University

Amanda J. Watson, BA, Virginia Tech University  
Title: Development and Initial Validation of the Humor Climate Questionnaire  
Co-Author: Arnie Cann, PhD, University of North Carolina at Charlotte  
Co-Author: Elisabeth Bridgewater, MSW, Independent Practice, Charlotte, NC

Ronald P. Vega, BS, George Mason University  
Title: Preemployment Work Attitudes, Promises, and Psychological Contract Theory: A Longitudinal Investigation  
Co-Author: Louis C. Buffardi, PhD, George Mason University

Issac C. Robledo, BA, University of Oklahoma  
Title: Errors and Understanding: The Effects of Error Management Training on Creative Problem Solving  
Co-Author: Kimberly S. Hester, BA, University of Oklahoma  
Co-Author: David R. Peterson, BA, University of Oklahoma  
Co-Author: Jamie D. Barrett, MS, University of Oklahoma  
Co-Author: Eric A. Day, PhD, University of Oklahoma  
Co-Author: Dean P. Hougen, PhD, University of Oklahoma  
Co-Author: Michael D. Mumford, PhD, University of Oklahoma

Justina A. Farley, BA, University of Tennessee, Knoxville

<table>
<thead>
<tr>
<th>Title</th>
<th>Co-Author</th>
</tr>
</thead>
<tbody>
<tr>
<td><em>Performance Anxiety, Personality, and Continuation in Elite Musical Performing Units: A Longitudinal Field Study</em></td>
<td>Jacob J. Levy, PhD, University of Tennessee, Knoxville</td>
</tr>
<tr>
<td><em>Team Member Perspectives on Baby Boomer and Generational Xer Differences in Preferences for Individualism-Collectivism</em></td>
<td>Norma B. Armstrong, PhD, MBA, Capella University</td>
</tr>
<tr>
<td><em>Are All Faculty Members Being Compensated Fairly? Investigating Faculty Salary Variation at a New England University</em></td>
<td>Angela P. Ferreira, MA, University of Rhode Island</td>
</tr>
<tr>
<td><em>Causal Analysis to Enhance Creative Problem Solving: Performance and Effects on Mental Models</em></td>
<td>Kimberly S. Hester, BA, University of Oklahoma</td>
</tr>
<tr>
<td><em>Influence of Physical and Psychological Distance on Trust in Leader--Follower Relationship and Team Effectiveness</em></td>
<td>Gye-Hoon Hong, PhD, Ajou University, Suwon, Republic of Korea</td>
</tr>
<tr>
<td><em>Avatars Aren't for Everyone: Personality Differences in Perceptions of Virtual Worlds and Web Sites</em></td>
<td>Jessica M. Badger, BA, George Washington University</td>
</tr>
</tbody>
</table>
### Symposium (S): Advances in Understanding Work-Family Coping

**Day/Time:** 8/06 Sat: 12:00 PM - 12:50 PM

**Cochair**
- Meghan Jones, PhD, Old Dominion University
- Debra A. Major, PhD, Old Dominion University

**Participant/1stAuthor**
- Meghan Jones, PhD, Old Dominion University
  - *Title:* Development and Validation of a Measure: Preventive Coping With WFC
  - *Co-Author:* Debra A. Major, PhD, Old Dominion University
- Heather M. Lauzun, PhD, Old Dominion University
  - *Title:* Antecedents of Policy-Based and Individually Negotiated Work-Life Accommodation-Seeking Intentions
  - *Co-Author:* Debra A. Major, PhD, Old Dominion University
- Hector P. Madrid, PhD, University of Sheffield, England, United Kingdom
  - *Title:* Examination of Group-Level Support and Work-Family Conflict
  - *Co-Author:* Pedro I. Leiva, PhD, Universidad de Chile, Santiago
  - *Co-Author:* Ann H. Huffman, PhD, Northern Arizona University
- M. Gloria Gonzalez-Morales, PhD, University of Guelph, ON, Canada
  - *Title:* Coping With Work Interference With Family: A Situational Approach
  - *Co-Author:* Lois Tetrick, PhD, George Mason University

### Presidential Address (N): [Colella]

**Day/Time:** 8/06 Sat: 1:00 PM - 1:50 PM

**Participant/1stAuthor**
- Adrienne J. Colella, PhD, Tulane University

### Paper Session (S): Workplace Incivility and Job Attitudes

**Day/Time:** 8/07 Sun: 8:00 AM - 8:50 AM

**Participant/1stAuthor**
- Jeannie Trudel, PhD, Indiana Wesleyan University
  - *Title:* Workplace Incivility and Conflict Management Styles: Their Impact on Job Performance, Organizational Commitment, and Turnover Intent
  - *Co-Author:* Thomas G. Reio, PhD, MBA, Florida International University
- Paul Fairlie, PhD, York University, Toronto, ON, Canada
  - *Title:* Meaningful Work: A Sleeping Giant of Work Motivation in the Context of Other Work Characteristics, Employee Engagement, and Employee Outcomes
- Philippe Byosiere, PhD, Doshisha University, Kyoto, Japan
  - *Title:* Knowledge Domains and Achievement Satisfaction in R&D Managers
### Symposium (S): Jobless Recovery---Your I/O Job Search in the New Economy

**Chair**

Elliot Lasson, PhD, Joblink of Maryland, Inc., Baltimore, MD

**Participant/1stAuthor**

Michael Woodward, PhD, Human Capital Integrated, LLC, Miami, FL

*Title: Planning: Thinking Like an Entrepreneur*

Elliot Lasson, PhD,

*Title: Executing: Tips From the Trenches and Twitter*

Laura E. Fields, MS, Fields Consulting Group, Inc., McLean, VA

*Title: Closing: Getting Past the Gatekeeper*

### Invited Address (S): [Tziner]

**Participant/1stAuthor**

Aharon Tziner, PhD, Netanya Academic College, Israel

*Title: Understanding Rating Behavior*
<table>
<thead>
<tr>
<th>EVENT, TITLE and PEOPLE</th>
<th>DAY/TIME</th>
<th>FACILITY/ROOM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Symposium (S): New Discoveries of Antecedents and Correlates of Counterproductive Work</td>
<td>8/07 Sun: 11:00 AM - 11:50 AM</td>
<td></td>
</tr>
<tr>
<td>Cochair</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Susan Stewart, PhD, Western Illinois University</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Melissa L. Gruys, PhD, Wright State University</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Participant/1stAuthor</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Meagan E. Brock, PhD, West Texas A&amp;M University</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Title:</strong> Understanding Time Banditry: Individual Perceptions of Climate As Antecedents</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Co-Author:</strong> Michael R. Buckley, PhD, University of Oklahoma</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Adib S. Birkland, PhD, City College of New York</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Title:</strong> Patterns in the Co-Occurrence of Senior Leader Misbehavior</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Co-Author:</strong> Theresa M. Glomb, PhD, University of Minnesota--Twin Cities</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Co-Author:</strong> Deniz Ones, PhD, University of Minnesota--Twin Cities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stephanie E. Hastings, PhD, University of Western Ontario, London, ON, Canada</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Title:</strong> Antecedents of Counterproductive Work Behavior: A Meta-Analysis</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Co-Author:</strong> Olusore A. Taylor, PhD, University of Western Ontario, London, ON, Canada</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Co-Author:</strong> Bernd Marcus, PhD, University of Hagen, Germany</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Co-Author:</strong> Alexandra Sturm, PhD, University of Hagen, Germany</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Melissa L. Gruys, PhD, Wright State University</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Title:</strong> Characteristics of Employees Who Report Various CWBs of Others</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Co-Author:</strong> Nathan A. Bowling, PhD, Wright State University</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Co-Author:</strong> Susan Stewart, PhD, Western Illinois University</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nichelle Carpenter, PhD, Texas A&amp;M University</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Title:</strong> Self-Reports and Other Reports of Counterproductive Work Behavior: A Meta-Analysis</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Co-Author:</strong> Clare L. Barratt, PhD, Texas A&amp;M University</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Co-Author:</strong> Christopher Berry, PhD, Texas A&amp;M University</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Skill-Building Session (S): The Positivity Pulse--Transforming Your Workplace</td>
<td>8/07 Sun: 12:00 PM - 1:50 PM</td>
<td></td>
</tr>
<tr>
<td>Chair</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sherry A. Blair, MSW, MA, ISIS Innovative Specialists Inspirational Services, LLC, Montclair, NJ</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Total Number of Sessions = 21**