1. Special Event: 8:30AM-9:50AM J W Grand Salon 5
Opening Plenary
Scott Tonidandel, University of North Carolina at Charlotte, Chair
Georgia T. Chao, Michigan State University, Presenter
Eden B. King, Rice University, Presenter

2. Alternative Session Type with Presenters:
10:30AM-11:20AM 201-202
Job Insecurity in Higher Education: The Struggle and the Road Forward
In an open fishbowl discussion, a base panel of experienced and early career I-O researchers from the USA, China and Germany will engage in dialogue about the challenges and struggles of job insecurity in academia. A key focus will be gathering ideas for improvement, including proposals for policy change and how to manage well-being. Audience members will be encouraged to participate.
Lara C. Roll, Lingnan University, Chair
Tahira M. Probst, Washington State University Vancouver, Co-Chair
Haijiang Wang, Huazhong University of Sciences and Technology, Presenter
Submitter: Lara C. Roll, lararoll1607@gmail.com

3. Symposium: 10:30AM-11:20AM 203-204
Opportunities and Challenges in Using SJTs in Medical Education
Situational judgment tests are commonly used in medical education selection processes overseas. This symposium highlights recent research addressing key issues in using SJTs in medical education settings in North America, including their ability to increase student diversity, predict performance and remediation in residents, and their susceptibility to coaching interventions.
Michael J. Cullen, University of Minnesota Medical School, Chair
Heather Davidson, Altus Assessments, Kelly Dore, McMaster University, Christopher Zou, Altus Assessments, Harold J. Reiter, McMaster University, Winning Access to Medical Education With CASPer, a Situational Judgement Test
Michael J. Cullen, University of Minnesota, Charlene Zhang, University of Minnesota, Brittany J. Marcus-Blank, Johnson & Johnson, Paul R. Sackett, University of Minnesota, Improving Our Ability to Predict Resident Performance
Aimee K. Gardner, Baylor College of Medicine/SurgWise Consulting, Using an SJT to Predict Those at Risk for Remediation and Attrition
Charlene Zhang, University of Minnesota, Paul R. Sackett, University of Minnesota, Bobby D. Naemi, Association of American Medical Colleges, Dana M. Dunleavy, Association of American Medical Colleges, Effects of Coaching on an SJT Designed for Selection in the Medical Context
Submitter: Michael J. Cullen, cull0061@umn.edu

4. Special Event: 10:30AM-11:20AM 402-403
SIOP Select: Dunnette Prize Winner
Every year SIOP honors individuals whose work has significantly expanded knowledge of the causal significance of individual differences through advanced research, development, and or application. This year SIOP will award Dr. Paul Sackett with the Dunnette Prize for his significant and lasting contributions to understanding human behavior and performance.
Deniz S. Ones, University of Minnesota, Presenter
Paul R. Sackett, University of Minnesota, Presenter
Tyree D. Mitchell, Louisiana State University, Presenter
Submitter: Tyree D. Mitchell, tyredmittchell@aol.com

6. Panel Discussion: 10:30AM-11:20AM 502-503
Insights on Multilevel Trust in Organizations From a SIOP Frontiers Series Volume
This session brings together leading international scholars to offer new developments and insights on the multilevel nature of trust within organizations. The panel will discuss opportunities and challenges of adopting a multilevel approach to trust and how it changes what we know and highlights what we still need to know about trust in organizations.
C. Ashley Fulmer, Georgia State University, Co-Chair
Nicole A. Gillespie, The University of Queensland, Co-Chair
Roy J. Lewicki, The Ohio State University, Co-Chair
M. Audrey Korsgaard, University of South Carolina, Panelist
Dora C. Lau, Chinese University of Hong Kong, Panelist
Roger Mayer, North Carolina State University, Panelist
Rosalind H. Searle, University of Glasgow, Panelist
Priti Shah, University of Minnesota, Panelist
Michele Williams, University of Iowa, Panelist
Submitter: C. Ashley Fulmer, afulmer@gsu.edu

7. Special Event: 10:30AM-11:20AM Brazos
SIOP Select: How to Create a Culture of Psychological Safety
How do organizations build psychological safety into their day-to-day operations? In this session, top experts from academia and practice will discuss how to build people practices that contribute to a psychologically safe environment, common barriers that impede the emergence of such a culture, and how to mitigate the emergence and impact of these barriers.
David S. Geller, Ochener Health System, Chair
Tyree D. Mitchell, Louisiana State University, Co-Chair
Brian Welle, Google, Presenter
Submitter: Tyree D. Mitchell, tyredmittchell@aol.com

8. Ignite: 10:30AM-11:20AM J W Grand Salon 1
Driving Impact: Transforming Organizations With Qualitative Research
This IGNITE! panel will explore how qualitative research is being used to interpret employee-related phenomena in organizations. Panelists will share how they addressed organizational research questions using qualitative research. In addition, panelists will discuss how to use qualitative insights in order to drive impact as well as the challenges in translating research to practice.
Heather Colombo, JeeBlue, Presenter
Benjamin E. Baran, Cleveland State University, Presenter
Zoa M. Ordonez, Bank of America, Presenter
Erika G. Peterson, Bank of America, Presenter
Marisa Carson, TIAA, Presenter
A. Silke McCance, Procter & Gamble, Presenter
Submitter: Heather Colombo, heatherstatoncolomb@gmail.com

Politically Based Workplace Incivility In Turbulent Times
This panel brings together I-O psychologists and a psychiatrist with a PhD in political science to discuss the effects of politically based workplace incivility (PBWI), current research on its measurement, and how it is different and similar to other forms of workplace incivility. The audience will be asked to deliberate on the need for training and initiatives to address PBWI in the workplace.
Emily E. Brown, Co-Chair
Richard A. Mendelson, Keiser University, Co-Chair
Michael J. Zickar, Bowling Green State University, Panelist
Roy Lubit, Self-Employed, Panelist
Submitter: Emily E. Brown, emibro@bgsu.edu

10. Alternative Session Type with Presenters:
10:30AM-11:20AM J W Grand Salon 3
Ethical Considerations for the Use of Employee Metadata to Understand Engagement
By using organizational metadata, I-Os can glean deeper employee insights, even going beyond understanding employee engagement to...
understanding employee productivity and effectiveness. Tools that show employees actually work versus simply what they say about how they work add tremendous value to I-O practitioners. But how do we decide which data to use?

Daniel Riley, Talent Intelligence, Chair
Steve Garguilo, Unbury, Presenter
Submitter: Daniel Riley, drriley09@mail.roosevelt.edu

11. Alternative Session Type with Presenters:
10:30AM–11:20AM  J W Grand Salon 4
The Impact of Affirmation on Emotions in Coaching
Coach motivation will be introduced to participants through a brief presentation. Live coaching demonstrations utilizing facial recognition software will be used to show how affirmations can move coaches into a positive emotional state to help facilitate change. Participants will have the opportunity to practice coach motivation techniques and debrief with facilitators.
Joey Collins, Collins Alliance/Seattle Pacific University, Presenter
Alifiya S. Khericha, Seattle Pacific University, Presenter
Hunter Bronkema, Seattle Pacific University, Presenter
Submitter: Joey Collins, colij2@spu.edu

12. Panel Discussion: 10:30AM–11:20AM  Lone Star Salon A
What NOT to Do at SIOP
In this session, we will illustrate the epoch presentation failures that seem to recur every year at SIOP. Panelists will share their presentation successes and failures, and discuss the likely root causes (e.g., what is actually rewarded) and potential solutions.
Nicole J. DeKay, Co-Chair
Paul R. Yost, Seattle Pacific University, Co-Chair
Jillian R. McLellan, APTMetrics, Panelist
Patrick Gavan O’Shea, HumRRO, Panelist
Hillary G. Roche, Amazon, Panelist
Jane Wu, IBM, Panelist
Submitter: Nicole J. DeKay, nicolejdekey@gmail.com

13. Symposium: 10:30AM–11:20AM  Lone Star Salon B
Setting New Goals for Goal Research: Questioning Assumptions and New Directions
Goals are a central part of motivation and human performance. The papers in this symposium investigate goals from a multilevel perspective (i.e., multiple goals, group and individual goals) and take a new look at the goal dimensions (i.e., specificity, difficulty). Each of these papers provide opportunities to rethink our assumptions about goals and generate new research questions.
Melissa G. Keith, Bowling Green State University, Co-Chair
Franki Kung, Purdue University, Co-Chair
Franki Kung, Purdue University, Abigail A. Scholer, University of Waterloo, A New Framework of Multiple Goal Pursuit: Lay Theories of Goal System
Guhyun Park, Australian National University, Verfin B. Hinzs, North Dakota State University, The Effects of Group Goal Decision Making on Goal Regulation
Melissa G. Keith, Bowling Green State University, Carolyn M. Jagacinski, Purdue University, Setting Goals for Creative Performance
LeVonte Brooks, Ohio University, Jeffrey P. Vancouver, Ohio University, How Long Do Goals Last? A Meta-Analysis of the Effects of Assigned Goals Over Time
Submitter: Melissa G. Keith, mgkeith@bgsu.edu

Leadership: What Have We Learned in the Last 25 Years?
The modern study of leadership has evolved over the last ~100 years to a large unwieldy taxonomy of perspectives/theories. Researchers introduced new theories during the last 20–25 years. This session gathers leadership scholars from a variety of perspectives to debate what these theories contribute to the understanding of the leader–follower relationship beyond prior perspectives/theories.
Jeremy David Meuser, University of Mississippi, Moderator
Smriti Anand, Illinois Institute of Technology, Moderator
Leanne E. Atwater, University of Houston, Presenter
Berrin Erdogan, Portland State University, Presenter
Janaki Goody, University of North Carolina Charlotte, Presenter
Michael D. Mumford, University of Oklahoma, Presenter
Hock-Peng Sin, Florida International University, Presenter
Mary Uhl-Bien, Texas Christian University, Presenter
Submitter: Jeremy Dave Meuser, jmeuser@bus.olemiss.edu

15. Special Event: 10:30AM–11:50AM  Lone Star Salon D
SIOP Select: WHAT Is Inclusion? Its Past, Present, and Future
This session traces the history of inclusion and the state of the construct today. Presenters will review its origins in our field, provide definitions used to describe inclusion, and leverage a multiple-frame perspective to expand on how inclusion is (and has been) defined and measured across levels of analysis. Future of inclusion and its impact on society will be discussed.
Katrina Sawyer, George Washington University, Chair
Bernardo M. Ferdman, Ferdman Consulting, Presenter
Lynn M. Shore, Colorado State University, Presenter
Lisa H. Nishii, Cornell University, Presenter
Veronica L. Gilrane, Google, Presenter
Thomas Sasso, University of Guelph, Presenter
Emily G. Solberg, SHL, Presenter
Submitter: Emily G. Solberg, emily.solberg@shl.com

16. Symposium: 10:30AM–11:50AM  Lone Star Salon E
Life in the Fast Lane: Advances in Rapid Response Measurement
Rapid response measurement (RRM) presents stimuli on screen one at a time and respondents provide a rapid dichotomous response. Previous work on RRM established the validity of a Big 5 personality RRM. This session will discuss potential faking of the RRM, the potential of adverse impact, and the development of new RRRM for both job satisfaction and “dark” personality.
Adam W. Meade, North Carolina State University, Chair
Adam W. Meade, North Carolina State University, Sam J. Wilgus, Clarkson Consulting, Demetrious Kevon Green, North Carolina State University, Luke I. Priest, North Carolina State University, RRM Group Mean Differences and Potential for Adverse Impact
Peter A. Fisher, Wilfrid Laurier University, Chet Robie, Wilfrid Laurier University, Lauren Elizabeth Rock, Wilfrid Laurier University, Does General Mental Ability Saturate Faking Behavior on the RRM?
Jessica Lynn Archibald, North Carolina State University, Unber Ahmad, North Carolina State University, Development of a Rapid Response Measure of Dark Personality
Sam J. Wilgus, Clarkson Consulting, Adam W. Meade, North Carolina State University, Development and Validation of a Job Satisfaction RRM for Inclusion
Alan D. Mead, Talent Algorithms Inc, Discussant
Submitter: Adam W. Meade, awmeade@ncsu.edu

17. Alternative Session Type with Presenters:
10:30AM–11:20AM  Lone Star Salon F
Preparing for Workplace 2025: Can We Find Meaning in the Experience of Working?
Technology is rapidly changing the way people work, in the process stripping human agency and creativity from a vast array of jobs. Can recent thinking and research on how people actually experience the act of working shed light on how work in an AI workplace be made meaningful? By mashing up 2 disparate streams of inquiry, authors expect interesting approaches will emerge.
Seymour Adler, Kincentric, Co-Chair
Howard M. Weiss, Georgia Institute of Technology, Co-Chair
Submitter: Seymour Adler, seymour.adler@kincentric.com

18. Panel Discussion: 10:30AM–11:20AM  Lone Star Salon G
I-Os in Healthcare: Translating Research and Theory Into Practice
This session will present diverse perspectives on how I-O psychologists can assist with talent-related problems within healthcare. Healthcare offers unique challenges in a rapidly growing, yet highly regulated,
industry. The panelists will specifically discuss selection, development, analytics, and translational research.

Jill Mowry Strange, Infor, Chair
Deborah DiazGranados, Virginia Commonwealth University, Panelist
Kevin S. Mitchell, University of Nebraska at Omaha, Panelist
Brian D. Jeffers, Nebraska Medicine, Panelist
Philip Simmons, Intuitive Surgical, Panelist
Megan K. Leasher, Bon Secours Mercy Health, Panelist
Submitter: Kevin S. Mitchell, ksmitchell@unomaha.edu

19. Panel Discussion: 10:30AM–11:20AM Lone Star Salon H
The Best of Both Worlds: Applied Research Careers in I-O Psychology
Applying for jobs can often be complicated by the decision of whether to go academic or applied. This panel discussion offers a third alternative by highlighting careers existing at the intersection of academic and applied jobs. Several “nontraditional” applied research jobs will be the focus of discussion, as well as how individuals can best prepare themselves to obtain such positions.

Jennifer L. Klafehn, Educational Testing Service, Chair
Michelle Martin-Raugh, Educational Testing Service, Co-Chair
Cristina Anguiano-Carrasco, ACT, Inc., Panelist
Sylvia J. Hysong, Michael E. DeBakey VA Medical Center, Panelist
Harrison J. Kell, Educational Testing Service, Panelist
Jonathan F. Kochert, U.S. Army Research Institute, Panelist
Bobby D. Naemi, Association of American Medical Colleges, Panelist
Submitter: Michelle Martin-Raugh, mmp5042@gmail.com

20. Poster: 10:30AM–11:20AM Board 1
Personality Profiles at Work: Nature and Implications
Substantial research has examined work-related correlates of the Big 5, but few studies have investigated these traits in combination to explore the nature and implications of personality profiles at work. This study explores the issue further, demonstrating support for four personality profiles that differ in terms of KSAs, work-related values, motivation, and creativity.

Sherif al-Qallawi, Florida Institute of Technology
Nicholas Aaron Moon, Florida Institute of Technology
Patrick D. Converse, Florida Institute of Technology
Lida Priscila Ponce, Florida Institute of Technology
Jesse Caylor, Florida Institute of Technology
Katrina Piccone Merlini, Florida Institute of Technology
Chris Juszczyk, Florida Institute of Technology
Jesse Caylor, Florida Institute of Technology
Submitter: Nicholas Aaron Moon, nickmoon9@gmail.com

Origins of Adult Nontask Work Behavior via Behavioral Genetic Methodology
Authors examined the etiology of nontask behavior via advanced behavioral genetic methods (N = 378). Biometric analyses revealed that CBW and OCB are heritable, with genetic factors accounting for 41% and 29% of the variance in each, respectively. Analysis of spousal similarity (rOCB = .37rCBW = .07) determined if spouses were a potential source of nongenetic contributions to work behavior.

Elise Lauren Anderson, University of Minnesota
Matt McGu, University of Minnesota
Paul R. Sackett, University of Minnesota
Submitter: Elise Lauren Anderson, and05498@umn.edu

22. Poster: 10:30AM–11:20AM Board 3
Power @ Work: A Study of Supervisor–Employee Power Motive (In)congruence
This study investigated dyadic power motive (in)congruence. Specifically, supervisor–employee (in)congruence in explicit and implicit power motive was measured to predict supervisors’ ratings of employees’ job performance. Results partially support incongruence hypotheses. Supervisor–employee incongruence in explicit and implicit power motives predicted ratings of employees’ performance. Advanced.

Catherine Apers, Ghent University
Jonas W. B. Lang, Ghent University
Eva Derous, Ghent University
Submitter: Catherine Apers, catherine.apers@ugent.be

23. Poster: 10:30AM–11:20AM Board 4
Clarifying Personality Measurement in I-O: The Utility of Item Response Tree Models
This study proposes a 3-process adaptability traitedness (ATM) item response tree model to simultaneously assess an individuals’ underlying trait level, adaptability, and traitedness. Results suggest that the 3 underlying processes were independent and distinct factors, which differentially predicted SJT and academic performance.

Kinsey Blue Bryant-Lees, Northern Kentucky University
David M. LaHuis, Wright State University
Caitlin E. Blackmore, Aon
Submitter: Kinsey Blue Bryant-Lees, bryantleek1@nku.edu

24. Poster: 10:30AM–11:20AM Board 5
Understanding Individual Differences of Perceptions of ISIS Utopia Messaging
Authors examined the relationship between individual differences and how they influenced the perceptions of the organizational brand personality of messaging created by the Islamic State. Findings indicate that ISIS nonviolent messaging is perceived as sincere, exciting, sophisticated, and competent, depending on the type of image and the individual differences of the viewer.

Alexis d’Amato, University of Nebraska at Omaha
Joel Elson, University of Nebraska at Omaha
Ginamare Ligon, University of Nebraska at Omaha
Submitter: Alexis d’Amato, damato.alexis@gmail.com

25. Poster: 10:30AM–11:20AM Board 6
Are Curmudgeon Personality Measures Resistant to Socially Desirable Responding?
Some people are curmudgeons—they dislike most things. Curmudgeon personality is inferred from participants’ evaluations of a heterogeneous list of objects, such as “today’s cars” or “8 ½ ‘X 11’ piece of paper.” Across 2 studies (total N = 645), it was found that curmudgeon personality was more weakly related to socially desirable responding than other common personality measures.

Kevin J. Eschleman, San Francisco State University
Nathan A. Bowling, Wright State University
Lucian Zelazny, University of Dayton
Submitter: Kevin J. Eschleman, kesch@sfsu.edu

26. Poster: 10:30AM–11:20AM Board 7
Predicting Grades: Testing Broad Versus Narrow Personality Traits With a Bifactor Model
This study seeks to answer the question: “Are broad or narrow personality traits more predictive of performance?” From 11 IP/Conscientiousness scales, a bifactor model, with 2 group factors and a general factor, was estimated. Results suggest that the narrow ‘prudent work orientation’ trait was more predictive of college GPA than either broad conscientiousness or the narrow “conformity” trait.

Casey A. Giordano, University of Minnesota
Deniz S. Ones, University of Minnesota
Kevin C. Stanek, Gilead Sciences
Submitter: Casey A. Giordano, Giord023@umn.edu

27. Poster: 10:30AM–11:20AM Board 8
Contrastive Effects of Agentic and Communal Narcissism in the Workplace
The authors examine how communal (vs. agentic) narcissism may have beneficial effects in the workplace in terms of job performance. However, they also illustrate communal narcissism represents a vulnerability, with communal narcissists particularly affected by relationship (but not task) conflict—a pattern that is reversed for agentic narcissists.
Identifying Optimal Keys to Enhance Personality Scale Validity: R = .48 vs R = .32

Poster: 10:30AM–11:20AM  
Board 9

Submitter: Peter Legree, Peter.J.Legree.civ@mail.mil

**Trait edness as a Moderator of Trait Level Estimates and Job Performance**

Trait edness refers to whether a trait is relevant to an individual. Person reliability parameters (PRPs) from variable-0 item response models were used to measure trait edness. Results from this study suggested that trait edness moderated the relationship between Conscientiousness and sales performance for job incumbents working in a large retail organization.

Mike J. Hartman, Infor Talent Science  
David M. Lahrui, Wright State University  
Shotaro Hakoyama, Infor Talent Science  
Brittani E. Plaisance, Infor Talent Science  
Submitter: Mike J. Hartman, mike.hartman@infor.com

**Social Courage Fosters Both Voice and Silence in the Workplace**

Authors apply Van Dyne et al.’s (2003) 3-dimensional conceptualization of voice, which also distinguishes 3 dimensions of silence, to provide a nuanced understanding of the relationship of social courage with voice and silence. Results indicate that social courage positively relates to beneficial voice and silence as well as negatively relates to detrimental voice and silence.

Philip Holmes, Pensacola Christian College  
Matt C. Howard, University of South Alabama  
Elise Van Zandt, University of South Alabama  
Submitter: Elise Van Zandt, ecv18211@jagmail.southalabama.edu

**Alexithymia Incrementally Predicts Contextual Performance Above the Five-Factor Model**

Authors examined whether alexithymia, a trait characterized by an inability to fully experience emotions, incrementally predicted attitude and behavioral outcomes. Alexithymia significantly predicted organizational citizenship behaviors in the MTurk and student samples, and counterproductive work behaviors in the MTurk sample.

Nicholas Howald, HumRRO  
Margaret E. Brooks, Bowling Green State University  
Submitter: Nicholas Howald, nhoward@bgus.edu

**Honesty-Humility in the Spotlight: A Meta-Analysis of the HEXACO Model of Personality**

The most apparent difference between the HEXACO and the Big 5 is the inclusion of honesty-humility. Authors meta-analytically support that honesty-humility shares a modest amount of variance with the other HEXACO and Big 5 facets, supporting its discriminant validity; however, honesty-humility strongly relates to the Dark Triad, creating some question around its uniqueness and utility.

Matt C. Howard, University of South Alabama  
Elise Van Zandt, University of South Alabama  
Submitter: Matt C. Howard, MHoward@SouthAlabama.edu

**Identifying Optimal Keys to Enhance Personality Scale Validity: R = .48 vs R = .32**

The utility of personality measures was improved by using a cross-validation design to identify near-optimal scoring keys for personality scales and profile similarity metrics and regression techniques to enhance scale validity. For a battery of 5 personality scales, composite validity significantly and substantially increased over the use of conventional scores (R = .48 vs. R = .32).

Benjamin Kerner, George Mason University  
Peter Legree, U.S. Army Research Institute  
Submitter: Peter Legree, Peter.J.Legree.civ@mail.mil

**Narcissism and Response Distortion in Personality Assessment**

Authors examined the effect of narcissism on response distortion for personality reports in a selection context. Results showed that participants role-playing job applicants reported elevated levels of conscientiousness, agreeableness, and extraversion compared to their baseline. However, those with high narcissism were less likely to alter their personality reports on the basis of the context.

Sarah Kuang, Michigan State University  
Chu-Hsiang (Daisy) Chang, Michigan State University  
Russell E. Johnson, Michigan State University  
Jason D. Way, ACT, Inc.  
Submitter: Sarah Kuang, kuangsr@msu.edu

**Intensity, Attention, or Arousal? Communion Striving Dimensions Predicting OCB and CWB**

Authors assess the differential impacts of the intensity, attention, and arousal facets of communion striving as trait predictors of organizational citizenship behaviors and counterproductive work behaviors (both directed at the organization and the individual). Findings suggest arousal and attention predict citizenship behaviors whereas intensity and arousal predict counterproductive behaviors.

Debarati Majumdar, Missouri University of Science and Technology  
Clair A. Reynolds Kueny, Missouri University of Science and Technology  
Submitter: Debarati Majumdar, debarati.majumdar07@gmail.com

**Understanding Voluntary Nonstandard Workers, Their Characteristics, and Choices**

This intermediate conceptual study uses P–E fit theory to explain why individuals choose nonstandard work arrangements (NSWAs) over standard ones. Based on demands–abilities and needs–supplies fit, a systematic categorization of variables relevant for achieving fit between workers and NSWAs is provided. Propositions have implications for vocational sorting and work-related outcomes.

Doreen Matthes, Kent State University  
Mary Hogue, Kent State University  
Deborah Knapp, Kent State University  
Submitter: Doreen Matthes, dmatthes@kent.edu

**Comparative Prediction of Work Criteria Using Latent Profiles of Personality**

This study compares the prediction of performance and employee retention using differing numbers of latent personality profiles and a traditional regression approach. Despite the theoretical value of person-centered approaches, they offer inferior prediction; the inclusion of more profiles ameliorates this issue to some extent. Implications for theory and selection practice are discussed.

Jeremiah T. McMillan, Imbellus  
Scott A. Withrow, Infor  
Submitter: Jeremiah T. McMillan, jeremiahmcm@gmail.com

**Personality Profiles and Organizational Health Outcomes**

This study applied latent profile analysis to investigate personality profiles in working samples and to examine their relations with organizational health outcomes. Four personality profiles were identified: ordinary, resilience, rigid and reserved. Individuals with different personality profiles demonstrated meaningful variance in well-being and behaviors relevant to organizational health.

Hanyi Min, University of Central Florida  
Shiyang Su, University of Central Florida  
Submitter: Hanyi Min, hanyi.min@ucf.edu
38. Poster: 10:30AM–11:20AM  
Board 19
Interested in the Dark Side? Relating Vocational Interests to Dark Personality
This study investigated the relationship between “dark personality” and vocational interests. Results indicate that psychopathy, Machiavellianism, and sadism negatively relate to interest in working with people and positively relate to interest in more isolated work. Narcissism uniquely exhibits a positive relationship to interest in work with social interaction and/or persuasion.
Nicole Morales, University of Illinois at Urbana-Champaign
Alexis Victoria Hanna, University of Illinois at Urbana-Champaign
Daniel A. Newman, University of Illinois at Urbana-Champaign
James Rounds, University of Illinois at Urbana-Champaign
Submitter: Nicole Morales, nicolem4@illinois.edu

39. Poster: 10:30AM–11:20AM  
Board 20
Professional Rejection Sensitivity Theory
This paper proposes a construct called professional rejection sensitivity (PRS), which is a key individual difference in handling work-related rejection. Drawing from rejection sensitivity theory (Feldman & Downey, 1994) and social identity theory (Turner, 1985), authors demonstrate the existence of this disposition, which can guide future research to address how persons can overcome their PRS.
Denise L. Reyes, Rice University
Julie V. Dinh, Rice University
Eduardo Salas, Rice University
Submitter: Denise L. Reyes, dir7@rice.edu

40. Poster: 10:30AM–11:20AM  
Board 21
When Does Personality Inhibit Idea Evaluation?
Authors conducted hierarchical regression analyses to assess the influence of idea source (self versus peer) and the General Factor of Personality (GFP) on 5 markers of idea evaluation (critique range, number, depth, specificity, and usefulness). GFP moderated the relationship between idea source and critiques in that those with high GFP gave less critiques to themselves than others.
Wiston Rodriguez, The Graduate Center & Baruch College, CUNY
Yuliya Cheban, The Graduate Center & Baruch College, CUNY
Shivani Shah, The Graduate Center & Baruch College, CUNY
Logan L. Watts, The Graduate Center & Baruch College, CUNY
Submitter: Wiston Rodriguez, wiston.rodriguez@baruch.cuny.edu

41. Poster: 10:30AM–11:20AM  
Board 22
Core Self-Evaluations and Net Worth: Examining Mediating and Moderating Factors
Based on a large national sample (N = 3,364), core self-evaluations was examined. Perfectionistic strivings and orderliness were positively related to net worth through job complexity; in addition, the positive association between job complexity and net worth became stronger as cognitive ability increased.
Patrick J. Rosopa, Clemson University
Ashley L. McIntyre, Amazon
James Rounds, University of Illinois at Urbana-Champaign
Submitter: Patrick J. Rosopa, prosopa@clemson.edu

42. Poster: 10:30AM–11:20AM  
Board 23
The Narcissism Epidemic? A Cautionary Tale of “Generational” Differences
Research conducted on “generational” differences is inconsistent, with some claiming that they exist and some finding no differences. This paper analyzes 2 possible explanations: methodological discrepancies and temporal context. Findings show that method choice and temporal events such as a recession have effects on the conclusions one way or the other regarding generational differences.
Sarah Elizabeth Salvi, George Washington University
Jennifer Perez, George Washington University
Chelsea Nicole Riccardi, George Washington University
Cort W. Rudolph, Saint Louis University
David P. Costanza, George Washington University
Submitter: Sarah Elizabeth Salvi, ssalvi@gwu.edu

43. Poster: 10:30AM–11:20AM  
Board 24
A New Approach to an Old Debate: Social Desirability in Personality Assessment
This paper investigates social desirability’s role in personality assessment by experimentally manipulating item content. Here, 107 undergraduates rated items fully crossed a priori as high/low in conscientiousness, extraversion, and social desirability. Endorsement with items was strongly a function of socially desirable level.
Alicia Stachowski, University of Wisconsin-Stout
John Kulas, Montclair State University
Submitter: Alicia Stachowski, stachowskia@uwstout.edu

44. Poster: 10:30AM–11:20AM  
Board 25
Can Playing Politics Be Good?: Role of Political Skill in Predicting Job Performance
The author examined the role of political skill in the relation between proactivity and job performance, and gender difference and job performance. Findings show that political skill was a significant moderator of proactivity and job performance, ΔR2 = .03, F(1, 168) = 7.42, p < .01. Although not significant, highly politically skilled women surpassed male employees’ job performance.
Hyunji Suh, Illinois State University
Submitter: Hyunji Suh, hsuh12@ilstu.edu

45. Poster: 10:30AM–11:20AM  
Board 26
Possible Dark Sides? Proactive Personality, and Coworker Envy, Helping, and Undermining
Authors examined possible dark sides of proactive personality on coworker envy, which in turn is related to coworker helping, and undermining. The relationship between proactive personality and coworker envy is mediated via proactive employees’ high relative LMX and job performance. Indirect effects are only significant when prosocial motivation is low. Findings generally support the hypotheses.
Jiaqiu Sun, University of Illinois at Chicago
Wen-Dong Li, Chinese University of Hong Kong
Yuhui Li, Renmin University of China
Robert C. Liden, University of Illinois at Chicago
Xin Zhang, Chinese University of Hong Kong
Hong Zhang, Chinese University of Hong Kong
Submitter: Xin Zhang, xinzhang@link.cuhk.edu.hk

46. Poster: 10:30AM–11:20AM  
Board 27
Personality and Motivational Job Features: Fit Beyond Demands
Using trait activation theory, 7 personality traits were linked to preference for 15 motivational job features (e.g., feedback) based on 181 full-time workers. Results largely support predicted linkages (e.g., methodical participants prefer greater job security). Implications for trait-based fit with workplace features beyond job demands are discussed.
Robert P. Tett, University of Tulsa
Seren Burak Ozkum, University of Tulsa
Submitter: Seren Burak Ozkum, sez1684@utulsa.edu

47. Poster: 10:30AM–11:20AM  
Board 28
A Meta-Analysis of Perfectionism and Coping Styles: Implications for Work
Meta-analytic relations between perfectionism and coping styles were examined. Perfectionistic strivings and orderliness were positively related to primary control coping strategies (e.g., problem focused); whereas perfectionistic concerns and socially prescribed perfectionism were positively related with broad disengagement coping strategies (e.g., avoidant). Implications for work are discussed.
Jing Yuan Tian, University of Minnesota-Twin Cities
Deniz S. Ones, University of Minnesota
Submitter: Jing Yuan Tian, tianx188@umn.edu

48. Poster: 10:30AM–11:20AM  
Board 29
Age and Gender Differences in Perfectionism: A Meta-Analysis
The authors examined meta-analytic gender and age differences in perfectionism and its dimensions. Gender and age differences were
negligible. Overall perfectionism positively correlated with age for younger samples but negatively for older adults. Orderliness was the only perfectionism dimension displaying a weak positive correlation with age. Implications for employee staffing are discussed.

Jing Yuan Tian, University of Minnesota-Twin Cities
Deniz S. Ones, University of Minnesota
Submitter: Jing Yuan Tian, tianx188@umn.edu

53. Panel Discussion: 11:30AM-12:50PM | Panelist: David Morgan, Micron Technology, Inc., Chair
Early Career Rotational Programs: The Next Generation of Talent Development
This panel explores the benefits, challenges, and outstanding questions surrounding rotation-based development programs in today’s changing organizational landscape. Collectively, panelists have over 20 years of experience leading rotational programs for early career talent and represent multiple industries, including technology sales, finance, national security, and manufacturing.

Jessica Brull Barrett Diaz, Claremont Graduate University, Chair
May C. Colatat, Edward Jones, Panelist
Jennifer Elarton, Masco Corporation, Panelist
Tiffany R. Poppelman, LinkedIn, Panelist
Melinda Seibert, U.S. Department of Defense, Panelist
Submitter: Jessica Brull Barrett Diaz, jessica.diaz@cgcu.edu

54. Special Event: 11:30AM-12:50PM | Board 502-503
The SIOP 2020 Living History Series Presents: Neal Schmitt
Neal Schmitt, past president of SIOP, is a prolific researcher who has influenced I-O psychology through both science and practice, and has received numerous awards highlighting his distinguished career. In this session, the Living History series continues by interviewing I-O luminaries with the goal of learning from their stories.

Margaret E. Brooks, Bowling Green State University, Presenter
Neal W. Schmitt, Michigan State University, Presenter
Submitter: Margaret E. Brooks, mbrooks@bgsu.edu

55. Symposium: 11:30AM-12:50PM | Board 408-409
The Role of Congruence in Follower Schemas
This symposium discusses the effects of congruence of follower schemas on outcomes such as relationship quality, follower performance, and other criteria. The 3 papers included examine 2 types of congruence: congruence in expectations between leader–follower dyads, and congruence between supervisors’ expectations and actual observation.

Ashita Goswami, Salem State University, Chair
Melissa K. Carsten, Winthrop University, Co-Chair
Patrick T. Coyle, La Salle University, Roseanne J. Foti, Virginia Tech University, Gavin Williamson, Lycoming College, Victoria Ricciard, Lycoming College, Do Leaders and Followers See Eye to Eye on Followers?
Jamie Chase, Salem State University, Melissa K. Carsten, Winthrop University, Effect of Congruence on Follower Role Orientations on Support and Effectiveness
Ummaheswan Kedarnath, University of Wisconsin Whitewater, Adam J. Vanhove, James Madison University, Supervisor Expectations and Follower Characteristics on LMX and Follower Performance
Ashita Goswami, Salem State University, Effect of Leaders’ Perceptions of Actual and Assumptions of Followers
Submitter: Ashita Goswami, agoswami@saembrus.edu

56. Panel Discussion: 11:30AM-12:50PM | Board 502-503
Applying I-O to Academic Administration: Female Faculty Experiences
This panel session will provide career development guidance to female I-O faculty members interested in career trajectories that include academic administration. The session will examine (a) how I-O relevant knowledge and skills translate into effectiveness in academic administration and (b) the challenges and opportunities female faculty will likely face as university leaders.

Jennifer L. Kisamore, University of Oklahoma, Chair
Joan E. Finegan, University of Western Ontario, Panelist
Barbara A. Fritzschke, University of Central Florida, Panelist
Debra A. Major, Old Dominion University, Panelist
Kecia M. Thomas, University of Georgia, Panelist
Jane Williams, Indiana University-Purdue University Indianapolis, Panelist
Submitter: Jennifer L. Kisamore, jkisamore@ou.edu
57. Symposium: 11:30AM-12:50PM  Brazos
What's New With CIP Model of Leadership Research? Novel Advancements and Applications
For the last decade, the charismatic, ideological, and pragmatic (CIP) model of leadership has been steadily gaining support and influence in the leadership literature. Building on the theory's foundational notion that there is more than one pathway to leader success, this symposium presents recent research and novel applications of the CIP model with considerations for future directions.

Samuel T. Hunter, Pennsylvania State University, Co-Chair
Jeffrey B. Lovelace, University of Virginia, Co-Chair
Kayla N. Walters, Pennsylvania State University, Co-Chair
Jill Mowry Strange, Infor, Johanna Johnson Lascano, Infor, Paul R. Boatman, Infor, Kayla N. Walters, Pennsylvania State University, Beyond Outstanding to Everyday: An Applied Perspective on CIP Leadership
Helen Gu, Baruch College & Graduate Center, CUNY, Bradley E. Gray, Baruch College & Graduate Center, CUNY, Alessa Natale, The Graduate Center CUNY & Baruch College, Desmond W. Leung, Baruch College & Graduate Center, CUNY, Patrick Jay Lee, Baruch College & Graduate Center, CUNY, Logan L. Watts, The Graduate Center & Baruch College, CUNY, Do Popular Films Present Valid Cases of Outstanding Leadership?
Jennifer A. Griffin, University of New Hampshire, Kelsey E. Medeiros, University of Nebraska, Omaha, Who Runs the World?: Gender (Under)Representation in the CIP Model
Ginamarie Ligon, University of Nebraska at Omaha, Alexis d’Amato, Center for Collaboration Science, Michael K Logan, University of Nebraska at Omaha, Douglas C Derrick, University of Nebraska at Omaha, Malevolent Charismatic, Ideological, and Pragmatic Leaders
Michael D. Mumford, University of Oklahoma, Discussant
Submitter: Kayla N. Walters, knw74@psu.edu

58. Symposium: 11:30AM-12:50PM  J W Grand Salon 1
Asynchronous Video Interviews Today—Artificial Intelligence Analysis Tomorrow?
The rapid development of various digital interview tools has outpaced I-O research within the field of prehire assessment. In this session, 5 presenters address asynchronous video interviewing and especially the current trend arising from the opportunity to conduct automated analysis using artificial intelligence technologies. Research-based and practical insights are offered.

Nico Tschöpe, AON’s Assessment Solution, Chair
Oke Steffen Brandt, Aon, Co-Chair
Johannes Basch, Ulm University, Klaus G. Melchers, Ulm University, Evelyn Schwerker, Ulm University, Helen Herzer, Ulm University, The Role of Preparation Time on Interview Performance in Video Interviews
Eden-Raye Lukacik, University of Calgary, Nicolas Roulin, Saint Mary’s University, Joshua S. Bourdage, University of Calgary, AVIS Now: AVI Design and Hiring Managers Reactions
Oke Steffen Brandt, Aon, Mats P. Englund, Aon Assessment Solutions at Aon, Richard Justenhoven, Aon Assessment GmbH, Manuel F. Gonzalez, Baruch College & Graduate Center, CUNY, Nico Tschöpe, AON’s Assessment Solution, Automated Linguistic Analysis to Predict Personality in Asynchronous Video Interviews
Davide Cannata, Aon, Simon M. Breil, University of Münster, Maximilian Jansen, Aon Assessment Solutions, Visual Cues for Personality Judgments: Two Recent Studies and Future Directions
Theresa Lena Ruwe, Lund University, Marie Wendel, Aon, Mats P. Englund, Aon Assessment Solutions at Aon, How Artificial Intelligence Influences People’s Decision Making in Video Interviews
Submitter: Nico Tschöpe, nico.tschoepe@cut-e.com

59. Panel Discussion: 11:30AM-12:50PM  J W Grand Salon 2
Science-Based Advocacy to Minimize Discrimination or Harassment
Authors present research and practice for those passionate about advocating for themselves or others when facing discrimination or sexual harassment. Panelists will review the efficacy of known research findings and practice approaches (“what is”) and suggest future directions (“what if”). Topics will include gender, discrimination, the power of peer networks, and advocacy for self or others.

Theodore L. Hayes, U.S. Department of Justice, Chair
Kaylee Hackney, Baylor University, Panelist
Jessica A. Gallus, Forefront Suicide Prevention, Panelist
Anuradha Phase, Johns Hopkins University, Panelist
Alexandra I. Zelin, University of Tennessee at Chattanooga, Panelist
Submitter: Theodore L. Hayes, th2006@gmail.com

60. Alternative Session Type with Presenters:
11:30AM-12:50PM  J W Grand Salon 3
Networking at SIOP 101: Understanding the Basics
Bring your business cards! This alternative session blends panel and roundtable formats to teach and engage first-time SIOP attendees, students, and those early in their career on the introductory practices of social networking. The session begins with a presentation on the fundamentals of networking and concludes with a panelist-led interactive session to network with the audience.

Robert Louis Simmons, Category One Consulting, Chair
Christopher Cancialosi, gothamCulture, Presenter
Cynthia Cerrentano, Park University, Presenter
Alyssa M. Gradus, Maryland State Highway Administration, Presenter
Ashley M. Guidroz, BetterUp, Presenter
Karen Landay, University of Alabama, Presenter
Debora D. Mitchell, Sprint, Presenter
James O’Connor, Presenter
Jade L. Peters-Votava, Nestle U.S.A., Presenter
Submitter: Robert Louis Simmons, robbieone1@gmail.com

61. Alternative Session Type with Presenters:
11:30AM-12:50PM  J W Grand Salon 4
A Guide to Rigorous, Reliable, and Responsible Reviewing for a Better I-O Science
A list of reviewer competencies will be introduced and discussed by a panel with extensive reviewing and editorial experiences. Practical recommendations (dos and don’ts) will be offered as to how to conduct an effective and ethical review, followed by interactive discussions around ethical and practical dilemmas. This session will benefit novice and experienced reviewers.

Tine Koehler, University of Melbourne, Chair
George C. Banks, UNC Charlotte, Presenter
M. Gloria Gonzalez Morales, University of Guelph, Presenter
Lisa Gulick, Bendelta, Presenter
Ruchi Sinha, University of South Australia Business School, Presenter
Submitter: Tine Koehler, tkoeehler@unimelb.edu.au

62. Panel Discussion: 11:30AM-12:50PM  Lone Star Salon A
Detox Your Workplace: Identify and Prevent Counterproductive Work Behaviors
Experts will discuss costly counterproductive work behaviors (CWBs) plaguing organizations, how to prevent CWBs, and key takeaways to implement. The diverse panel will share insightful perspectives across industries (consulting firm, commercial/retail, government/military, public safety, education), perspectives (practitioners, academic, clinical psychologist), and across a wide range of CWBs.

Amy Gammon, PSI Services LLC, Chair
Katey E. Foster, APTMetrics, Inc., Panelist
Don M. Moretti, US Foods, Panelist
Kimberly E. O’Brien, Central Michigan University, Panelist
Mary Margaret Suduth, Human Resources Technology, Panelist
Shaun Wehle, PSI Services LLC, Panelist
Submitter: Amy Gammon, gammona@gmail.com

63. Panel Discussion: 11:30AM-12:50PM  Lone Star Salon B
Nudges in the Workplace: Diverse Perspectives and Unique Applications
This panel will present internal and external I-O practitioner perspectives on the use of “nudges”—targeted, yet subtle interventions meant to drive better decision making and positive behavior change—in the workplace. The panel will define nudges, debate whether nudges are a new method or simply a new term and discuss their organizations’ nudge efforts and key learnings.
64. Alternative Session Type with multiple papers:
11:30AM–12:50PM Lone Star Salon C
Composition Research
We discuss methodological issues in team composition research, including an experimental design framework, measurement issues in compositional and compositional emergence of team states, and applications of network analysis and computational modeling. Content targets introductory to intermediate familiarity with team composition research. Audience participation is encouraged through live polling.
Alexandra Harris, University of Georgia, Co-Chair
Neal Outland, DePaul University, Co-Chair
Jacob Garrett Pendergraft, University of Georgia, Co-Chair
Amanda L. Thayer, University of Akron, Eduardo Salas, Rice University, Gregory A. Ruark, U.S. Army Research Institute, Toward an Innovative Experimental Paradigm for Studying Team Staffing & Composition
Toshi Murase, Roosevelt University, Adam A. Roebuck, University of Connecticut, Content and Structure of Compilational Emergent States
Neal Outland, DePaul University, Computational Modeling of Teams From First Principles
Alexandra Harris, University of Georgia, Justin M. Jones, University of Georgia, Dorothy R. Carter, University of Georgia, Nathan T. Carter, University of Georgia, Leslie A. DeChurch, Northwestern University, Social Network Analysis Approach to Personality Fit in Teams
Brennan Antone, Northwestern University, Leslie A. DeChurch, Northwestern University, David Morton, Northwestern University, Suzanne T. Bell, DePaul University, Noshir Contractor, Northwestern University, A Network-Based Method to Recommend Optimal Team Compositions for Space Exploration
Toshi Murase, Roosevelt University, Presenter
Brennan Antone, Northwestern University, Presenter
Submitter: Jacob Garrett Pendergraft, jakependergraft2@gmail.com

65. Panel Discussion: 11:30AM–12:50PM Lone Star Salon F
Giving Away I-O Psychology: How to Volunteer Your Time and Talent
I-O psychologists are called to volunteer expertise to improve individuals, organizations, and society. Volunteering is associated with well-being and the development of new competencies and transformative partnerships with positive outcomes for organizations. Expert volunteers will discuss ways to get involved in prosocial efforts to ensure I-Os are providing added value to organizations.
Alaina C. Keim, Bellarmine University, Chair
Adriane M.F. Sanders, Austin Peay State University, Co-Chair
Julianne Brown, Deere & Co., Panelist
Joshua Douglas Cotton, Flowserve Corporation, Panelist
Pat F. Engelhardt, Mental Health Centers of Florida, Panelist
Adam H. Kabins, Korn Ferry, Panelist
Chanda Simkin Murphy, Mindful in Memphis, Panelist
Michael Sarraille, EF Overwatch and Echeilon Front, Panelist
Submitter: Alaina C. Keim, courtkeim@gmail.com

66. Panel Discussion: 11:30AM–12:50PM Lone Star Salon G
Functional Leadership Profiles: How, When, and Why?
HR practitioners are often faced with the question of if, when, and how to design custom functional competency models to serve as a foundation for various HR processes. In general, there is little guidance on when to use them or whether they offer any advantages over universal competency models, especially among more senior leadership ranks.
Gina A. Seaton, PepsiCo, Chair
Michael Crespo, Cargill, Panelist
John J. Donovan, Prudential Financial, Panelist
Submitter: Michael Litan, michael.litan@gmail.com

67. Symposium: 11:30AM–12:50PM Lone Star Salon H
Adaptability at Work: Cross-Cultural Perspectives
The changing nature of work has always required adaptation among workers. This symposium examines the validity and utility of the construct of adaptability in understanding worker behavior and work outcomes in organizations. It also presents a cross-cultural perspective in examining this question with 4 studies from the United States, China, France, and Switzerland.
Frederick T. Leong, Michigan State University, Chair
Frederick T. Leong, Michigan State University, Danielle M. Gardner, Michigan State University, Christopher D. Nye, Michigan State University, Joshua J. Prasad, Michigan State University, Career Adapt-Abilities Scale’s (CAAS-5) Predictive and Incremental Validity
Joshua J. Prasad, Michigan State University, Frederick T. Leong, Michigan State University, Christopher D. Nye, Michigan State University, Danielle M. Gardner, Michigan State University, An Examination of the Predictive Validity of the CAAS-5 Among Working Adults in China
Antje Schmitt, University of Groningen, Anita C. Keller, University of Groningen, Self-Efficacy Changes During the Transition From Education to Work
Submitter: Frederick T. Leong, fleong@msu.edu

Poster Session (Statistics, Org Justice, Org Performance):
11:30AM–12:20PM Griffin Hall
68. Poster: 11:30AM–12:20PM Board 1
The Role of Fairness Perceptions in Employee and Patient Health
Organizational fairness significantly relates to patient health through the hospital-level mediator, employee voice. Individual fairness significantly relates to employee health through the employee-level mediator, psychological safety. Results support the 3-stage indirect effect from organizational fairness to individual health via individual fairness and psychological safety.
Isabel Maria Bilotta, Rice University
Jeremy F. Dawson, University of Sheffield
Eden B. King, Rice University
Submitter: Isabel Maria Bilotta, isabel.bilotta@rice.edu

69. Poster: 11:30AM–12:20PM Board 2
Fair Decision Making: Supervisors’ Leader–Member Exchange and Accountability
Little research has examined the factors that influence the justice enactment. Authors examined the influence of supervisors’ leader–member exchange (LMX) and the role of accountability in disciplinary decision making. Using an experimental vignette design, it was found that LMX affects both justice enactment and disciplinary actions, whereas accountability only affected justice enactment.
Kayla Dawn Finuf, Hofstra University
Kimberly Rubenstein, Hofstra University
Kevin Nolan, Hofstra University
Submitter: Kayla Dawn Finuf, k.finuf@live.com

70. Poster: 11:30AM–12:20PM Board 3
Third Party’s Reactions to Witnessed Abusive Supervision: Voice from Guilt and Shame
Authors examine third parties’ moral voice as a deontic behavior toward witnessed abusive supervision of coworkers, considering individual power–distance orientation as a moderator and moral emotions as mediators. Third parties with low power distance orientation tend to exhibit moral voice when witnessing abusive supervision by experiencing guilt.
Kyeong-eun Lee, Sungkyunkwan University
Hyun Joo Lee, Sungkyunkwan University
Jiseon Shin, Sungkyunkwan University
Submitter: Kyeong-eun Lee, apple0829@skku.edu
schemes. Two studies (total N = 508) examined the effects of various coding schemes on the infrequency index's convergence with other CR indices. Anthony Gibson, Wright State University Nathan A. Bowling, Wright State University Caleb Bragg, Central Connecticut State University
Submitter: Anthony Gibson, gibson.88@wright.edu

82. Poster: 11:30AM–12:20PM Board 15
Applying Advanced Embedding Techniques in I-O Research: Demonstrations Using Doc2Vec
Doc2Vec deep learning algorithms were demonstrated by 2 I-O relevant applications, for prediction and clustering tasks separately. Satisfactory results were achieved by Doc2Vec, which outperformed the traditional methods. Key issues such as sample size and implementation, along with the advantages and disadvantages of this approach, were also discussed. Feng Guo, Bowling Green State University Christopher M. Gallagher, Bowling Green State University
Submitter: Feng Guo, fguo@bgsu.edu

83. Poster: 11:30AM–12:20PM Board 16
Intersectionality in DIF: Perceptions of Sexual Harassment by Race and Gender
Authors apply item response theory (IRT) and item-focused trees (IFT) to examine measurement equivalence across race, gender, and their intersection for sexual harassment items in a large military sample. Results show differential item functioning (DIF) for most subgroup combinations and considerable DIF for intersectional subgroups (e.g., women of color) relative to race or gender in isolation. Feng Guo, Bowling Green State University Samantha A. Nesnidal, Ford Motor Company Sarah Melick, Bowling Green State University Samuel T. McBee, Bowling Green State University Michael J. Zickar, Bowling Green State University Benjamin A. Farmer, Whole Foods Market
Submitter: Sarah Melick, sarah.melick@gmail.com

84. Poster: 11:30AM–12:20PM Board 17
Will the Machines Save Us? Adapting Machine Learning for Personality Assessments
A benchmark study was conducted to compare the model building strategy based on multiple regression and xgboost algorithm in personality-based selection scenario. Results show that multiple regression-based strategy explained roughly 1% of the variance in out-of-sample sales performance, whereas xgboost-based strategy produced 2.9%. Shotaro Hakoyama, Infor Talent Science
Submitter: Shotaro Hakoyama, sho.hakoyama@infor.com

85. Poster: 11:30AM–12:20PM Board 18
A Multiyar Evaluation of Physical Ability Test Validity and Mean Group Differences
These studies examined validity and d-values of physical ability tests (PATs) over a 9-year period. Although many PATs demonstrated stable validity estimates and male/female d-values, 2 tests demonstrated large drops in validity and d. This study is unique in applying range restriction corrections to PAT validity and d-values, and it targets those experienced in test validation research. Calvin C. Hoffman, Los Angeles County Sheriff's Department James Hsiao, Los Angeles County Sheriff's Department Christina M. Ramirez, Los Angeles County Sheriff's Department C. Chy Tashima, Los Angeles County Sheriff's Department
Submitter: Calvin C. Hoffman, calhoff00@gmail.com

86. Poster: 11:30AM–12:20PM Board 19
Crossing a River to Get Some Water? Revisiting Item Social Desirability Ratings
Previous approaches to assessment of item social desirability have been implicated as focused on too broad a level of abstraction. An alternative method (Kuncel & Tellegen, 2009) has been proposed, but does this more cognitively taxing alternative provide incremental information to the simpler traditional approach? Results identify the circumstances of overlap and unique contribution. Emily Johnson, Saint Cloud State University John Kulas, Montclair State University Julia Wefferting, Montclair State University
Submitter: John Kulas, kulasj@montclair.edu

87. Poster: 11:30AM–12:20PM Board 20
Latent State-Trait Theory, Analytic Models, and a Worked Example
Authors summarize the basic structural equations and parameters of latent state-trait (LST) theory, present a preliminary taxonomy of LST analytic models, and work a worked example using Cole et al.'s (2005) trait-state-occasion (TSO) model augmented with method effects, and extend this model to a bivariate analysis. Charles E. Lance, Organizational Research & Development Tracy L. Griggs, Winthrop University Yi Fan, Facebook
Submitter: Charles E. Lance, clancephd@gmail.com

88. Poster: 11:30AM–12:20PM Board 21
Measuring Coordination: Using Network Psychometrics to Explore MTMM Team Data
Authors developed a comprehensive measure of team coordination based on Okhuysen and Bechky's coordination framework. They tested a 3-factor model (predictability, accountability, common understanding) via CFA and identified the most influential rating source via advanced network psychometric analyses. Model fit well; nurses' accountability ratings were most influential. Houston F. Lester, Baylor College of Medicine Kristin L. Cullen-Lester, University of Houston Amber B. Amspoker, Michael E. DeBakey VA Medical Center Christiane Spitzmueller, University of Houston Candice L. Thomas, Saint Louis University Sylvia J. Hyson, Michael E. DeBakey VA Medical Center
Submitter: Houston F. Lester, hfl000151@gmail.com

89. Poster: 11:30AM–12:20PM Board 22
The Development and Validation of a Self-Control Strategies Measure
The primary purpose of this study is to create a measure of 5 proposed self-control strategies and examine their relationship with other constructs to establish a nomological network of the measure. Results support a 5-factor solution, but future research is needed to continue to develop and validate this measure. Jasmina M. Milosevic, Florida Institute of Technology Nicholas Aaron Moon, Florida Institute of Technology Sherif al-Qallawi, Florida Institute of Technology Lida Priscia Ponce, Florida Institute of Technology Michael McFerran, Florida Institute of Technology Chris Juszczyk, Florida Institute of Technology Patrick D. Converse, Florida Institute of Technology
Submitter: Jasmina M. Milosevic, jmilosevic2015@my.fit.edu

90. Poster: 11:30AM–12:20PM Board 23
An Unobtrusive Method of Testing Health-Related Hypotheses Using Facial Photographs
The authors introduce a novel way to predict the body mass index (BMI) of an individual using a single photograph. Using images available on organizational websites, a neural network is trained to predict the exact BMI of an individual. This method provides a new tool for organizational psychologists to study health related hypotheses and highlights the vulnerability of employees in modern times. Brandon Minton, Virginia Tech Ivan Hernandez, Virginia Tech Andrew Waipfer, Virginia Tech
Submitter: Ivan Hernandez, iivanherandez@vt.edu

91. Poster: 11:30AM–12:20PM Board 24
Examining the Two-Factor Job Satisfaction Model With Mixture Regression
Authors discuss the 2-factor model of overall job satisfaction (Herzberg, et.al., 1959). The mixture regression is applied to analyze the relationship between job satisfaction facets and overall job satisfaction. Results support the 2 constructs model of overall job satisfaction but reflect a
more complex nomological network related to job satisfaction and job dissatisfaction than Herzberg said.

Weiwen Nie, Virginia Tech
Roseanne J. Foti, Virginia Tech
Submitter: Weiwen Nie, weiwenne1960@gmail.com

92. Poster: 11:30AM–12:20PM    Board 25
Single-Item Measure of Job Satisfaction: A Test of Reliability and Stability
This study used latent state-trait models to decompose observed variance in a multiwave data of job satisfaction (measured via single-item) into stable trait variance, autoregressive trait variance, and state variance. Results show that the reliability of scores on a single-item job satisfaction measure is somewhat low (α = .49 to .59) and that job satisfaction is amenable to change over time.
Jisoo Ock, Pusan National University
Submitter: Jisoo Ock, jisoo.ock@gmail.com

93. Poster: 11:30AM–12:20PM    Board 26
Measurement Invariance in Burnout: A Multicultural Study
This study investigated the measurement invariance of Shirom-Melamed Burnout Measure (SMBM) across samples from 2 countries. 272 students from Malaysia and 383 students from US answered the English version of the scale. Results partially supported the equivalence of burnout measurement for both samples. These findings suggest that SMBM is a valid instrument of burnout across countries.
Seren Burak Ozkum, University of Tulsa
Anupama Narayan, University of Tulsa
Mei-Hua Lin, Sunway University
Submitter: Anupama Narayan, anupama-narayan@utulsa.edu

94. Poster: 11:30AM–12:20PM    Board 27
A Simulation Study: Cluster Analysis in High Dimensional Space in Psychology Research
The “Curse of Dimensionality,” coming with an increasing number of objects and variables available to be collected, measured, and stored in psychology research, becomes crucial for researchers applying machine learning. Although multiple mechanisms are proposed, this simulation study supports that the phenomenon is due to an increasing likelihood of including noise as dimensions increase.
Jiayin Qu, University of Minnesota
Aaron M. Schmidt, University of Minnesota
Submitter: Jiayin Qu, quxxx179@umn.edu

95. Poster: 11:30AM–12:20PM    Board 28
Curbing Curbstoning: Methods to Detect Survey Data Fabrication by Third Parties
This paper suggests that including simple, innocuous questions with known distributions can facilitate fabrication detection. By exploiting deficiencies in statistical understanding, survey collectors imputing data will create distributions that deviate from the expected distribution. Efficacy of 4 methods is demonstrated by accurately classifying honest responses from fabricated responses.
Teresa Ristow, Virginia Tech
Ivan Hernandez, Virginia Tech University
Submitter: Ivan Hernandez, ivanherandez@vt.edu

96. Poster: 11:30AM–12:20PM    Board 29
Machines Learn to Improve Inputs–Outputs: Why Not I-O?
Big data and analytics are pervasive in organizations. Industrial-organizational psychologists are well-positioned to leverage machine learning algorithms to inform decision making and practice in organizations. Authors discuss how machine learning can potentially contribute to 3 focal areas: (a) the replication crisis, (b) deductive vs. inductive research, and (c) training needs assessment.
Patrick J. Rosopa, Clemson University
Alexander Francis Moore, Clemson University
Zach P. Klinefelter, Clemson University
Phoebe Xoxakos, Clemson University
Gwendolyn Paige Watson, Clemson University
Submitter: Patrick J. Rosopa, prosopa@clemson.edu

97. Poster: 11:30AM–12:20PM    Board 30
Using Machine Learning to Classify Assessment Center Text Data
This exploratory study used natural language processing to classify assessment center text data and evaluate individual differences. Findings indicate that the algorithm was able to accurately classify 85 out of every 100 candidates for executive positions into deficient and proficient decision makers. Additionally, this research helped explore the personality of good versus bad decision makers.
Sarah Sleiman Haidar, DDI
Georgi P. Yankov, DDI
Sukesh Kumar, DDI
Jimmy Zheng, DDI
Submitter: Sarah Sleiman Haidar, sarah.haidar@ddiworld.com

98. Poster: 11:30AM–12:20PM    Board 31
Using the Actor–Partner Interdependence Model With Leader–Follower Dyadic Data
Use of the actor–partner interdependence model (APIM) when analyzing dyadic data is shown. Using leader and follower reports of implicit followership theories and leader–member exchange quality, authors compare the use of APIM with the common measure of dyadic congruence. Both analyses use different methods to understand leaders’ and followers’ separate perceptions of relational constructs.
Whitney Tate, James Madison University
Adam J. Vanhove, James Madison University
Umamaheswari Kedarnath, University of Wisconsin Whitewater
Submitter: Whitney Tate, tatetwm@dukes.jmu.edu

99. Poster: 11:30AM–12:20PM    Board 32
Using Bifactor Models to Examine the Predictive Validity of Hierarchical Constructs
Authors present a systematic examination of the statistical performance of 6 modeling strategies to handle cross-loadings in bifactor predictive models. Results revealed (a) forcing small cross-loadings to zero was detrimental; (b) augmented BSEM worked the best; (c) augmentation improved the performance of ESEM and SEM; (d) the performance of ESEM with target rotation was unexpectedly weak.
Bo Zhang, University of Illinois Urbana-Champaign
Jing Luo, University of Southern California
Tianjun Sun, University of Illinois at Urbana-Champaign
Fritz Drasgow, University of Illinois at Urbana-Champaign
Submitter: Bo Zhang, bozhang3@illinois.edu
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