853. Symposium: 12:30PM-1:20PM  201-202
What’s Stopping You? Organizational Constraints as a Major Work Stressor

Organizational constraints—events or conditions within one’s workplace that interfere with effective job performance—are a widely studied type of work stressor. Example constraints include having inadequate supplies, equipment, or training to perform one’s work tasks. This symposium addresses the measurement, prevalence, causes, and consequences of organizational constraints.

Nathan A. Bowling, Wright State University, Chair
Jesse S. Michel, Auburn University, Co-Chair
Nathan A. Bowling, Wright State University, Jesse S. Michel, Auburn University, Md. Rashedul Islam, Wright State University, Michael A. Rotch, Auburn University, Development of a Multifacet Organizational Constraints Scale
Paige R. Allenick, The Graduate Center & Baruch College, Joshua Nagel, Baruch College & Graduate Center, CUNY, Xinuan Che, Florida Institute of Technology, Zhiging E. Zhou, The Graduate Center & Baruch College, CUNY, How Supervisor Passivity Begets Subordinate Incivility: A Moderated Mediation Model
Jamie Striler, University of Central Florida, Mindy K. Shoss, University of Central Florida, Steve M. Jex, University of Central Florida, A Longitudinal Examination of Constraints Among Temporary Workers
Kayla Nicole Lacey, University of South Florida, Cheryl Gray, University of South Florida, Paul E. Spector, University of South Florida, Organizational Constraints for Remote Workers
Submitter: Nathan A. Bowling, nathan.bowling@wright.edu

854. Panel Discussion: 12:30PM-1:20PM  203-204
Best Practice Recommendations for Conducting Research With Stigmatized Populations

Five panelists with abundant experience conducting research with stigmatized populations through multiple perspectives and methodologies discuss best practice recommendations for conducting research that is respectful, accurate, nonexploitative, and of relevance to I-O psychology broadly. Panelists will also explore the role of self-care for researchers who are conducting this type of research.

Nicholas A. Smith, Oregon Health & Science University, Chair
Larry R. Martinez, Portland State University, Panelist
Sabrina D. Volpone, University of Colorado Boulder, Panelist
Christian N. Thoroughgood, Villanova University, Panelist
Judith Clair, Boston College, Panelist
Submitter: Larry R. Martinez, larry.martinez@pdx.edu

855. Community of Interest: 12:30PM-1:20PM  408-409
Identifying Emerging Issues in I-O Psychology Around the World

This session brings together international scholars and practitioners to discover and uncover issues emerging as priority areas for I-O psychologists. The International Affairs Committee will facilitate dialogue on pressing issues in practice and academia. Participants will exchange knowledge, expertise, and ideas, thus fostering greater collaborations among SIOP members around the globe.

Sharon Glazer, University of Baltimore, Host
Andrei Ion, University of Bucharest, Host
Jason G. Randall, University at Albany, SUNY, Coordinator
Submitter: Jason G. Randall, jgrandal@albany.edu

856. Panel Discussion: 12:30PM-1:20PM  502-503
Debating Value Conflicts Associated With Ethical Dilemmas in I-O Psychology

The purpose of this session is to stimulate discussion of ethical dilemmas in I-O psychology practice and research, which evoke conflicting values that merit explicit identification and exploration. Panelists will introduce a small sample of practices that illustrate this situation and lead the audience in a friendly debate of the relevant ethical issues.

Johnathan Nelson, Morehead State University, Co-Chair
Chanda S. Sanders, MA, University of Oklahoma, Co-Chair
Deirdre J. Knapp, HumRRO, Panelist
Amy Dawgert Grubb, Federal Bureau of Investigation, Panelist
Thomas S. Skiba, Humu, Panelist
Submitter: Johnathan Nelson, j.nelson@moreheadstate.edu

857. Master Tutorial: 12:30PM-1:20PM  Brazos
The Future Has Arrived: Practice Task Analysis for Cognitive Nonobservable Job Tasks

Cognitive task analyses are necessary to capture task frequency, importance, and KSAs for cognitively based, nonobservable tasks, which are becoming ubiquitous in the age of technology. CTAs, hence, can improve selection and training procedures. This master tutorial provides hands-on experience conducting a CTA as well as arranging and analyzing CTA data in the context of Sandia TLX software.

Daniel B. Shore, Self-Employed/GMU, Presenter
Robert S. Kittinger, Sandia National Labs, Presenter
Submitter: Daniel B. Shore, danielsshore86@gmail.com

858. Special Event: 12:30PM-1:20PM  JW Grand Salon 1
SIOP Select: Distinguished Teaching Contributions Award Winners

Every year SIOP honors individuals who have sustained experience in a full-time university/college tenure-track or tenured position(s) requiring substantial teaching responsibilities. Join us for a captivating and insightful take on lessons learned from top teachers in the field.

Janet L. Kottke, California State University, San Bernardino, Presenter
Kurt Kraiger, University of Memphis, Presenter
Victoria P. Mattingly, Mattingly Solutions, LLC, Presenter
Elizabeth L. Shoemaker, Western Kentucky University, Presenter
Submitter: Tyree D. Mitchell, tyreemitchell@aol.com

859. Panel Discussion: 12:30PM-1:20PM  JW Grand Salon 2
The State of the Art and Future Horizons for Diversity and Inclusion

In this session, professionals from the University of Maryland, Mercer, DDI, Google, and BounceX gather to discuss their experiences, current trends, and future directions of the diversity and inclusion space. All practitioners and researchers interested in the topic are welcome to join the conversation on how to create inclusive environments that reap the benefits of diversity.

Sarah Sleiman Haidar, DDI, Chair
Juliet Aiken, University of Maryland, Panelist
Gail Greenfield, Mercer, Panelist
Anuradha Ramesh, Google, Panelist
Mina Sipe, DDI, Panelist
Lakuan T. Smith, Bounce X, Panelist
Submitter: Sarah Sleiman Haidar, sarah.haidar@ddiworld.com

860. Panel Discussion: 12:30PM-1:20PM  JW Grand Salon 3
Past, Present, and Future of Virtual Teamwork in Organizations

A mix of esteemed scientists will discuss key challenges in defining, measuring, and effectively implementing virtual teamwork in modern organizations. Audience members will be invited to ask the panel of experts questions about recent developments and opportunities in virtual teamwork for both research and practice.

Lisa Handke, Technische Universitaet Braunschweig, Co-Chair
Thomas A. O’Neill, University of Calgary, Co-Chair
Leslie A. DeChurch, Northwestern University, Panelist
Lucy Gilson, University of Connecticut, Panelist
Steve W. J. Kozlowski, Michigan State University, Panelist
Eduardo Salas, Rice University, Panelist
Submitter: Lisa Handke, l.handke@tu-braunschweig.de

861. Panel Discussion: 12:30PM-1:20PM  JW Grand Salon 4
Survey Best Practices or Not: The Devil in the Details

A number of different practices have emerged around specific aspects of the employee survey process. These are often defined by survey practitioners but not researched as much as other aspects of survey design. A fast-paced roundtable of survey consultants will examine their position and recommendations on a variety of these survey details (e.g., rating scale format, incentivizing managers).

Jeffrey A. Jolton, PwC, Chair
Alejandra C. Matamala, PwC, Panelist
Justin G. Black, Glint, now a part of LinkedIn, Panelist
862. Special Event: 12:30PM-1:20PM  J W Grand Salon 5
SIOP Select: A Discussion: SIOP Membership Trends Then, Now, and Beyond
With the growing interest in I-O psychology, it is imperative that SIOP examines its emerging membership to ensure member needs continue to be a priority. This Executive Board block panel discussion will include leaders from both academia and practice who will interpret the findings from the Membership Committee. These leaders will offer guidance on how to enrich the future of SIOP membership.

Panelists:
- Allan H. Church, PepsiCo, Chair
- Tiffany R. Oppe, LinkedIn, Chair
- Enrica R. Ruggs, University of Memphis, Presenter
- Shani G. Brown, Way State University, Presenter
- Michelle L. Goro, Infra, Presenter
- Caitlin J. Jacobson, APTMetrics, Presenter

Submitter: Shani G. Brown, shanique.brown@wayne.edu

863. Panel Discussion: 12:30PM-1:20PM  J W Grand Salon 6
Better Together: Aligning Survey and Organizational Data for Insight and Action
Practitioners from 6 technology companies (Cisco, Dell, Google, Qualcomm, SAP, and VMware) will discuss how various sources of organizational data can facilitate more nuanced and meaningful analyses of employee survey data and enable I-O psychologists to deliver valuable organizational insights.

Panelists:
- Ryan A. Mills, Qualcomm, Co-Chair
- Robert L. Woodson, Qualcomm, Co-Chair
- Madison W. Beard, Cisco, Panelist
- Stephanie L. Murphy, Dell Technologies, Panelist
- Mary Kate Stimmier, Google, Panelist
- Tim R. Wolf, SAP SE, Panelist
- Alex B. Nordan, VMware, Panelist

Submitter: Ryan A. Mills, mills@qualcomm.com

864. Panel Discussion: 12:30PM-1:20PM  J W Grand Salon 7-8
Impact Evaluation: From Employee Training to Leadership Development
Drawing on the combined experience of a diverse panel of learning and development experts, this session will examine and discuss current practices and future opportunities in impact evaluation for a wide range of interventions, from employee training to leadership development programs. Panelists share insights to help build value using evaluation data.

Panelists:
- Chia-Lin Ho, Ho Leadership & Talent Management Associates, Chair
- Matthew J. Del Giudice, Panelist
- Carolyn Hill-Fotouhi, Merck & Co., Inc., Panelist
- Neelima Paranjpe, Vaya Group, Panelist
- Eric A. Surface, ALPS Insights, Panelist

Submitter: Chia-Lin Ho, chialinroseho@gmail.com

865. Alternative Session Type with multiple papers:
12:30PM-1:20PM  Lone Star Salon A
Interactive Tools: Web-Based Applications in Organizational Research and Practice
Recent advances in open-source programming resources have made it easier than ever to create interactive, web-based software that informs organizational research and practice. Four novel R- and Python-based applications are presented and discussed to highlight the possibilities for researchers, practitioners, and educators to benefit from this powerful technological advancement.

Panelists:
- Leo Alexander, III, Rice University, Co-Chair
- Q. Chelsea Song, Purdue University, Co-Chair

Submitter: Melissa Marie Fakler, melpromes@gmail.com

866. Symposium: 12:30PM-1:20PM  Lone Star Salon B
Advances in Employee Voice: Inspiring Change, Network Influences, and Team Faultlines
Leveraging sophisticated methods (e.g., experience sampling, network analysis), 3 papers offer advancements in voice research. Specifically, they demonstrate how promotive and prohibitive voice can inspire change, explore how leader networks may influence the topics employees choose to voice and withhold, and provide evidence of how the broader team context might shape when employees speak up.

Panelists:
- Elizabeth A. McCune, Microsoft, Chair
- Shuqi Li, Michigan State University, Russell E. Johnson, Michigan State University
- Hong Yu, Microsoft, Elizabeth A. McCune, Microsoft

Discussant:
- Omar Khodr, New York University

Submitter: Elizabeth A. McCune, elizabeth.mccune@microsoft.com

867. Panel Discussion: 12:30PM-1:20PM  Lone Star Salon C
R&D Leadership in Pharma: The R&D Leader of the Past, Present, and Future
Internal and external trends (e.g., digitalization, big data, increasing competition) have transformed the life sciences industry. This panel will discuss the profile and key behaviors of successful R&D leaders who manage departments adapting to these trends, and the demands on the R&D function to remain competitive in the changing landscape.

Panelists:
- Omar Khodr, New York University, Chair
- Linda M. Gookin, Korn Ferry, PANELIST
- Tanya Brubaker, Johnson & Johnson, PANELIST
- José H. David, Merck, PANELIST
- Steve Brengle, Korn Ferry, PANELIST
- Caryn Parlarvecchio, Novartis, PANELIST

Submitter: Omar Khodr, omk234@nyu.edu

868. Panel Discussion: 12:30PM-1:20PM  Lone Star Salon D
Trust in AI
This panel brings together diverse practitioner perspectives on the importance of properly building trust in AI applications within organizations. They will explore how the implementation of AI selection tools can impact stakeholders at 3 distinct levels: the organization, the team, and the individual. They will discuss best practices to promote the understanding and trust of AI applications.

Panelists:
- Melissa Marie Fakler, HireVue, Inc., Chair
- Timothy C. Lisk, Facebook, PANELIST
- David J. Lux, Georgia-Pacific, PANELIST
- John S. Stilka, Jr., HireVue, Inc., PANELIST
- Andrew L. Solomonson, Delta Air Lines, PANELIST

Submitter: Melissa Marie Fakler, melpromes@gmail.com
869. Master Tutorial: 12:30PM-1:20PM Lone Star Salon E
Creating a Glass Box: Interpretable Machine Learning Models
This session provides an approachable introduction to drawing theoretically meaningful inferences from machine learning models. Attendees learn how to use the Shapley value method to discover the effect of various predictors on the prediction outcome. Attendees gain first-hand experience with demystifying black box machine learning models by applying the technique to an employee data set.

Weiwennie1960@gmail.com
Submitter: Weiwennie
Presenter

870. Panel Discussion: 12:30PM-1:20PM Lone Star Salon F
The Inclusion Imperative: Leveraging Women’s Leadership Potential
In the face of persistent gender gaps at work, a fresh look at the efforts of organizations and leadership development experts in helping close those gaps is warranted. This panel brings together distinguished expert practitioners working in the leadership development space with a focus on women and will address the practical challenges and opportunities in helping women advance at work.

M.K. Ward, University of Bonn, Panelist
Mareike Kholin, University of Bonn, Panelist
Anna Boyer, Starbucks Coffee Company, Panelist
Janice Gassam, Hofstra University, Panelist
Kalpana Tatavarti, Parity Consulting and Training, Panelist
Anna Marie Valerio, Executive Leadership Strategies, LLC, Panelist
Myia S. Williams, Northwell Health, Panelist
Simone Wilson, Wilson Rose Solutions, Panelist
Submitter: Weiwennie

871. Alternative Session Type with Presenters:
Question Time: What Advice Can I-O Psychology Researchers Give to Entrepreneurs?
A panel of I-O psychology and entrepreneurship researchers will answer questions posed by a panel of entrepreneurs on practical issues and challenges they have encountered as part of their experience setting up and growing their ventures. They aim to provide entrepreneurs with research-based practical advice and highlight areas where I-O psychologists can contribute to entrepreneurship research.

M.K. Ward, Centre for Transformative Work Design, Presenter
Gorkan Ahmetoglu, University College London, Chair
Alexander E. Glosenberg, Loyola Marymount University, Presenter
Timothy Brewer, Functionally, Presenter
Felipe Cuadra, rankmi.com, Presenter
Stephan Ledain, YSC Consulting, Presenter
Lara Menke, CAIA, Presenter
Submitter: Weiwennie

872. Alternative Session Type with Presenters:
Candidate-Centric Design to Drive Positive Business Outcomes: Examples From the Field
A good candidate experience has fast become a measure of a great company. Organizations concerned with the possibility of losing talent have turned to assessment publishers to enhance the candidate experience while ensuring key psychometric principles are met. This panel discussion with preceding presentations will illustrate the benefits organizations may achieve with purposeful design.

Sara Lambert Gutierrez, SHL, Chair
Carla Gardner, HireVue, Presenter
Sarah Kelle, Aon Assessment GmbH, Presenter
Maria Schuchinsky, Aon, Presenter
Darren Grellie, SHL US LLC, Presenter
Andrew F. Lam, PepsiCo, Presenter
Ted B. Kinney, PSI Services LLC, Presenter
Submitter: Sara Lambert Gutierrez, Sara.Gutierrez@shl.com

873. Poster: 12:30PM-1:20PM Board 1
Perceptions of Communication Patterns and Career Outcomes: Does Gender Matter?
Following social network analysis, this study explores gender as a moderator between perceptions of communication patterns at work and career outcomes (n = 2,204 observations). The study shows that one’s gender moderates the relationship between external perceptions (provided by colleagues at work) and promotions. For women, an increase in external perceptions did not increase promotion chances.

Kristina Aloyan, Northumbria University
Nigel R. Guenole, IBM
Submitter: Kristina Aloyan, kristina.aloyan@northumbria.ac.uk

874. Poster: 12:30PM-1:20PM Board 2
The Role of Self-Efficacy in the Internship Search in College Students
This study investigated the role of self-efficacy in internship searching among undergraduate students. Participants reported their self-efficacy for search and outcomes, along with the search behaviors in which they engaged. Results indicated a positive relationship between self-efficacy and search behaviors, but no indirect effects of self-efficacy on internship success.

Alexandria Brown, Northern Illinois University
Xinyu Hu, Northern Illinois University
Alecia M. Santuzzi, Northern Illinois University
Brian Pillsbury, Northern Illinois University
Submitter: Alexandria Brown, abrown28@niu.edu

875. Poster: 12:30PM-1:20PM Board 3
Spiritual Mentorship and Work Meaningfulness: The Mediating Role of Calling
This study explored the relationship between spiritual mentoring functioning and the work meaningfulness of protégés. Analyzing samples from 152 employees working in various industries in China, results find their calling mediated the relationship between the mentor’s spiritual mentoring and the work meaningfulness of protégés.

Joon Hyung Park, Nottingham University Business School
Yilei Chen, Nottingham University Business School
Demi Kunjig Li, University of Nottingham Ningbo China
Submitter: Joon Hyung Park, joon.park@nottingham.edu.cn

876. Poster: 12:30PM-1:20PM Board 4
Do You See What I See? Intern and Supervisor Perspectives of Their Internships
Through examining intern–supervisor relationships, it was found that the frequency of interaction (FOI) impacted interns’ perceived career support, mediated by the quality of the intern–supervisor relationship exchange. Career support predicted clarity of professional identity. Supervisor-rated FOI influenced the quality of the relationship exchange only and not intern-rated career support.

Celine Kristoff, Nazareth College
Stephen Hill, Nazareth College
Yoshide Nakai, Eastern Kentucky University
Submitter: Celine Kristoff, ckristo3@gmail.naz.edu

877. Poster: 12:30PM-1:20PM Board 5
Why Dark Personalities Can Get Ahead: Extending the Toxic Career Model
Authors extended Templer’s (2018) toxic career model by adding hierarchical position and specifying 2 moderators that explain how dark personalities can get ahead. Enterprise job demands facilitate the success of dark personalities, that high honesty–humility makes up for those gaps is warranted. This panel brings together 6 distinguished expert practitioners working in the leadership development space with a focus on women and will address the practical challenges and opportunities in helping women advance at work.

M. K. Ward, University of Bonn, Panelist
Mareike Kholin, University of Bonn
Gerhard Bickel, University of Bonn
Submitter: Bastian Paul Kueckelhaus, kueckelhaus@uni-bonn.de

878. Poster: 12:30PM-1:20PM Board 6
Does Gender Matter?
Following social network analysis, this study explores gender as a moderator between perceptions of communication patterns at work and career outcomes (n = 2,204 observations). The study shows that one’s gender moderates the relationship between external perceptions (provided by colleagues at work) and promotions. For women, an increase in external perceptions did not increase promotion chances.

Kristina Aloyan, Northumbria University
Nigel R. Guenole, IBM
Submitter: Kristina Aloyan, kristina.aloyan@northumbria.ac.uk

879. Poster: 12:30PM-1:20PM Board 7
The Role of Self-Efficacy in the Internship Search in College Students
This study investigated the role of self-efficacy in internship searching among undergraduate students. Participants reported their self-efficacy for search and outcomes, along with the search behaviors in which they engaged. Results indicated a positive relationship between self-efficacy and search behaviors, but no indirect effects of self-efficacy on internship success.

Alexandria Brown, Northern Illinois University
Xinyu Hu, Northern Illinois University
Alecia M. Santuzzi, Northern Illinois University
Brian Pillsbury, Northern Illinois University
Submitter: Alexandria Brown, abrown28@niu.edu

880. Poster: 12:30PM-1:20PM Board 8
Spiritual Mentorship and Work Meaningfulness: The Mediating Role of Calling
This study explored the relationship between spiritual mentoring functioning and the work meaningfulness of protégés. Analyzing samples from 152 employees working in various industries in China, results find their calling mediated the relationship between the mentor’s spiritual mentoring and the work meaningfulness of protégés.

Joon Hyung Park, Nottingham University Business School
Yilei Chen, Nottingham University Business School
Demi Kunjig Li, University of Nottingham Ningbo China
Submitter: Joon Hyung Park, joon.park@nottingham.edu.cn

881. Poster: 12:30PM-1:20PM Board 9
Do You See What I See? Intern and Supervisor Perspectives of Their Internships
Through examining intern–supervisor relationships, it was found that the frequency of interaction (FOI) impacted interns’ perceived career support, mediated by the quality of the intern–supervisor relationship exchange. Career support predicted clarity of professional identity. Supervisor-rated FOI influenced the quality of the relationship exchange only and not intern-rated career support.

Celine Kristoff, Nazareth College
Stephen Hill, Nazareth College
Yoshide Nakai, Eastern Kentucky University
Submitter: Celine Kristoff, ckristo3@gmail.naz.edu

882. Poster: 12:30PM-1:20PM Board 10
Why Dark Personalities Can Get Ahead: Extending the Toxic Career Model
Authors extended Templer’s (2018) toxic career model by adding hierarchical position and specifying 2 moderators that explain how dark personalities can get ahead. Enterprise job demands facilitate the success of dark personalities, that high honesty–humility makes up for those gaps is warranted. This panel brings together 6 distinguished expert practitioners working in the leadership development space with a focus on women and will address the practical challenges and opportunities in helping women advance at work.

M. K. Ward, University of Bonn, Panelist
Mareike Kholin, University of Bonn
Gerhard Bickel, University of Bonn
Submitter: Bastian Paul Kueckelhaus, kueckelhaus@uni-bonn.de
878. Poster: 12:30PM-1:20PM  Board 6
Changing Nature of Work: Exploring Multiple J obholders Trends
This paper explores trends in multiple job holdings from 2003–2018 using data from the Current Population Survey. These data show a general decline starting before and continuing through the 2008 recession, across most demographic groups through 2018. The trend appears to be similar despite the talked-about rise in “gig”/“on demand” work during the last decade.
John Kulas, Montclair State University
Alicia Stachowski, University of Wisconsin-Stout
Renata Garcia Prieto Palacios Roji, Ezra
Leisa A. Sunier, University of Wisconsin-Stout
Submitter: Alicia Stachowski, stachowskia@uwstout.edu

879. Poster: 12:30PM-1:20PM  Board 7
Won’t Stop Searching: Detachment, Self-Improvement, and Job Search Outcomes
Authors focus on detachment and self-improvement as mediators between perceived job search goal progress and outcomes, and tested the model using within-person biweekly survey design. Goal progress had a negative indirect effect on outcomes (i.e., feedback) via detachment and preparatory behaviors, and a positive indirect effect on outcomes via self-improvement and active behaviors.
Sang-Hoon Lee, University of Illinois at Urbana-Champaign
Chen Tang, University of Illinois at Urbana-Champaign
Yijue Liang, University of Illinois at Urbana-Champaign
Yihao Liu, University of Illinois at Urbana-Champaign
Submitter: Sang-Hoon Lee, shl8@illinois.edu

880. Poster: 12:30PM-1:20PM  Board 8
Exploring Self-Regulation in Online Learning: Implications for Workforce Reskilling
Authors conducted in-depth interviews with working adults in an online graduate program using selection, optimization, and compensation theory (Baltes & Baltes, 1990) as a novel foundation for understanding self-regulated learning. Findings provide evidence for utility of the SOC perspective, age-related trends in strategy use, and creation of an “SOC in Adult Learning” behavior framework.
Sibley Lyndgaard, Georgia Institute of Technology
Corey Tatel, Georgia Institute of Technology
Ruth Kanfer, Georgia Institute of Technology
Isabel Ruthotto, Georgia Institute of Technology
Julia Melkers, Georgia Institute of Technology
Submitter: Sibley Lyndgaard, slyndgaa@comcast.net

881. Poster: 12:30PM-1:20PM  Board 9
When Do Negative Mentoring Experiences Relate to CWB?
Some mistakes when mentoring are unavoidable, so mentors are motivated to learn how to avoid the organizational repercussions associated with negative mentoring behaviors. Multiphasic data from 201 employees provides evidence for moderated mediation whereby negative mentoring experiences affects CWB through interactional justice only when negative affectivity is low or moderate.
Krystal N. Roach, Central Michigan University
Sarah C. Adams, Central Michigan University
Kimberly E. O’Brien, Central Michigan University
Submitter: Krystal N. Roach, KrystalRoach00@gmail.com

882. Poster: 12:30PM-1:20PM  Board 10
The Impact of Mentor Relationships and Gender on Reenlistment Intentions
This research explored the effects of gender and mentorship on soldiers’ reenlistment intentions. Gender and gender-match mentorships were investigated as moderators on the effect of mentorship on reenlistment intentions. Findings revealed a significant main effect of mentorship and mentor-gender on reenlistment intentions. Implications for research and practice are discussed.
Caitlin Rodgers, Suited
Jessica Rose Carre, U.S. Army Research Institute
Syndie Cunningham, U.S. Army Research Institute
Submitter: Syndie Cunningham, scunningham117@gmail.com

883. Poster: 12:30PM-1:20PM  Board 11
Dealing With Complex Data: A New Measure for Social and Entering Operations
Vertical Social Interests Scale—Data Complexity Levels was developed that incorporated increasingly complex activities to do with interacting with data in the social and enterprising work areas. The measure added incremental variance over job motivating potential, interests, and self-efficacy in predicting job satisfaction, occupational commitment, emotional exhaustion, and turnover intentions.
Yonca Toker, Middle East Technical University
Aysu Gokalp, Middle East Technical University
Yalcin Acikgoz, Appalachian State University
Submitter: Yonca Toker, ytoker@metu.edu.tr

884. Poster: 12:30PM-1:20PM  Board 12
Maintaining Job Crafting Over Time: The Joint Effect of Autonomy and Career Support
Adopting a self-regulation perspective, authors focus on intradividual changes in job crafting over time. Using 4 waves data collected from university professors and instructors in China, they examined changes in job crafting over the course of a semester and found that job autonomy and career support from family and friends had joint effect on the maintenance of job crafting over time.
Zhonghao Wang, Michigan State University
Jason L. Huang, Michigan State University
Baoguo Xie, Wuhan University of Technology
Submitter: Jason L. Huang, huangjl@msu.edu

885. Poster: 12:30PM-1:20PM  Board 13
Maybe She’s Gifted? Maybe It’s Mentoring: Benefits of Mentors Over Career Trajectory
Two competing hypotheses compare whether the number of informal mentors influences these “rising star” characteristics or vice versa. Using 2 time points and autoregressive effects, it was found that the number of informal mentors had an indirect effect on career initiative behaviors via protégé need for achievement.
Bremond Woody, Consortium of Universities of the Washington Metropolitan Area
Kimberly E. O’Brien, Central Michigan University
Submitter: Bremond Woody, woody2b@cmich.edu

886. Poster: 12:30PM-1:20PM  Board 14
Living a Calling and Burnout: Life Satisfaction and Workaholism as Mediators
This study examined the underlying mechanisms between living a calling and work-related burnout. Two contradictory paths are proposed, where-in living a calling reduces work-related burnout through life satisfaction but increases burnout through workaholism. Analyzing the data collected from 205 employees in China, inconsistent mediating effects between living a calling and burnout was found.
Xiaoling Yang, Nottingham University Business School China
Joon Hyung Park, Nottingham University Business School China
Submitter: Joon Hyung Park, joon.park@nottingham.edu.cn

887. Poster: 12:30PM-1:20PM  Board 15
The Effect of Values on Negative Mentoring, Job Satisfaction, and Career Success
This study explores how values affect negative mentoring, job satisfaction, and perceived career support. Results indicate protégés with mentors perceived to have self-enhancement values experienced more negative mentoring, while protégés with mentors perceived to have self-transcendence values experienced less negative mentoring. Negative mentoring mediated between perceived values and outcomes.
Marcy Young Illies, St. Cloud State University
Roni Reiter-Palmon, University of Nebraska-Omaha
Brandon Tentler, St. Cloud State University
Submitter: Marcy Young Illies, marcyyoung@hotmail.com
888. Poster: 12:30PM–1:20PM  
A Relational Model of Career Adaptability and Career Prospects
This study investigated the mediating role of LMX in explaining the effect of career adaptability on career prospects, as well as the moderating role of agreeableness in this process across 2 field studies. Results supported predictions and offered both theoretical and practical implications.
Yejun Zhang, University of Oklahoma
Yanjun Guan, Renmin University of China
Zhoulin She, Tsinghua University
Xuhua Yang, Capital University of Economics and Business
Submitter: Yejun Zhang, zhangyejun1980@gmail.com

889. Poster: 12:30PM–1:20PM  
Newcomer Proactive Behaviors and Socialization Outcomes: A Meta-Analytic Review
This research provides a meta-analytic review of the relationship between newcomer proactive behaviors and socialization outcomes. Results based on 28 independent samples indicate that 42 of the 49 relationships are statistically significant. Predictive strength of each behavior were compared via path analysis. Mediation and moderation effects are also examined.
Teng Zhao, Auburn University
Jiayi Liu, Auburn University
Alisha Zawacki, Auburn University
Hairong Li, Auburn University
Submitter: Teng Zhao, tz000037@auburn.edu

890. Poster: 12:30PM–1:20PM  
Protean Career Orientation Causing “Plot Reversal” in Organizational Identification
Authors proved that protean career orientation strengthened organizational identification’s relation with career growth but weakened its relation with career prospect. The reason is the moderator related positively to career planning, and protean-oriented employees can narrow current ideal self-discrepancy with career growth but cannot narrow future ideal self-discrepancy with career prospect.
Linna Zhu, University of Science and Technology of China
Submitter: Linna Zhu, linnaustc@163.com

891. Poster: 12:30PM–1:20PM  
Interests and Self-Efficacy: One Construct or “Related but Distinct”?
Interests and self-efficacy (SE) are regarded as distinct attitudes toward work tasks. Authors test if they instead reflect the same underlying constructs. MTMM meta-analyses show interest–SE correlations resemble interest correlations with alternate-forms interest scales. Interests and SE largely capture the same underlying attitudes toward work tasks and discuss implications for practice.
Matthew Zimmerman, University of South Florida
Brenton M. Wierink, University of South Florida
Submitter: Matthew Zimmerman, mdzimmerman@mail.usf.edu

892. Poster: 12:30PM–1:20PM  
How Anxiety Enhances and Undermines Employee Performance
Authors examine how workplace anxiety can simultaneously enhance and undermine performance. Findings indicate that workplace anxiety undermined performance through cognitive interference, while workplace anxiety enhanced performance through self-regulatory processing. Authors change the conversation to one where workplace anxiety can have beneficial effects on performance.
Bonnie Hayden Cheng, Hong Kong Polytechnic University
Si Zhu, Hong Kong Baptist University
Xu Huang, Hong Kong Baptist University
Erica Xu, Hong Kong Polytechnic University
Submitter: Si Zhu, 18481078@illfe.hkbu.edu.hk

893. Poster: 12:30PM–1:20PM  
Ain’t Too Proud to Beg! Effects of Leader’s Use of Pride on Groups
Students working in groups building Lego structures rated their perceived leader regarding expressions of pride (authentic and hubristic). Students who perceived the leader as expressing more authentic pride rated the task, group (satisfaction and cohesion), and leader more positively; whereas the reverse was true (generally) for perceptions of expressions of hubristic pride.
Catherine S. Daus, Southern Illinois University, Edwardsville
Stephen Baumgarner, Southern Illinois University, Edwardsville
Submitter: Catherine S. Daus, cdaus@siue.edu

894. Poster: 12:30PM–1:20PM  
The Effects of Emotional Labor on Employee Burnout and Turnover Intention
The relation between emotional labor and employee burnout and turnover intention were examined. Findings indicated positive relations between surface acting and emotional exhaustion and depersonalization, and surface acting and turnover intention. Results also revealed a positive relation between deep acting and burnout and a negative relation between deep acting and turnover intention.
Andrew Derelega, United States Air Force
Cody B. Cox, St. Mary’s University
Submitter: Andrew Derelega, a.derelega@gmail.com

895. Poster: 12:30PM–1:20PM  
Does Emotional Labor Harm Diet and Exercise? A Weekly Diary Exploration
A model of emotional labor, unhealthy eating, and exercise is tested. The results of a weekly diary study demonstrate that surface acting at work can harm eating and exercise behavior at home via negative activation. Also, emotion regulation self-efficacy is found to be a cross-level moderator that minimizes the impact of surface acting via negative activation on unhealthy eating.
Lucille S. Headrick, University of Illinois at Urbana-Champaign
YoungAh Park, University of Illinois at Urbana-Champaign
Submitter: Lucille S. Headrick, headric2@illinois.edu

896. Poster: 12:30PM–1:20PM  
Discrete Emotions and Complex Skill Learning: Evidence of Incremental Validity
Using a complex computer task, authors examined if discrete emotions provide incremental validity above general affect in predicting skill acquisition and adaptation performance. Results supported the incremental validity of positive and negative discrete emotions but were more consistent and stronger for positive emotions, mainly in adaptation. Implications for emotion control are discussed.
Ashley Jorgensen, University of Oklahoma
Eric A. Day, University of Oklahoma
Jonathan Huck, University of Oklahoma
Kelsey Richels, University of Oklahoma/Colarelli, Meyer & Associates
Hannah Harris, University of Oklahoma
Joseph A. Westlin, College of Saint Rose
Submitter: Ashley Jorgensen, jorgensen@ou.edu

897. Poster: 12:30PM–1:20PM  
Exploring Gender Differences in the Experience of Being Envied
Drawing upon social role theory and evolutionary theory, authors conducted a scenario-based study to explore whether different emotional reactions and planned behaviors will be displayed by men and women who are envied and gender makeup of the dyad will affect differences. Results indicate that both men and women envied generally displayed gendered emotional and behavioral responses.
Jaewoo Kim, University of Houston
Dustin Maneethai, University of Houston
Dejun Tony Kong, University of South Florida
Leanne E. Atwater, University of Houston
Submitter: Dustin Maneethai, dmaneeth@gmail.com

898. Poster: 12:30PM–1:20PM  
Leader’s Self-Disclosing Anger, Followers’ Attribution, and Attitudinal Reactions
Authors investigated the effects of leader’s self-disclosing anger on follower’s attributions of warmth/competence, and in turn on their trust and OCB intention toward the leader. Results showed that leader’s self-disc-
closing anger is negatively related to followers’ trust and OCB intention through their lower level of attribution of warmth toward the leader.

Myungsun Kim, Australian Catholic University
Sung Won Min, Pennsylvania State University
Submitter: Myungsun Kim, myungsun.kim7@gmail.com

899. Poster: 12:30PM–1:20PM  Board 27
A Bifactor Measurement Model of Perceiving Others’ Emotions With Job-Related Outcomes
The Face-Based Emotion Matching Test (FEMT), a nonlinguistic objective test of emotion recognition ability in adults, was developed and validated. Applying confirmatory bifactor models shows that the FEMT has a statistically well-fitting, stable factor structure. Scores are associated with job-related outcomes, namely coworker assessed social astuteness, and contextual and adaptive performance.
Iris Kranefeld, University of Bonn
Gerhard Bickle, University of Bonn
Andreas Wahler, Frankfurt School of Finance & Management gGmbH
Bastian Paul Kueckelhaus, University of Bonn
Jochen Menges, University of Zurich
Submitter: Iris Kranefeld, kranefeld@uni-bonn.de

900. Poster: 12:30PM–1:20PM  Board 28
Emotional Labor and Sleep Quality: A Multimethod Study of Self-Regulatory Mechanisms
Poor sleep has been linked to decreased emotional labor (EL). Drawing from models of self-regulation, this study used subjective and objective measures to examine whether perceptions of sleep quality can influence EL during a call center simulation. Heart-rate variability was identified as a potential marker of EL; contrary to prior research, neither objective nor subjective sleep impacted EL.
Arielle P. Rogers, Human Resources Research Organization (HumRRO)
Larissa K. Barber, San Diego State University
Courtney Thomas, Northern Illinois University
Xinyu Hu, Northern Illinois University
Submitter: Arielle P. Rogers, rogers.arielle@gmail.com

901. Poster: 12:30PM–1:20PM  Board 29
Mindfulness and Swearing as Affective Regulators of Employee Well-Being Outcomes
Authors test the mediating role of mindfulness and swearing in mitigating stress outcomes that follow positive and negative (PA and NA) affect. Support is found for PA predicting mindfulness and NA predicting swearing. Study 2 showed that mindfulness mediates the relationship between PA and a range of well-being variables, but swearing in response to NA does not.
Kristin Scott, Clemson University
Christian N. Thoroughgood, Villanova University
Thomas Zagenczyk, Clemson University
Submitter: Kristin Scott, kscott3@clemson.edu

902. Poster: 12:30PM–1:20PM  Board 30
Creativity Is Distracting: Regulating Negative Emotions With Idea Generation Tasks
This research examined how incidental and integral state anger and state anxiety, respectively, are impacted by performing idea generation tasks as a means of distraction for emotion regulation. Results indicate that engaging in this type of creative performance mitigates the extent to which one feels the various forms of state anger; however, the various forms of state anxiety remain unaffected.
Keith Strasbaugh, University of Oklahoma
Shane Connelly, University of Oklahoma
Jessica L. Johnston-Fisher, University of Oklahoma
Submitter: Keith Strasbaugh, kstras@ou.edu

903. Poster: 12:30PM–1:20PM  Board 31
How and When Workplace Anxiety Increases Challenging Voice and Reduces Citizenship Behaviors
Authors investigate the potentially bright side of workplace anxiety, which has so far received limited attention. As expected, employees experiencing workplace anxiety are more likely to engage in promotive voice.
In addition, the effects of workplace anxiety on self-serving cognitions and promotive voice are stronger when employees are high (vs. low) on conscientiousness.
Si Zhu, Hong Kong Baptist University
Erica Xu, Hong Kong Polytechnic University
Bonnie Hayden Cheng, Hong Kong Polytechnic University
Xu Huang, Hong Kong Baptist University
Submitter: Si Zhu, 18481078@life.hkbu.edu.hk

904. Poster: 12:30PM–1:20PM  Board 32
A Little Thanks Makes “Me” Work Harder: The Effects of Multiple Identifications
The relationship between customer gratitude expression and work effort were examined with 342 employees. Findings indicate that individual identity will enhance the indirect relationship between customer gratitude expression and work effort through occupational mechanism but mitigate the above relationship through organizational process.
Zheng Zhu, Renmin University of China
Xingwen Chen, The University of Hong Kong
Mengxi Yang, Tsinghua University
Jun Liu, Renmin University of China
Submitter: Mengxi Yang, yangmx.15@sem.tsinghua.edu.cn

905. Master Tutorial: 1:00PM–2:20PM  402-403
How to Develop and Implement Unidimensional Computer Adaptive Tests
This session covers the development and implementation of computer adaptive tests (CATs), including overviews of CATs and item response theory, item pool development, item calibration, CAT-development software, algorithm creation using simulations, scaling/equating, experimental item collection, the development of programmer instructions, test implementation tasks, user testing, and guidance.
Scott K. Burtnick, U.S. Customs and Border Protection, Presenter
Kevin A. Byler, U.S. Customs and Border Protection, Presenter
Jeffrey M. Cucina, U.S. Customs and Border Protection, Presenter
Kimberly M. Perry, U.S. Customs and Border Protection, Presenter
Submitter: Jeffrey M. Cucina, jucicina@gmail.com

906. Symposium: 1:30PM–2:20PM  201-202
Cutting-Edge Approaches to Studying Trust in Organizations
Trust is key to success in organizations, because nearly all employees are required to work with others. Authors present 4 papers describing cutting-edge research and theory on trust in organizations. These papers touch on a number of topics including new conceptualizations of trust in leadership, issues of measurement, the distinctiveness of trust versus distrust, and the role of time.
Amanda L. Thayer, University of Akron, Chair
Jessica L. Wildman, Florida Institute of Technology, Co-Chair
Tristin William Halfman, Institute for Simulation and Training, Krisztina Szabo, Institute for Simulation and Training, C. Shawn Burke, University of Central Florida, Hayley Brooke Smith, University of Central Florida, Christopher Wiese, Georgia Institute of Technology, Trust in Leadership: Looking Across Levels and Time
Jennifer Feitosa, Claremont McKenna College, Rebecca Grossman, Hofstra University, William S. Kramer, University of Nebraska Omaha, Eduardo Salas, Rice University, Measuring Team Trust: Guidelines Based on a Meta-Analysis
Jessica L. Wildman, Florida Institute of Technology, Trust and Distrust in Supervisors: Same-Same but Different?
Amanda L. Thayer, University of Akron, A Process and Time Perspective on Trust Development, Violation, and Repair
Submitter: Amanda L. Thayer, athayer@uakron.edu

907. Alternative Session Type with Presenters: 1:30PM–2:20PM  203-204
Ensuring Objectivity: Modern Corporate Approaches
Consultants from 2 global organizations will share their experience how they addressed a challenge of ensuring objectivity in talent decision making. A range of topics will be discussed calling for panelists’ perspectives and audience participation throughout the session. After a 15-minute presentation from each consultant, the format shifts to interactive panel discussion with the audience.
908. Community of Interest: 1:30PM–2:20PM  408-409

Internet of Things in the Workplace: Ethical and Practical Unknowns

“Internet of Things” refers to the increasingly pervasive and autonomous connectivity of devices. Practical opportunities for big data collection from and about employees abound, as do significant ethical challenges. In this COI, attendees will discuss how IOT is changing the nature of work, and how IOs can drive a much-needed discussion of how to intelligently and ethically move forward.

Richard Johnson, University at Albany, SUNY, Host
Evans F. Sinar, BetterUp, Host
Jason G. Randall, University at Albany, SUNY, Coordinator
Submitter: Jason G. Randall, jgrandal@albany.edu

909. Ignite: 1:30PM–2:20PM  502-503

You CAN Handle the Truth! Military Veterans Discuss the Civilian Workplace

Approximately 200,000 U.S. military personnel leave the military each year, and many organizations attempt to hire and retain them. For many, however, the military and civilian employment remains a mystery. This session features candid insights from 5 military veterans about the military itself, veterans in the workplace, and the related role of I-O psychology.

Benjamin E. Baran, Cleveland State University, Chair
Kristin N. Saboe, Boeing, Presenter
Kathryn Ball, Ericsson, Presenter
Christopher Everett, Indigo Anchor, Presenter
Andrew J. Thurston, U.S. Department of Defense, Presenter
Submitter: Benjamin E. Baran, ben@benbaran.com

910. Symposium: 1:30PM–2:20PM  Brazos

Concealable Identity Disclosure at Work: A Positive Approach

This symposium identifies a variety of positive psychology approaches to understanding identity disclosure at work. Different types of identity disclosure are discussed as well their relationship to positive constructs leading to disclosure and resulting from it.

Brandon Reid McIntyre, Clemson University, Co-Chair
Cynthia L.S. Purv, Clemson University, Co-Chair
Marta Chrzansowski, Emirhurst College, Anielle P. Rogers, Human Resources Research Organization (HumRRO), Krista Eckberg, DePaul University, Lisa Finkelstein, Northern Illinois University, The Causal Influence of Stigma Management Strategies on Coworker Reactions
Kelly Gabriel, George Washington University, Hannah Kremer, George Washington University, Christian N. Thoroughgood, Villanova University, Katina Sawyer, George Washington University, Trans Pride
Sydney Marie Milian, Clemson University, Brandon Reid McIntyre, Clemson University, Cynthia L. S. Purv, Clemson University, Effects of Positive Versus Negative Identity Perceptions on Identity Disclosure
Brandon Reid McIntyre, Clemson University, Cynthia L. S. Purv, Clemson University, Explicit Disclosure Versus Openness to Disclosure
Submitter: Brandon Reid McIntyre, brmcint@clemson.edu

911. Symposium: 1:30PM–2:20PM  JW Grand Salon 1

Mistreatment in Healthcare Workers: Antecedents, Outcomes, and Interventions

The goal of this symposium is to investigate predictors and outcomes of mistreatment in healthcare workers from patients and coworkers, and to showcase results from an intervention designed to reduce incidents. Within-individual, between-individual, and between-group perspectives are featured to best understand the mistreatment experience and to offer multiple, future intervention suggestions.

Sergio Miguel Marquez, Michigan State University, Co-Chair
Chu-Hsiang (Daisy) Chang, Michigan State University, Co-Chair
Judith Arnetz, Michigan State University, Co-Chair

Hui Zhang, Huazhong University of Science & Technology, Zhiqing E. Zhou, The Graduate Center & Baruch College, CUNY, Yanjun Liu, Renmin University of China, Li-Zhang, Taihe Hospital, How Patient Mistreatment Hinders Recovery: Resource and Cognition Perspectives
Sheila Brassel, University of Michigan, Emily A. Vargas, University of Michigan, Lila M. Cortina, University of Michigan, Isis H. Settles, University of Michigan, Tim Johnson, Von Voiglander Women’s Hospital, Reshma Jagaci, University Hospital, #MedToo: The Incidence and Impact of Sexual Harassment at an Academic Medical Center
Sergio Miguel Marquez, Michigan State University, Chu-Hsiang (Daisy) Chang, Michigan State University, Judith Arnetz, Michigan State University, Organizational Predictors of Violence Exposure: An Intervention Study
Robert R. Sinclair, Clemson University, Discussant
Submitter: Sergio Miguel Marquez, Marquezs@msu.edu

912. Special Event: 1:30PM–2:20PM  JW Grand Salon 2

SIOP Select: Revising the APA Ethics Code to Better Fit the Roles of I-O Psychologists

The aim of this session is to solicit feedback from the SIOP community regarding the APA Ethics Code in order to inform the APA Ethics Code Task Force that is revising it. Participants will have an opportunity to give feedback about the strengths and limitations of the Ethics Code and to share ideas about how to revise it to serve their professional needs.

Deirdre J. Knapp, HumRRO, Chair
Gabriel Blackman, Purdue University Global, Presenter
Li Lin, PepsiCo, Presenter
Submitter: Deirdre J. Knapp, dknapp@humrro.org

913. Ignite: 1:30PM–2:20PM  JW Grand Salon 3

Tell Us How You Really Feel: Alternative Methods for Measuring Workplace Affect

Measurement of affect has mainly focused on the self-report, Likert scale approach, but with advancement in research and technology, alternative approaches are becoming increasingly feasible. This IGNITE! panel highlights different methods for measuring affect that researchers and practitioners may wish to consider for their own specific purposes.

Katharine McMahon, Portland State University, Co-Chair
Liu-Qin Yang, Portland State University, Co-Chair
Donald E. Gibson, Manhattan College, Presenter
Wei Wang, The Graduate Center & Baruch College, CUNY, Presenter
Daniel J. Beal, Virginia Tech, Presenter
Jill M. Sundie, Radford University, Presenter
Sebastiano Massaro, University of Surrey, Presenter
Submitter: Katharine McMahon, km36@pdx.edu

914. Master Tutorial: 1:30PM–2:20PM  JW Grand Salon 4

Going for the GRFP: How to Win an NSF Graduate Research Fellowship

Each year, graduate students nationwide compete for prestigious and highly selective National Science Foundation Graduate Research Fellowships. This master tutorial walks faculty and students through successful applications. It begins with an informational session, involves interactive brainstorming exercises, reviews writing strategies and techniques, and shares useful tools and resources.

Julie V. Dinh, Rice University, Presenter
Submitter: Julie V. Dinh, julie.dinh@rice.edu

915. Alternative Session Type with Presenters:
1:30PM–2:20PM  JW Grand Salon 5

Treating Candidates Like Customers: Is It for You?

Panelists with I-O or marketing backgrounds representing different industries will address how they interpret candidate experience, what tactics they have used or recommend for providing a positive experience, and what challenges they face. The audience will be encouraged to share their insights on this topic, specifically around 3 pointed questions that the moderator will pose.

Ruchi Patel, Aon, Chair
Tom C. Oliver, Rogers Communication Inc., Presenter
Bryon H. Miller, Ford Motor Company, Presenter
916. Panel Discussion: 1:30PM-2:20PM  JW Grand Salon 6
If an I-O Researches in a Forest: Innovative Ways of Spreading I-O to the World
In recent years, SIOP has been encouraging the translation of I-O ideas into the public sphere. However, the scientist–practitioner gap still exists. Panelists will demonstrate how to effectively communicate with non-I-O audiences, use social media, create I-O blogs and podcasts, and train new generations of I-O psychologists, to publicly disseminating valuable I-O knowledge in society.
Katina Sawyer, George Washington University, Co-Chair
Mark D. Agars, California State University, San Bernardino, Panelist
Benjamin L. Butina, PHOENIX Rehabilitation and Health Services, Panelist
Patricia E. Grabarek, Workr Beeing/Infor Talent Science, Panelist
Paul Thoresen, Freelance, Panelist
Submitter: Katina Sawyer, katina.sawyer@gmail.com

917. Symposium: 1:30PM-2:20PM  JW Grand Salon 7-8
Appropriateness of Selection Testing Accommodations
The provision of accommodations in selection and testing contexts is one of many human resources strategies aimed at improving workforce diversity. However, there remains a need to support the appropriateness of such accommodations. This symposium shares findings, at the intermediate level, from 4 studies that gather evidence on selection testing accommodations (e.g., waivers, extended time).
Wendy Darr, Defence Research & Development Canada, Chair
Shawna Goodrich, Department of National Defence, Wendy Darr, Defence Research & Development Canada, Zhigang Wang, Department of National Defence Canada, Examination of Test Speededness of the Canadian Forces Aptitude Test
Rosaria Furlano, Government of Canada, Jordan Ho, University of Guelph, Extended Time Accommodations on Cognitive Ability Tests in Selection
Damian Canagasiam, Saint Mary’s University, Sharmil Jong, Department of National Defence, Personality Test Validity, Language Proficiency, and Provision of Definitions
Submitter: Wendy Darr, wendy.darr@gmail.com

918. Panel Discussion: 1:30PM-2:20PM  Lone Star Salon A
Professional Coaching: Issues, Perspectives, and Future Avenues
The view of coaching is changing, and organizations are becoming more open to the value professional development can bring to employees and the organization as a whole. In this panel, discussions around future coaching opportunities, new populations who can benefit from coaching, and views on a multi-level perspective to help inform future opportunities for I-O practitioners are proposed.
Michael A. Tapia, Hogan Assessments, Chair
Amy Sarraf Renshaw, Hogan Assessments, Panelist
Beau River, Vantage Leadership Consulting, Panelist
Maya Garza, BetterUp, Panelist
Bradley J. Brummel, University of Tulsa, Panelist
Submitter: Michael A. Tapia, michaelalbertotapia@gmail.com

919. Alternative Session Type with Presenters: 1:30PM-2:20PM  Lone Star Salon B
What Are We Linking Today? Linkage Analysis in the People Analytics Era
In this alternative format session, I-O psychologists from 5 large organizations will discuss innovative applications of linkage analysis in the people analytics era. The panel will share their practices linking surveys to team performance and innovation, team engagement, employee network membership, and employee communication behaviors, discuss key learnings, and provide advice.

920. Symposium: 1:30PM-2:20PM  Lone Star Salon C
Assessing Within-Person Variability: Tools for Your Toolbox
Recent reviews call for more person-centered and dynamic approaches to measurement in I-O. In this multidisciplinary symposium, experts demonstrate the benefits and challenges associated with 4 intensive repeated measurement and analysis approaches useful for assessing dynamic individual differences (e.g., affect, personality, job performance).
Kira Foley, George Washington University, Co-Chair
Alisha M. Ness, U.S. Army Research Institute for the Behavioral and Social Sciences, Co-Chair
Kelsey L. Merito, University of South Florida, Alisha M. Ness, U.S. Army Research Institute for the Behavioral and Social Sciences, A New Way to Look at Performance Variability: Performance Episodes
James M. Diefendorff, University of Akron, Faith Lee, University of Akron, Continuous Rating Assessment in Organizational Research
Karen Quigley, Northeastern University, Jolie Wormwood, Northeastern University, Context-Aware Experience Sampling
Le (Betty) Zhou, Carlson School of Management, University of Minnesota, Twin Cities, Zhen Zhang, Arizona State University, Yihao Liu, University of Illinois at Urbana-Champaign, Xuan Liu, University of Minnesota, Recent Developments in the Analysis of Intensive Longitudinal Data
Kira Foley, George Washington University, Alisha M. Ness, U.S. Army Research Institute for the Behavioral and Social Sciences, Integrative Discussion
Submitter: Kira Foley, kirafoley@gwu.edu

921. Panel Discussion: 1:30PM-2:20PM  Lone Star Salon D
Leveraging Peer Networks to Transform Performance Feedback and Talent Development
This panel will focus on the business case, benefits, and impact of feedback from peer networks to accelerate continuous feedback and performance-driven culture in organizations. Panelists with experience leading processes and tools to facilitate peer feedback will discuss linkages to talent management strategies in the multigeneration and digital-enabled organizational contexts.
Yi-Hui Chang, PepsiCo, Co-Chair
Michel A. Buffet, Kom Ferry, Co-Chair
Maria Albr, PepsiCo, Panelist
Mekayla Castro, BetterUp, Panelist
Marcia Correa Reyes, JetBlue, Panelist
Tanya Moore, IBM, Panelist
Submitter: Yi-Hui Chang, yihui.chang@pepsico.com

922. Panel Discussion: 1:30PM-2:20PM  Lone Star Salon E
Effective Cybersecurity Leadership: The Key Role of Context and Importance of Agility
This session explores how contextual characteristics of the cybersecurity field influence the prediction of effective cyber leaders. Organizational agility is used as an example and other factors are discussed that can help leaders navigate this environment. Integrating context and ensuring necessary leader characteristics to assess and develop successful cyber leaders will be discussed.
Olivia H. Vande Griek, PDRI, an SHL Company, Co-Chair
Tara Thorne, PDRI, an SHL Company, Co-Chair
Alison C. Mallard, HR Catalyst, Inc., Panelist
Jeffrey J. McHenry, Rainier Leadership Solutions, Panelist
Cynthia K. Maupin, Binghamton University, SUNY, Panelist
Tracy Kantrowitz, PDRI, an SHL Company, Panelist
Submitter: Olivia H. Vande Griek, oliviav913@gmail.com
923. Ignite: 1:30PM–2:20PM Lone Star Salon F
Designing the Perfect Report: Concise Storytelling From Big Data
One of the best ways to ensure a user remembers data results is through a story. During this session, 4 presenters will share examples of big-data reports that they designed for various end users. They will talk through the process of wrangling appropriate data and designing a report that implements simple data storytelling techniques to send a clear and actionable message to the end user.
Lisa Black, The Predictive Index
Co-Chair: Austin Fossey, The Predictive Index
Sarah Mulvey, The Predictive Index, Presenter
Gerri Paul, Deloitte, Presenter
Jade L. Peters-Votava, Nestle U.S.A., Presenter
Submitter: Lisa Black, lblack@predictiveindex.com

924. Panel Discussion: 1:30PM–2:20PM Lone Star Salon G
The Many Paths to Prosperity: Early Career Advice for Those at the Onset
Determining a specific career path and finding a job while still in graduate school can be an ambiguous and daunting process. This panel will discuss several of the most common career paths after school, offer realistic job previews, and share their advice and lessons learned in how to approach this major life decision.
Rick R. Jacobs, Pennsylvania State University, Chair
Michael E. Hoffman, Johnson & Johnson, Panelist
Elizabeth M. Grimaldi, PricewaterhouseCoopers LLP, Panelist
Kaytlynn R. Griswold, Pennsylvania State University, Panelist
Michael Hosie, U.S. Army, Panelist
Alexander S. McKay, Virginia Commonwealth University, Panelist
Submitter: Michael E. Hoffman, mehoffman82@gmail.com

925. Symposium: 1:30PM–2:20PM Lone Star Salon H
How I-O Psychology Can Contribute to the Study of Terrorism
Research on terrorism continues to be overlooked within the realm of industrial and organizational psychology. This symposium introduces how I-O psychologists can take advantage of the unique opportunity to study such an organization. Both theoretical and empirical contributions will be discussed.
Sydney L. Reichin, Pennsylvania State University, Co-Chair
Samuel T. Hunter, Pennsylvania State University, Co-Chair
Ginamarie Ligon, University of Nebraska at Omaha, Applying I-O Psychology Principles to Dismantle Terrorist Leadership Teams
John Horgan, George State University, Katerina Papatheodorou, Georgia State University, How Terrorist Recruiters Seek the Right Stuff, for the Wrong Reasons
Kayla N. Walters, Pennsylvania State University, Tin Nguyen, Pennsylvania State University, Malevolent Creativity: Theory, Gaps, and Applications to Terrorism
Amanda Moeller, Pennsylvania State University, Sydney L. Reichin, Pennsylvania State University, Can Words Reveal Motives? Using Llwc to Assess the Implicit Traits of Terrorists
Submitter: Sydney L. Reichin, sydneyreichin@gmail.com

926. Poster: 1:30PM–2:20PM Board 1
The Personal as Professional: Understanding Disclosure of Sexual Orientation
Authors tested work–nonwork strain, identity threat, and anticipated work discrimination as mediators in the relationship between LGB cross-domain disclosure and work and nonwork outcomes. Results suggest specific indirect effects of work–nonwork strain in the relationships among cross-domain disclosure and physical health, substance use, job satisfaction, and turnover intentions, respectively.
Della Agbeke, Colorado State University
Jeanette N. Cleveland, Colorado State University
Submitter: Della Agbeke, dagbeke@gmail.com

927. Poster: 1:30PM–2:20PM Board 2
Work–Family Conflict, Sleep, Health: Comparing the Traditionally Employed and Self-Employed
Authors examined how the experiences of work–family conflict (WFC) and health- and sleep-related outcomes differ among traditionally employed and 2 forms of self-employment (SE): incorporated and unincorporated workers. WFC was positively related to sleep disturbances and physical health complaints, and this relationship was exacerbated for SE workers, particularly those incorporated.
Erica Lynn Bettac, Washington State University
Tahira M. Probst, Washington State University Vancouver
Submitter: Erica Lynn Bettac, erica.bettac@wsu.edu

928. Poster: 1:30PM–2:20PM Board 3
A Model of Supervisor–Employee Gender Dissimilarity and Work–Family Conflict
The similarity-attraction paradigm is applied to examine the effects of supervisor–employee gender dissimilarity on employee WFC. Gender dissimilarity unexpectedly related to reduced WFC and job stress, and increased supervisor work–family support mediated the relationship between gender dissimilarity and WFC. Evidence of a moderation by employee gender is discussed.
Seterra D. Burleson, Old Dominion University
Whitney A. Tyler, Old Dominion University
Debra A. Major, Old Dominion University
Submitter: Seterra D. Burleson, sburl002@odu.edu

929. Poster: 1:30PM–2:20PM Board 4
Who Benefits in Dual-Earner Couples? Career Focus and Work–Family Balance
To better understand the work–family and dual-earner couples, data from the Survey of American Parents explored how career focus is related to work–family balance (WFB) for men and women. Results suggest that, for men, a strong focus on career related to decreased WFB and life satisfaction, whereas women's WFB and life satisfaction are not dependent on career focus.
Haley R. Cobb, Saint Louis University
Lexi Hartman, Saint Louis University
Lauren D. Murphy, Saint Louis University
Candice L. Thomas, Saint Louis University
Submitter: Haley R. Cobb, haley.cobb@slu.edu

930. Poster: 1:30PM–2:20PM Board 5
The Social Context of Recovery: Are Friends Better for Recovery Than Spouses?
This research examines whether leisure activities with friends or spouses are associated with better recovery from work stress. Using Day Reconstruction Methodology, it was found that activities with friends were associated with higher vigor and feelings of recovery but not lower fatigue. These differences held even when controlling for the type of activity in which one was engaged.
Lydia Craig, George Mason University
Lauren Kuykendall, George Mason University
Ze Zhu, George Mason University
Xue Lei, George Mason University
Xinyu Hu, Northern Illinois University
Carolyn J. Winslow, University of California, Berkeley
Submitter: Lydia Craig, lcray3@gmu.edu

931. Poster: 1:30PM–2:20PM Board 6
How Mindfulness Relates to Task Performance: A Work–Family Conflict Perspective
Using a sample of 842 European workers, authors examine the role of trait mindfulness as well as MBSR training in job performance. Results suggest trait mindfulness is directly and positively associated with task performance and indirectly associated with task performance via its ameliorative effects on workaholism and work–family conflict, and that MBSR training augments these effects.
Carole Daniel, SKEMA Business School
Elodie Gentina, IESEG School of Management
Jessica Mesmer-Magnus, University of North Carolina Wilmington
Submitter: Jessica Mesmer-Magnus, magnusj@uncw.edu

Poster Session (Work-Family): 1:30PM–2:20PM
Griffin Hall

Submitter: Jessica Mesmer-Magnus, magnusj@uncw.edu
Employee Reactions to Interruptions From Family Work
Authors examined influences on employee anger, complaining, and forgiveness following an interruption (e.g., text, call, visit) from a family member during work. These reactions were influenced by complex interactions between employee preferences to integrate work and family, the magnitude of the disruption caused by the interruption, and the importance of the interruption.
943. Poster: 1:30PM–2:20PM  Board 18
A Review of LGBTQ+ Work–Family: What Do We Know and Where Do We Go From Here?
LGBTQ+ research regarding the work–family interface is relatively scant. The authors attempt to review all relevant literature to synthesize research and identify potential avenues for future research. Only 32 articles met inclusion for review. Although these articles provide useful information regarding LGBTQ+ employees and work–family, more research is needed to inform the gaps identified.
Lauren D. Murphy, Saint Louis University
Haley R. Cobb, Saint Louis University
Lexi Hartman, Saint Louis University
Candice L. Thomas, Saint Louis University
Submitter: Lauren D. Murphy, lauren.d.murphy@slu.edu

944. Poster: 1:30PM–2:20PM  Board 19
Understanding Work Influences on Family Disengagement: An Examination of Spillover
This study examined the cognitive spillover of work on family disengagement. Specifically, it examined the influence of work-related affective rumination on family disengagement, mediated by work-to-family conflict. Also examined were the buffering effects of flexible work arrangements. Results showed that negative work experiences exhibit a detrimental relationship with family disengagement.
Alexandra Myers, Western Kentucky University
Katrina A. Burch, Western Kentucky University
Janet L. Barnes-Farrell, University of Connecticut
Submitter: Katrina A. Burch, katrina.burch@WKU.edu

945. Poster: 1:30PM–2:20PM  Board 20
Perceptions Versus Behaviors: Gender Differences in Work–Family Conflict (WFC)
Prior findings regarding gender differences in WFC are inconclusive. Authors disentangle these effects by comparing different types of WFC measurement. Survey data collected online from 294 full-time workers revealed significant gender differences on behavioral WFC, but not on perceptual WFC. Women reported significantly higher levels of behavioral WFC.
Laura April Pineault, Wayne State University
Marcus W. Dickson, Wayne State University
Kevin T. Wynne, University of Baltimore
Submitter: Laura April Pineault, gb4712@wayne.edu

946. Poster: 1:30PM–2:20PM  Board 21
Understanding the Role of Family-Specific Resources for Immigrant Workers
The relationship between baseline family supportive coworker behaviors and 6-month family-to-work conflict is stronger for immigrant workers, as demonstrated by this intermediate study. Additionally, greater family supportive supervisors and a more positive organizational sell–family climate at baseline predicted lower work–family conflict at 6-months for immigrant and native workers.
Faviola Robles-Saenz, Colorado State University
Rebecca Marie Brossoit, Colorado State University
Tori L. Crain, Colorado State University
Leslie B. Hammer, Portland State University
Jacqueline Wong, Colorado State University
Submitter: Faviola Robles-Saenz, faviolarobles1011@gmail.com

947. Poster: 1:30PM–2:20PM  Board 22
Outcomes of Workaholism: A Qualitative Study From the Spouse's Perspective
As research surrounding workaholism grows, this study adds to the literature by qualitatively examining the outcomes of workaholism from the perspective of those married to workaholics. Results show that the negative effects of workaholism spillover into the home negatively impacting the spouse and the children of the workaholic. Common themes are identified and discussed.
Katelyn Nicole Sanders, University of Georgia
Jessica Keever, University of Georgia
Rebecca Brandy Cole, University of Georgia

948. Poster: 1:30PM–2:20PM  Board 23
Development and Validation of a Positive Spillover Scale: Synthesizing the Literature
Authors developed and validated a comprehensive measure of positive spillover encompassing previously developed measures of work–life enrichment, facilitation, and positive spillover, along with newly generated items. Results from qualitative data, EFA, and CFA support a 4-factor model of positive spillover including development, affect, efficiency, and support dimensions.
Nicole Valeria Shifrin, Auburn University
Michael A. Rolch, Auburn University
Jesse S. Michel, Auburn University
Submitter: Nicole Valeria Shifrin, nvs0002@auburn.edu

949. Poster: 1:30PM–2:20PM  Board 24
Servant Leaders as Facilitators of Couple's Meaning at Work and Home
Servant leaders (SL) promote holistic follower development but it is unknown if such effects reverberate into broader lives through coherence of purposeful pursuits. Across 155 dual-earning couples, actor–partner interdependence mediation analyses show indirect actor–actor and actor–partner effects for SL on work and family meaning for employees and their partners. Implications are discussed.
Dan V. Simonet, Montclair State University
Kristine Milorava, Montclair State University
Jennifer Bragger, Montclair State University
Submitter: Dan V. Simonet, dsimonet@gmail.com

950. Poster: 1:30PM–2:20PM  Board 25
To Detach or Not to Detach? Well, It Depends...
Despite consistent recommendations to detach from work thoughts during nonwork time, latent profile analysis suggests that different types of after-work thought exist in nuanced patterns that relate differently to health, family, and work outcomes. Overall, maximizing detachment is not ideal, and no after-work thought pattern is universally best when considering multiple outcomes.
Claire Elizabeth Smith, Bowling Green State University
Andrew Samo, Bowling Green State University
Clare L. Barratt, Bowling Green State University
Submitter: Claire Elizabeth Smith, scinaire@bgsu.edu

951. Poster: 1:30PM–2:20PM  Board 26
Walking the Line: Balancing Demographic-Related Identities at Work
Authors examined the relationship between demographic-related (e.g., gender, generation, and ethnic) identities and work-related identity (e.g., organizational) and the impact this relationship has on job satisfaction and turnover intentions. Results indicate organizational enhancement of these nonwork-related identities influences this relationship.
Sarah Tuskey, Virginia Tech
William Becker, Virginia Tech
Submitter: Sarah Tuskey, stuskey@vt.edu

952. Poster: 1:30PM–2:20PM  Board 27
Work-Family Spillover: Revisiting Motivational Control Theory
This study examines the role of control constructs (e.g., perceived control, control strivings) for the work–family interface, particularly work–family spillover. Authors explored how individuals' perceived control and control strivings predict spillover and investigated whether age moderates these relationships.
Dulce Vega, Saint Louis University
Kenzie Dye, University of Central Florida
Kristi N. Lavigne, Saint Louis University
Submitter: Dulce Vega, vegadm@slu.edu
953. Poster: 1:30PM–2:20PM  Board 28
A Day-Level Study on Interpersonal Role Conflict and Work–Family Balance Satisfaction
The daily relationships among work and family interpersonal conflict, employees’ cognitive and affective reactions, and work–family balance satisfaction was examined. Findings indicate that negative work reflection and affect mediated the relationship between work and family interpersonal conflict and work–family balance satisfaction.
Min Wan, Texas State University
Margaret A. Shaffer, University of Oklahoma
Submitter: Yejun Zhang, zhangyejun1990@gmail.com

954. Poster: 1:30PM–2:20PM  Board 29
Mindfulness and Work–School Conflict: The Mediating Role of Boundary Permeability
Authors examined the relationship between mindfulness and work–school conflict through work–school boundary permeability. Findings indicate that work–school permeability mediates mindfulness and work–school conflict bidirectionally. Meanwhile, the relationship is contingent on school overload.
Mi Wan, Texas State University
Li Feng, Texas State University
Xiao Meng, Texas State University
Submitter: Yejun Zhang, zhangyejun1990@gmail.com

955. Poster: 1:30PM–2:20PM  Board 30
A Meta-Analysis on Crossover of Workplace Traumatic Experiences Between Partners
Drawing on crossover theory and the couple adaptation to traumatic stress model, the authors conducted a meta-analysis on studies including military couples. Results showed that traumatic experiences both directly and indirectly affected the distress and secondary traumatized symptoms of partners. PTSD had greater crossover on partners than other stressors (e.g., deployment).
Yi-Ren Wang, University of Alabama
Marcus Crede, Iowa State University
Peter D. Harms, University of Alabama
Michael T. Ford, University of Alabama
Paul B. Lester, Army Analytics Group Research Facilitation Laboratory
Submitter: Yi-Ren Wang, ywang314@crimson.ua.edu

956. Poster: 1:30PM–2:20PM  Board 31
Comparing Need Fulfillment and Well-Being During TV and Other Leisure Activities
A day reconstruction study was conducted to clarify how experiences of psychological need fulfillment and well-being differ when watching TV and engaging in other leisure activities. Results indicate that, although people experience similar levels of detachment from stress and relaxation, they experience less fulfillment of other needs, and lower levels of well-being, when watching TV.
Ze Zhu, George Mason University
Lauren Kuykendall, George Mason University
Xue Lei, George Mason University
Xinyu Hu, Northern Illinois University
Submitter: Ze Zhu, zzhu5@gmu.edu

957. Panel Discussion: 3:00PM–4:20PM  201-202
Science on the Fly: The Imperfect Reality of Research in Practice
A trained I-O psychologist’s mission is to apply science to improve the well-being and performance of people and the organizations employing them. In practice however, leadership or client requests, assumptions, and restrictions present challenges to conducting quality research. I-O practitioners will discuss balancing client requirements with good science and the trade offs that can occur.
Michael W. Natali, U.S. Navy, Chair
Katelyn J. Cavanaugh, MD Ann Anderson, Panelist
Brennan D. Cox, U.S. Navy, Panelist
Jana L. Higdem, Korn Ferry, Panelist
Tim Quesnell, Halver Group, Panelist
Sean D. Robinson, Goodyear Tire & Rubber Company, Panelist
Submitter: Michael W. Natali, MNatali@gmail.com

958. Symposium: 3:00PM–4:20PM  203-204
Modern Advances in the Study of Team Composition and Diversity
Approximately 15 years ago, Harrison and Klein (2007) set the stage for advancing the study and conceptualization of team diversity and position. This symposium displays a variety of advanced, cutting-edge methodological and analytic techniques, including Bayesian methodology, computational modeling, unique data sources, multilevel theory and modeling, and dynamics.
Anthony Misisco, Michigan State University, Co-Chair
Steve W. J. Kozlowski, Michigan State University, Co-Chair
Jeremy R. Winget, Loyola University Chicago, Georgia LaMarre, Wayne State University, Amer Odeh, Wayne State University, Shanique G. Brown, Wayne State University, Process-Oriented Model of Integration in Knowledge-Diverse Teams
Mikayla Marcinkowski, DePaul University, Sydney Begerowski, DePaul University, Melissa Vazquez, DePaul University, Suzanne T. Bell, DePaul University, Leslie B. DeChurch, Northwestern University, Noshir Contractor, Northwestern University, Accounting for Variability in Team Member Value Expression Over Time
Anthony Misisco, Michigan State University, James A. Grand, University of Maryland, Jeffrey Olenick, Michigan State University, Elizabeth Rosenman, University of Washington, Rosemarie Fernandez, University of Florida, Sarah Brolliar, University of Washington, Georgia T. Chao, Michigan State University, Steve W. J. Kozlowski, Michigan State University, A Bayesian Reconciliation of Leadership Gender Effects in Emergency Medical Teams
Matt Grabowski, Indiana University-Purdue University Indianapolis, Alex P. Lindsey, University of Memphis, Katerina Bezrukova, University at Buffalo, SUNY, Chester S. Spell, Rutgers University, Isaac E. Sabat, Texas A&M University, Multiplicative Effects of Faultlines on Team Performance
Submitter: Anthony Misisco, misiscoa@msu.edu

959. Symposium: 3:00PM–4:20PM  402-403
Hidden and Contingent Consequences of Employees Who Stand Out
Employees who stand out in performance or character often spark unfavorable reactions. Integrating theory and evidence, this 5-paper symposium introduces contingencies and nuances to those reactions to expand understanding of how norm violations for stand-out employees (i.e., stars, narcissists, and high-performers) impact their peers, their social experience, and the value they generate.
Elizabeth M. Campbell, University of Minnesota, Co-Chair
Shannon G. Taylor, University of Central Florida, Co-Chair
Matthew Call, Texas A&M University, Rebecca R. Kelho, Cornell University, The Changing Value Proposition Across a Star Employee's Career
Rebecca L. Greenbaum, Rutgers University, Truitt Gray, Oklahoma State University, Aaron Hill, University of Florida, Marcio Lima, Oklahoma State University, Stephanie Royce, Oklahoma State University, Alicia Smales, Oklahoma State University, The Cunning Narcissist and Employees' Emotional and Behavioral Reactions
Lauren R. Locklear, University of Central Florida, Shannon G. Taylor, University of Central Florida, Elizabeth M. Campbell, University of Minnesota, Selling Yourself Short: How Modesty Serves as a Tactic to Avoid Victimization
Traci Sitzmann, University of Colorado Denver, Elizabeth M. Campbell, University of Minnesota, How High Performance and Stigmas Influence Peer Contempt and Behaviors
Jonathan Hendricks, University of South Carolina, Matthew Call, Texas A&M University, How High Performance and Stigmas Influence Peer Contempt and Behaviors
Submitter: Elizabeth M. Campbell, campbele@umn.edu

960. Community of Interest: 3:00PM–3:50PM  408-409
I-Os in Healthcare: Exploring Opportunities for Practice and Research
Defining your career path as an industrial-organizational psychologist in healthcare can be challenging; the discipline can positively impact healthcare in a number of unique ways. The aim of this Community of Interest is to build a stronger network and provide opportunity for collaboration between I-O psychologists who practice and/or conduct research in healthcare settings.
961. Symposium: 3:00PM–4:20PM | SATURDAY PM | J W Grand Salon 2

Naughty by Nature: An In-Depth Look at Personality's Role in Employee Deviance

Personality's correlation with negative workplace behavior is well-established. Still, across 4 studies, authors posit that current understanding of this relationship is incomplete. They advance this literature via novel and nuanced examinations of traits beyond the 5-factor model, crucial interactions (trait–ability, trait–trait through profiles), and motives connecting personality to deviance.

Clare L. Barratt, Bowling Green State University, Chair
Lexi Hirvo, Bowling Green State University, Claire L. Barratt, Bowling Green State University, Claire Elizabeth Smith, Bowling Green State University, Re-Examining the Personality–Counterproductivity Relationship With Profiles
Alexandra Harris, University of Georgia, Nathan T. Carter, University of Georgia, The Inhibitory Effect of General Mental Ability on CWB: A Personality–GMA Interaction
Samuel T. McAbbe, Bowling Green State University, Scott Highhouse, Bowling Green State University, Suzannah Huang, Bowling Green State University, Melissa A. Albert, Bowling Green State University, Disinhibition and Negative Work Behaviors: A Bifactor Model of PID-5 Disinhibition
Katherine E. Ciarpante, University of Central Florida, Xinyue Elaine Zhao, University of Central Florida, Mindy K. Shoss, University of Central Florida, Larissa K. Barber, San Diego State University, What Were You Thinking? Personality and Motives for Counterproductive Work Behavior
Christopher M. Berry, Indiana University, Discussant
Submitter: Clare L. Barratt, cbarrat@bgsu.edu

962. Symposium: 3:00PM–4:20PM | SATURDAY PM | J W Grand Salon 3

I-O Hacks the United Nations: Breaking Into the UN Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs) set specific targets for tackling the world’s biggest problems. However, it can be difficult for I-O practitioners and scholars to find ways to connect the SDGs to their work. The SIOP UN International team leads participants in a hands-on workshop focused on integrating the SDGs within I-O while also learning how to communicate to the UN.

Drew B. Mallory, Katholieke Universiteit Leuven, Chair
Lori L. Foster, North Carolina State University, Co-Chair
Aimee Lace, Teachers College, Columbia University, Co-Chair
Stuart C. Carr, Massey University/Project Glow, Presenter
Ines Meyer, University of Cape Town, Presenter
Maria Whipple, Purdue University, Presenter
Submitter: Drew B. Mallory, drew.mallory@kuleuven.be

963. Panel Discussion: 3:00PM–4:20PM | SATURDAY PM | J W Grand Salon 4

Variable Selection Using Random Forest Importance Metrics: An Interactive Tutorial

This interactive tutorial on variable importance measurement using random forest machine learning algorithms uses simulated data to demonstrate the utility of RF for variable importance compared to traditional methods such as stepwise and LASSO regression. The audience can follow live using the code and simulated dataset available on GitHub. Session ends with a case study using personality data.

Joshua S. Andrews, Modern Hire, Presenter
Michael Geden, North Carolina State University, Presenter
Submitter: Joshua S. Andrews, Jsaandre2@ncsu.edu
967. Special Event: 3:00PM–4:20PM Lone Star Salon A
SIOP Select: #TimesUp: How Men Around the World #StepUpAtWork
Leading scholars and practitioners discuss the role of I-O psychology to promote and support allyship in organizations. This session invites men to get involved and discuss allyship. The session will engage the audience in an interactive dialogue on how men can be allies for women and other minority members in organizations.
M. Gloria Gonzalez Morales, University of Guelph, Chair
Derek R. Avery, Wake Forest University, Presenter
Matthijs Bal, Erasmus University Rotterdam, Presenter
Paul D. Bielke, University of South Carolina, Presenter
Alicia A. Grandey, Pennsylvania State University, Presenter
Michelle (Miki) Hebl, Rice University, Presenter
Michael Leiter, Acadia University, Presenter
Thomas Sasso, University of Guelph, Presenter
Allan H. Church, PepsiCo, Presenter
Michael J. Benson, General Mills, Presenter
Submitter: M. Gloria Gonzalez Morales, gonzalez.morales@uoguelph.ca

968. Symposium: 3:00PM–4:20PM Lone Star Salon B
Game-Based Assessments: Fad or Sound Psychometric Assessments?
Despite game-based assessments (GBAs) being increasingly employed in selection practice, there is limited literature evaluating their psychometric properties. There is a need for more rigorous investigation of what GBAs measure, what they do not measure, and how reliable they are. Across 5 papers, this symposium presents a variety of approaches to gathering construct validity data on GBAs.
Sonia Cristina Codreanu, HireVue/University College London, Co-Chair
Franziska Leutner, HireVue/University College London, Co-Chair
Kristen DiCerbo, Pearson. Review of Evidence for Reliability, Validity, and Fairness in Game-Based Assessments
Sonia Cristina Codreanu, HireVue/University College London, Theodoros Bitsakis, HireVue, Game-Based Assessments: Sound Psychometric Tools for Measuring Cognitive Ability?
Elena Auer, University of Minnesota, Sebastian Marin, University of Minnesota, Richard N. Landers, University of Minnesota, Andrew B. Collmus, Facebook, Michael B. Armstrong, Google, Salih Mujic, Revelian, Jason A. Blake, Revelian, Predicting Noncognitive Traits Using Trace Data From a Cognitive Ability GBA
Alina Siensni, Aon’s Assessment Solutions, Carmen Elisabeth Lobbe, Aon’s Assessment Solutions, Best Practices of Validating Gamified Assessments
Lara Montefiori, Arctic Shores, Liam K. Close, Arctic Shores, A Comparison of Data-Driven and Evidence-Based Scoring Strategies in GBA
Submitter: Sonia Cristina Codreanu, sonia.codreanu@yahoo.com

969. Symposium: 3:00PM–4:20PM Lone Star Salon C
Career and Technical Education Participation/Training
Career and technical education (CTE) is a modern approach to vocational education; its associated jobs require preparation beyond high school but not a 4-year degree. Despite strong public and political support, and demand for affiliated jobs, CTE is unexplored by I-O psychologists. This symposium brings together presenters from academia, practice, and government to explore this exciting space.
Kevin M. Williams, Educational Testing Service, Co-Chair
Harrison J. Kell, Educational Testing Service, Co-Chair
Jason G. Randall, University at Albany, SUNY, Matthew David Hanson, University at Albany, SUNY, Amanda Neuberger, SUNY Albany, Sherin Shaju, University at Albany, SUNY, Training Evaluation Efforts to Help Professionalize Direct Support Professionals
Oscar Aliaga, Vermont Agency of Education, Discussant
Submitter: Harrison J. Kell, hkell@ets.org

970. Poster: 3:00PM–3:50PM Board 1
Interaction of Emotional Self-Regulation and Egalitarianism With Bigotry
Individuals self-regulate to overcome the impulse to use stereotypes as cognitive heuristics when processing social information. However, our capacity for effective self-regulation is limited. This study explores ego depletion from the perspective of emotion regulation, and demonstrates that expressions of bigotry are influenced by emotion regulation, egalitarianism, and gender.
Elsheba K. Abraham, Virginia Tech
Neil M. A. Hauenstein, Virginia Tech
Submitter: Elsheba K. Abraham, elsheba.ab@gmail.com

971. Poster: 3:00PM–3:50PM Board 2
Validation of the Gender Privilege SJT (GPSJT), a Measure of Gender Privilege
This paper presents further validation evidence for the Gender Privilege SJT (GPSJT), a previously established situational judgment test that measures attitudes on gender privilege. Results confirm the 3-factor measurement structure but suggest gender differences in the interpretation of some of the GPSJT items.
Elsheba K. Abraham, Virginia Tech
Manasia Sturdivant, Virginia Tech
Jessica Gladfelter, Virginia Tech
Neil M. A. Hauenstein, Virginia Tech
Submitter: Elsheba K. Abraham, elsheba.ab@gmail.com

972. Poster: 3:00PM–3:50PM Board 3
The Interaction of the Compensation Effect and Beneficent Sexism on Hiring Decisions
This study examined the compensation effect and beneficent sexism as forms of bias in the hiring process. Three-way interactions showed evaluators were differentially biased in their evaluation of candidates’ competence and qualifications depending on the candidates’ gender, warmth, and the evaluator’s level of beneficent sexism. Implications for future research and practice will be discussed.
Jenna Ampulski, Creighton University
Juliana Ellis, Creighton University
David Gians, Creighton University
Alexa Newman, Creighton University
Andrew Tricario, Creighton University
Joshua Fairchild, Creighton University
Submitter: Joshua Fairchild, joshuafairchild@creighton.edu

973. Poster: 3:00PM–3:50PM Board 4
Mental Illness Disclosure: Predicting (Un)Supportive Responses
Employees with a mental illness regularly encounter situations where they must make decisions regarding the extent to which they discuss their stigma. In an experimental study, authors examined methods of disclosure and their effect on confidant reactions to disclosure. Downplaying one’s mental illness will likely lead to a less supportive response.
Sara Barth, University of Maryland, College Park
Jennifer L. Wessel, University of Maryland, College Park
Submitter: Sara Barth, sbarth@umd.edu

974. Poster: 3:00PM–3:50PM Board 5
Perceived Pay Equity Predicts Important Employer-Valued Outcomes
Given recent focalized attention to and societal trend emphasizing pay equality, this study examined the continued relevance of pay equity. For a representative sample of American workers (N = 999), pay equity was found to have significant direct and indirect effects on intention to stay, task performance, and organizational citizenship behaviors.
975. Poster: 3:00PM–3:50PM   Board 6
**Manifestation and Suppression of Conceivable Stigma**
Authors suggested inclusion of factors unique to individuals with concealable stigmatized identities in diversity research alongside disclosure: manifestation and suppression. Factor analysis supported delineation of disclosure and manifestation ($X^2(62) = 144.62, p < .001; CFI = .95; RMSEA = .09$). Effects of manifestation and suppression on employee outcomes were supported.
Brittney Brinkley, Pymetrics
Submitter: Brittney Brinkley, bbrinkley21@gmail.com

976. Poster: 3:00PM–3:50PM   Board 7
**Reactions to Selection Processes Involving Diversity Statements**
Reactions to a job ad requesting a diversity (vs. team) statement were examined in 2 studies. When a diversity statement was requested, White (vs. Black) and more conservative participants perceived the application process as less fair, were less interested in the job, and perceived the process as less likely to recruit talented applicants.
Laura Jane Brooks, University of Nebraska-Omaha
Abigail Folberg, University of Nebraska-Omaha
Carey S. Ryan, University of Nebraska-Omaha
Matthew Austin Swanson, University of Nebraska-Omaha
Joe Gerstand, University of Nebraska-Omaha
Submitter: Laura Jane Brooks, ljbrooks@unomaha.edu

977. Poster: 3:00PM–3:50PM   Board 8
**Burden of Stigma and Identity Management: Impact on Police Officers’ Outcomes**
Given the recent professional stigmatization of police officers, authors present findings on how the identity management strategies used relate differentially to work outcomes of emotional exhaustion, job satisfaction, turnover desire, psychosomatic health indices, and work interference with family. Implications are discussed.
Deepshikha Chatterjee, Salem State University
Jacob C. Bradburn, Michigan State University
Michael Davis, Salem State University
Ann Marie Ryan, Michigan State University
Submitter: Deepshikha Chatterjee, chatterjee.dia@gmail.com

978. Poster: 3:00PM–3:50PM   Board 9
**The Toll of Recurring Sexism in the Workplace: A Self-Regulatory Perspective**
Authors examined self-regulatory control, strain, and psychosomatic health indices of women who had encountered sexist supervisors, clients, and/or coworkers using an experience sampling methodology paradigm. Qualitative data show that the severity of the events, the frequency of sexism faced, and perpetrator’s status in organization were implicated in several deleterious well-being outcomes.
Deepshikha Chatterjee, Salem State University
Jeffrey Cannon, Salem State University
Ayon Iwasaki, Salem State University
Ann Marie Ryan, Michigan State University
Submitter: Deepshikha Chatterjee, chatterjee.dia@gmail.com

979. Poster: 3:00PM–3:50PM   Board 10
**Visualizing the Intellectual Structure and Emerging Trends of Diversity Research**
Based on a dataset of 2,581 diversity-related publications collected from the Web of Science database, authors conduct a bibliometric review to map the landscape with the focus on identifying landmark researchers/articles/journals, the intellectual structure of and inter-relationship among critical terms and emerging trends in the field of diversity.
Xingwen Chen, The University of Hong Kong
Li Zhu, Peking University
Jun Liu, Renmin University of China
Chunhua Chen, Peking University
Chao Liu, Peking University
Submitter: Xingwen Chen, chenxingwen@connect.hku.hk

980. Poster: 3:00PM–3:50PM   Board 11
**Masculinity and Attractiveness in Hiring: An Eye-Tracking Approach to Gender Bias**
Using eye-tracking technology, authors investigated the role of applicant gender typicality (masculinity, femininity) and physical attractiveness in hiring across multiple gendered job roles. Persistent masculinity bias in participant ratings of candidates and eye movements was found. Taking a more nuanced view of gender bias in selection is discussed, incorporating perceptions of role congruity.
Hayden K. Hickey, Auburn University
Ana M. Franco-Watkins, Auburn University
Submitter: Hayden K. Hickey, hkh0017@tigermail.auburn.edu

981. Poster: 3:00PM–3:50PM   Board 12
**Diversity Sells: Why Mixed-Gender Coalitions Best Advocate Gender Equity at Work**
It is theorized and demonstrated that mixed-gender coalitions are more effective than female-only or male-only coalitions in advocating gender equity. This is because unlike gender-homophilous coalitions, mixed-gender coalitions signal to stakeholders both their legitimacy or right to speak up about gender equity and also that the given gender equity issue has broad organizational relevance.
Insiya Hussain, University of Texas at Austin
Subrahmaniam Tangirala, University of Maryland, College Park
Elad Netanel Sherf, The University of North Carolina at Chapel Hill
Submitter: Insiya Hussain, insiya.hussain@gmail.com

982. Poster: 3:00PM–3:50PM   Board 13
**Intersectional Stereotypes: An Examination of Race, Gender, and Occupations**
This study takes an intersectional approach to examine how the importance of gender stereotypical dimensions in occupations vary across racial groups. Authors show that the assumption that men are higher on masculine and women are higher on feminine attributes does not universally hold.
Kisha S. Jones, Pennsylvania State University
Kayla B. Follmer, West Virginia University
Wei Wei, Pennsylvania State University
Submitter: Kisha S. Jones, kisha.jones@psu.edu

983. Poster: 3:00PM–3:50PM   Board 14
**Stereotype Endorsement and Female Duos’ Gender-Specific Undermining in Groups**
Drawing on the research on stereotype and within-group status, this study examines an antecedent and psychological process of undermining within female duos, or only 2 female members in a male-majority group. Female duos’ stereotype endorsement leads to undermining via competitive motivation. Multisource survey data from MBA student groups provide support for the theory.
Kawon Kim, The Hong Kong Polytechnic University
Submitter: Kawon Kim, kawon.kim@gpolyu.edu.hk

984. Poster: 3:00PM–3:50PM   Board 15
**Colorism in the Workplace: Intergroup and Intragroup Discrimination**
This study utilized archival data to study colorism in the workplace. Support was found for the hypotheses that participants with the lightest skin tones reported the lowest intergroup discrimination, and participants with medium skin tones reported the lowest intragroup discrimination. Skin tone was not related to job satisfaction. Implications for ethnicity are investigated and discussed.
Caitlin Marie Lapine, Hofstra University
Aditi Rabindra Sachdev, Hofstra University
Nicholas P. Salter, Hofstra University
Submitter: Caitlin Marie Lapine, clapine1@pride.hofstra.edu

985. Poster: 3:00PM–3:50PM   Board 16
**Cyber Sexual Harassment: A New Conceptualization of an Old Problem**
The authors investigated incidents of sexual harassment in both online and in-person environments. It was found that gender harassment was the most common type of sexual harassment and that it occurred more in person than online. It was also found that gender harassment was negatively related to job satisfaction in both environments.
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986. Poster: 3:00PM–3:50PM  Board 17
The Inclusive Leadership Questionnaire: Development of a Theory-Based Measure
After carefully examining existing measures of inclusive leadership and the inclusive leadership literature, authors developed a multidimensional construct of inclusive leadership. This construct was used to develop the Inclusive Leadership Questionnaire that has been content validated and shown to demonstrate high internal reliability in terms of both the overall scale and 4 dimensions.
L. A. Witt, University of Houston
Mike Olson, University of Houston
Dustin Maneethai, University of Houston
Submitter: Mike Olson, mic1700@tamu.edu

987. Poster: 3:00PM–3:50PM  Board 18
A Psychological Needs Framework for Refugee Integration in the Workplace
Through self-determination theory, the authors examined how organizations support refugee integration and how colleagues perceive the needs to be fulfilled in refugee workers. Findings suggest a mismatch where organizations are less focused on relatedness needs, whereas relatedness was found to be predictive of outcomes such as well-being, job satisfaction, and work commitment.
Sharon Li, Purdue University
Franki Kung, Purdue University
Submitter: Sharon Li, shli137@purdue.edu

988. Poster: 3:00PM–3:50PM  Board 19
Assessing the Relative Impacts of Multilevel Organizational Connections on Inclusion
The purpose of this study was to investigate the extent to which various workplace connections predict and contribute to feelings of organizational inclusion. Results indicated that connections with peers on one’s immediate team were the greatest contributing factors to perceptions of inclusion at work, followed by connections with organizational leaders, department managers, and other teams.
Max C. Lichtenstein, Limeade
Reetu Sandhu, Limeade
Submitter: Reetu Sandhu, reetu.sandhu@limeade.com

989. Poster: 3:00PM–3:50PM  Board 20
Representation and Work Stress Among Women of Color: Challenges of Intersectionality
Research examining the workplace experiences of stigmatized groups has focused on single-group identities (e.g., women, persons of color) with limited consideration that many individuals embody multiple identities. This study looks at perceived representation among working women of color and the impact that representation and ethnic identity have on stress and well-being.
Aurora Luksetich, California State University, San Bernardino
Mark D. Agars, California State University, San Bernardino
Patricia Rivera, California State University, San Bernardino
Submitter: Mark D. Agars, magars@csusb.edu

990. Poster: 3:00PM–3:50PM  Board 21
Racial/ethnic Differences in the Effect of Diversity Climate on Emotional Exhaustion
Authors examined a conditional, indirect process model in which diversity climate influences emotional exhaustion both directly and indirectly through performance pressure. Using a sample of 175 employees, data revealed a direct and indirect effect and that racial/ethnic minority status moderated the link between diversity climate and performance pressure (path a). Link was weaker for minorities.
Dustin Maneethai, University of Houston
Lars U. Johnson, Wayne State University
Mike Olson, University of Houston
L. A. Witt, University of Houston
Submitter: Dustin Maneethai, dmaneeth@gmail.com

991. Poster: 3:00PM–3:50PM  Board 22
Where’s the “I-O” in Bias? A Field Study of Racial Bias in Policing
Much of our knowledge about racial bias in policing comes from social psychology lab research. Authors examine racial bias in policing decisions made by narcotic agents in the field. In analyzing narcotic arrest reports for an 18-month period from a U.S. metro city, results suggest Black men receive more severe charges for narcotic crimes than any other subgroup. Implications for I-O psych are offered.
Tyree D. Mitchell, Louisiana State University
Tracey E. Rizzato, Louisiana State University
Elizabeth Winchester, Louisiana State University
Submitter: Tyree D. Mitchell, tyreedmitchell@aol.com

992. Poster: 3:00PM–3:50PM  Board 23
Does It Matter Who Is Harassed? Third-Party Anger/Reactions to Workplace Harassment
Authors tested if observers felt angry, how they reacted, and if moral identity moderated that relationship when targets of harassment varied. In Study 1, observers explained sexual harasser intent more lightly than in sexual orientation/religious harassment cases. In Study 2, people reacted more strongly to a sexual harassment case than worker mistreatment. High MI predicted stronger responses.
Hannah-Hanh D. Nguyen, University of Hawaii at Manoa
Sonia Ghumman, University of Hawaii at Manoa
Courtney M. Bryant, Michigan State University
Ann Marie Ryan, Michigan State University
Submitter: Hannah-Hanh D. Nguyen, hhnguyen@hawaii.edu

993. Poster: 3:00PM–3:50PM  Board 24
Dismantling the Racial Hierarchy: Measuring Learning and Reactions to White Privilege
White privilege refers to wide-ranging advantages White individuals receive because of their race. White privilege is accepted by minority groups; yet, there are limited diversity trainings that cover this topic. Results showed, as compared to Asian/Pacific Islander, White participants indicated higher levels of awareness and White privilege after receiving the training.
Lauren Philips, Southern Illinois University, Edwardsville
Zachary Stonebaugh, Southern Illinois University, Edwardsville
Elora Voyles, Southern Illinois University, Edwardsville
Submitter: Zachary Stonebaugh, zstoneb@siue.edu

994. Poster: 3:00PM–3:50PM  Board 25
Influence of Leader Identity on Psychological Diversity Climate Perceptions
A leader’s identity as it relates to inclusion (self-concepts of identity extension and value for difference) is proposed to influence follower psychological diversity climate perceptions through follower experiences with the leader and attributions for these experiences. Authors present data on scale development for these self-concepts as a first step to empirical tests of these relationships.
Elizabeth C. Ravlin, University of South Carolina
A.K. Ward, Virginia Tech
Silvia Clark, University of South Carolina
Submitter: Elizabeth C. Ravlin, ravlin@moore.sc.edu

995. Poster: 3:00PM–3:50PM  Board 26
Development and Validation of the Benevolent Sexism in the Workplace Scale
The researchers developed and validated a scale to measure benevolent sexism in the context of the workplace. An exploratory factor analysis resulted in the development of a bidimensional scale measuring complementary gender differentiation and protective paternalism in the workplace. The final scale consisted of 16 items (α = .89) and was titled the Benevolent Sexism in the Workplace Scale.
Catherine Rehmann, California State University, Long Beach
Olivia Brush, California State University, Long Beach
Joie Magalona, California State University, Long Beach
Amy Wax, California State University, Long Beach
Gino Galvez, California State University, Long Beach
Submitter: Olivia Brush, oliviabrush9@gmail.com
996. Poster: 3:00PM–3:50PM  Board 27
Examining Reactions to Inclusive Religious Events at Work
Research examines how right-wing authoritarianism (RWA) and social dominance orientation (SDO) shape reactions to inclusive religious events at work. Authors focus on the specific example of changing a policy concerning a lunchtime Bible study group. Results show that high RWA individuals object to inclusion that threatens the security of traditional values. No support was found concerning SDO.
Caitlin Rodgers, Suited
Jason Dahling, The College of New Jersey
Submitter: Jason Dahling, dahling@tcnj.edu

997. Poster: 3:00PM–3:50PM  Board 28
Gender Differences in Productivity and Compensation of Academics
Using an advanced Big Data approach to collect research productivity and compensation data for faculty members, authors examined if these constructs are linked equally across gender and STEM versus non-STEM disciplines within a multilevel model. Using web-scraped data, it was found that the relationship between productivity and compensation is weaker for high-performing women in STEM disciplines.
Charissa Samaniego, University of Houston
Bobbie A. Dirr, University of Houston
Evronia Jeff-Eke, University of Houston
Maryam Ahmad Kazmi, University of Houston
Christiane Spitzmueller, University of Houston
Submitter: Charissa Samaniego, charissa.samaniego@gmail.com

998. Poster: 3:00PM–3:50PM  Board 29
Positive Stereotypical Expectations: Performance Boosts or Performance Decrements?
In this study, authors argued that certain variables (i.e. domain identification, stereotype activation, social referents, and feedback) impact whether positive stereotypes cause performance boosts or decrements. It was hypothesized that certain conditions would be more threatening, thus causing performance boosts while others would lead to decrements. Implications of findings are discussed.
Manasia Sturdivant, Virginia Tech
Neil M. A. Hauenstein, Virginia Tech
Submitter: Manasia Sturdivant, manasia@vt.edu

999. Poster: 3:00PM–3:50PM  Board 30
Applicant Perceptions of Diversity Climate and Organizational Attractiveness
Using a sample of applicants for academic positions who participated in multiday interviews, authors examined the effect of perceptions of diversity climate on organizational attractiveness. Results showed that diversity climate was positively related to organizational attractiveness through anticipated organizational support, and the relationship was weakened by lower levels of met expectations.
Allison Tsao, University of Houston
Maryam Ahmad Kazmi, University of Houston
Evronia Jeff-Eke, University of Houston
Charissa Samaniego, University of Houston
Sarah Castillo, University of Houston
Erika Henderson, University of Houston
Christiane Spitzmueller, University of Houston
Submitter: Allison Tsao, allison.s.tsao@gmail.com

1000. Poster: 3:00PM–3:50PM  Board 31
The Role Inclusion Has on Applicant Reactions; Organizational Trust as a Mediator
Authors examine the role that inclusion messaging has on influencing applicant reactions. Specifically, they integrate theory on signaling, the similarity–attraction paradigm and self-verification to argue that inclusion messaging in a recruitment context leads to organizational attractiveness through trusting perceptions.
William Ward, University of South Carolina
Jason David Kautz, University of South Carolina
Melanie Ward, University of South Carolina
Robert E. Ployhart, University of South Carolina
Submitter: William Ward, william.ward@grad.moore.sc.edu

1001. Poster: 3:00PM–3:50PM  Board 32
The Effects of Emotional Labor on Diversity and Inclusion Professionals
Authors propose a model of the effects of emotional labor on diversity professionals. Authors analyze 6 of 23 interviews with DI professionals. Findings show that DI professionals experience high levels of EL but feel that these efforts help them accomplish strategic DI goals. Research will examine whether negative consequences of EL outweigh the positive consequences of goal accomplishment.
Kelly Pledger Weeks, Rhodes College
Myrtle P. Bell, University of Texas at Arlington
Alison Vania Hall (Birch), University of Texas at Arlington
Annie Nottingham, Rhodes College
Submitter: Kelly Pledger Weeks, weeksk@rhodes.edu

1002. Special Event: 4:30PM–5:20PM  JW Grand Salon 5
Closing Plenary
Keynote Speaker: Dr. Parminder Jassal, CEO of Social Tech Inc.
Scott Tonidandel, University of North Carolina at Charlotte, Chair
Georgia T. Chao, Michigan State University, Presenter
Parminder K. Jassal, Social Tech Inc, Presenter
Eden B. King, Rice University, Presenter
Submitter: Scott Tonidandel, scott.tonidandel@uncc.edu

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2020 LEADING EDGE CONSORTIUM

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Thursday, April 23
1:00 pm Learning from My Mistakes: A Series of Personal Case Studies
2:00 pm Hello from the Technical Side: A Multidisciplinary Exploration of I-O’s Role in Cyber
3:30 pm Selling the Science: Tales and Lessons from the Field

Friday, April 24
10:00 am Performance Management Transformation: Lessons Learned and Next Steps
10:00 am Unstructured Data in Organizational Research
10:00 am SIOP’s Leading Edge Consortium: Highlights and Lessons from the 2019 LEC

Saturday, April 25
11:30 am Strategic Directions in Forced-Choice Personality Testing
12:30 pm A Discussion: SIOP Membership Trends Then, Now, and Beyond
1:30 pm Effective Cybersecurity Leadership: The Key Role of Context and Importance of Agility
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- Lead Talent

The Commons: A Place for Connecting

The Commons is a dedicated space in the exhibit hall for SIOP members to learn more about committee activities and to volunteer for the upcoming dues year. There may be games, handouts, drawings, or giveaways, as well as a cellphone charging station! The Commons will be open Thursday through Saturday, and is located in the back left corner of this year’s exhibit hall. Come relax in our comfortable seating and learn more about SIOP, our wonderful committees and volunteering.

Be sure to drop off your badge entries for a free 2021 Conference registration and for the new People Analytics Conference, at the Membership Table in The Commons.
Foundation News!

Visit the SIOP Foundation table in The Commons for all the latest information.

Visionary Circle

Session 227
3:30PM-4:20PM
Lone Star Salon G

Shape the Future World of Work:
Visionary Project Finals

See the projects from the four Visionary Grant Finalists.

Don’t miss the announcement of the $100,000 winner at the closing plenary!

HRM Impact Award

SIOP and the SIOP Foundation are proud partners with SHRM and the SHRM Foundation in this award.

This year’s winning organizations will be announced at opening plenary.

Call for Nominations: 2021 SIOP and SIOP Foundation Awards

Opens early April.

Start thinking now about projects and colleagues worthy of being nominated for an award.

See the criteria at www.siop.org/Foundation/Awards