35th Annual Conference Program

Preconference Events
April 22, 2020
Get ahead of the game

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## Table of Contents

- Welcome From the Conference and Program Chairs .................................................. 2
- Conference Partners ..................................................................................................... 3
- Event Hours and Locations ......................................................................................... 4
- Message From the Mayor of Austin ............................................................................ 5
- Hotel Maps .................................................................................................................. 6
- For All Who Are Celebrating Ramadan ....................................................................... 8
- Featured Programming ................................................................................................. 9

### PROGRAM

- Thursday AM Sessions ............................................................................................... 18
- Thursday PM Sessions .............................................................................................. 34
- Friday AM Sessions ................................................................................................... 66
- Friday PM Sessions .................................................................................................... 86
- Saturday AM Sessions ............................................................................................... 120
- Saturday PM Sessions .............................................................................................. 144

### Topic Index ............................................................................................................. 168

### Presenter Index ..................................................................................................... 184

## SIOP 2020 Conference and Program Committee Members

<table>
<thead>
<tr>
<th>Scott Tonidandel, Conference Chair</th>
<th>Megan Nolan, Junior Faculty Consortium Co-Chair</th>
</tr>
</thead>
<tbody>
<tr>
<td>Whitney Botsford Morgan, Conference Chair in Training</td>
<td>Kelsey Stephens, Masters Consortium Chair</td>
</tr>
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<td>Elizabeth McCune, Program Chair</td>
<td>Matisha Montgomery, Masters Consortium Co-Chair</td>
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<td>Emily Solberg, Program Chair in Training/Theme Track Chair</td>
<td>Kathleen Keeler, Doctoral Consortium Co-Chair</td>
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<td>Tracey Rizzuto, Past Program Chair</td>
<td>Emily Hunter, Doctoral Consortium Co-Chair</td>
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<td>Meghan Thornton-Lugo, CFP/Flanagan Chair</td>
<td>Rob Michel, Workshop Chair</td>
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<tr>
<td>Jason Randall, Communities of Interest Chair</td>
<td>Amber Burkhart, Placement and I-O Job Network Co-Chair</td>
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<td>Kristin Weiss, Friday Seminars Chair</td>
<td>Gonzalez Ferro, Placement and I-O Job Network Co-Chair</td>
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<td>Tyree Mitchell, Special Sessions Chair</td>
<td>Tiffany Bennett, Local Arrangements Chair</td>
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<td>Deborah Diaz Granados, Consortia Chair</td>
<td>Tony Boyce, Conference Evaluation Chair</td>
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<td>Maya Garza, Early Career Practitioner Consortium Chair</td>
<td>Julie Olson-Buchanan, Site Selection Chair</td>
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<td>Rob Stewart, Early Career Practitioner Consortium Co-Chair</td>
<td>Riza Leak, Volunteer Coordinator</td>
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<td>Alex Jackson, Junior Faculty Consortium Chair</td>
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## Questions?
Visit the SIOP Hospitality Desk near conference registration.

### The following are available for the duration of the conference:

- **Mothering Room: Room 309**
  This room will provide seating, electrical power, and a refrigerator for use by new mothers.

- **Reflection Room: Room 210**
  This room is open to all attendees who require a quiet space for prayer and/or meditation.

### Persons With Disabilities

If you require special assistance at the conference, please inform the SIOP Administrative Office of any needs. We will endeavor to meet these requests. Please notify us as early as possible by calling (419) 353-0032 or emailing siop@siop.org.
Dear Colleagues,

Welcome to the 35th Annual SIOP Conference in Austin, Texas! This year’s conference introduces several innovations designed to elevate your experience and tailor the conference to your needs. The heart of the conference continues to be the array of peer-reviewed sessions. The conference is packed with symposia, panels, debates, master tutorials, and posters. There are many alternative sessions, which means more novel formats and creative ways to engage attendees. The top rated posters will be showcased at the Thursday evening Networking Reception. We would like to call your attention to some new and noteworthy features of this year’s conference.

Preconference Events
Arrive early and take part in our preconference events that include 10 workshops on a wide range of topics guaranteed to meet your educational needs, plus an all-day Advanced Professional Development Course. Various consortia for students, faculty, and early career practitioners will also take place on Wednesday so be sure to register in advance to participate.

Opening Plenary Session
The program kicks off on Thursday morning with SIOP’s highest awards and introductions to the newest SIOP Fellows. This event will feature Eden King’s Presidential Address with reflections on her theme, Belongingness, following a must-see introduction by President-Elect Georgia Chao.

SIOP Select
This concept highlights sessions cultivated by SIOP volunteers and committees on high-demand, high-impact topics that are broadly applicable across the membership. It includes a presidential theme track held on Thursday in Lone Star D entitled “The What, Who, How, Why, and Where of Diversity and Inclusion.” Other special sessions include the third annual SIOP machine learning competition, a compelling line-up of I-O storytellers, an in-depth look at psychological safety, a showcase of scientist–practitioner collaborations, and examples of communicating I-O to the public. SIOP Select highlights several sessions featuring award winners from 2019 and 2020 who will offer strategies, tips, and examples of leading careers in I-O. There will be sessions focused on issues critical to the evolution of I-O and the business of SIOP, along with Alliance for Organizational Psychology sessions that bring an important international perspective. (See page 9 for the new Featured Programming list, presenting all the special sessions in an easy to search structure.)

Methods Mania
In response to members seeking to learn about cutting-edge topics in research methods, measurements, and statistics, Methods Mania will feature a day of programming containing the highest rated methods sessions (Thursday, Lone Star Salon E).

Modern HR Strategy and Practice
The 2020 conference will feature a day of curated, highly rated sessions focused on timely issues relevant to running and developing a modern HR function. Topics for these sessions include leadership assessment, culture change and measurement, ongoing feedback, and more (Friday, Lone Star E).

Communities of Interest
Community of Interest sessions provide a forum for you to contribute to the discussion on a range of hot topics. Each interactive session is designed to facilitate networking and thought-provoking discussion and identify collaboration opportunities. These casual forums are held in 408-409 on Friday and Saturday and are moderated by facilitators with expertise on the topics.

Poster Sessions
Posters comprise two-thirds of the peer-reviewed submissions accepted to SIOP and cover a wide range of topics, offering something for everyone. With 19 poster sessions across the 3-day conference, you have many opportunities to explore. We encourage you to stop by Griffin Hall to visit a poster session, make a connection, and learn something new!
**Closing Plenary Session and Closing Reception**

You won’t want to miss the closing plenary, featuring Parminder Jassal. Dr. Jassal is the former founding director of the Learn and Work Futures Lab at the Institute for the Future, a Fellow with the Forum on the Future of Education and Employment, and is now the co-founder and CEO of socialtech.ai based in Austin. Following the closing plenary, we will have a festive finale to the conference celebrating the laid back Austin music and food scene.

We sincerely hope that this year’s conference is the best yet and offers the learning and networking opportunities you are seeking. You can learn about all the amazing offerings through the conference’s Whova app. In the app, you can plan your schedule, check in and rate sessions, share information with other attendees, and much more. The app continues to evolve to enrich your conference experience, so make sure to check it out. Please share any feedback or ideas with the Program Committee so the conference continues to evolve each year.

Enjoy the conference!

**Scott Tonidandel**  
2020 SIOP Conference Chair  

**Elizabeth McCune**  
2020 SIOP Program Chair

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**SIOP Thanks Our 2020 Conference Partners**

**Platinum Partners**

- **HOGAN**
- **Perceptyx™**
- **.SHL.**  
  Modern Hire  
- **quintela.io**

**Gold Partners**

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- **pdri**
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**Copper Partners**

- **Aon**
- **DDI**
- **Rocket-Hire**
- **BTS USA**
- **EchoSpan**
- **Saville Assessments**
- **Criteria Corp**
- **Pearson VUE**
- **StataCorp**
Event Hours and Locations

REGISTRATION HOURS
Griffin Hall Foyer (2nd Floor)
WEDNESDAY 12:00PM–8:00PM
THURSDAY 7:30AM–6:00PM
FRIDAY 8:00AM–5:00PM
SATURDAY 8:00AM–3:00PM

EXHIBIT HALL HOURS
Griffin Hall (2nd Floor)
THURSDAY 10:00AM–5:30PM
FRIDAY 8:30AM–5:00PM

PLACEMENT CENTER HOURS
Sponsored by the Society for Human Resource Management
Room 211
WEDNESDAY 3:00PM–5:00PM
THURSDAY 8:00AM–5:30PM
FRIDAY 8:00AM–5:30PM
SATURDAY 8:00AM–12:00PM
Mock interview room: Room 213
Interview room: Room 212
Open House: Wednesday, 5PM–7PM, Location TBA

CONTINENTAL BREAKFASTS
Sponsored by Aon
JW Grand Foyer (4th Floor)
THURSDAY, FRIDAY, SATURDAY
7:30AM–8:30AM

COFFEE BREAKS
Griffin Hall (2nd Floor) Lone Star Foyer (3rd Floor)
THURSDAY 10:00AM–10:30AM 3:00PM–3:30PM
FRIDAY 9:30AM–10:00AM 2:30PM–3:00PM
SATURDAY 9:30AM–10:00AM, Networking Break
Sponsored by Glint, now a part of LinkedIn
2:30PM–3:00PM

COMMITTEE and GROUP MEETINGS
THURSDAY
Ambassador Meeting, 10:00AM–10:30AM, Room 402-403
Master Program Directors Meeting, 10:00AM–11:00AM, Room 305
International Affairs Committee: 12:00PM–2:00PM, Room 307
Women’s Inclusion Network, 2:00PM–3:00PM, Rm 306
CEMA Meeting, 3:00PM–4:00PM, Room 307
Membership Committee, 3:00PM–6:00PM, Edge (5th floor)
FRIDAY
Doctoral Program Directors Meeting, 10:00AM–11:00AM, Room 305
University-Based Consulting Centers Coordinators Meeting, 11:00AM–12:00PM, Room 305
LGBT and Allies Issues Meeting, 1:00PM–2:00PM, Room 307
Local I-O Group Committee, 1:30PM–3:30PM, Room 306

SPECIAL EVENTS
New Member Education Session: Location TBA
WEDNESDAY, 4:00PM–5:00PM
Newcomer Reception: Lone Star A-B (3rd Floor)
WEDNESDAY, 5:00PM–6:00PM
SIOP Welcome Reception
Sponsored by the Society for Human Resource Management
Pool/SunDeck (5th Floor)
WEDNESDAY, 6:00PM–8:00PM
Opening Plenary Session: JW Grand Salon 5-8 (4th Floor)
THURSDAY, 8:30AM–10:00AM
I-O Mid-Career Growth Exploration for Practitioners:
Room 310/311
THURSDAY, 4:30PM–6:00PM
Speed Benchmarking*: Room 401
THURSDAY, 5:00PM–6:30PM
I-O Entrepreneurs Networking: Room 305
THURSDAY, 5:00PM–6:00PM
Professional Practice Reception: Lone Star G-H (3rd Floor)
Sponsored by Qintela
THURSDAY, 6:00PM–7:00PM
Networking Reception & Top Poster Display
JW Grand Foyer (4th Floor)
THURSDAY, 6:00PM–8:00PM
Women’s Inclusion Network Reception: J W Grand Salon 4
(4th Floor) Sponsored by University of Oklahoma
THURSDAY, 6:30PM–7:30PM
Committee on Ethnic and Minority Affairs Social Hour
Lone Star F (3rd Floor)
THURSDAY, 7:00PM–8:00PM
International Reception: Lone Star C (3rd Floor)
Sponsored by Alliance for Organizational Psychology
THURSDAY, 7:00PM–8:00PM
LGBT Committee Mentorship Mixer*: Location TBA
FRIDAY, 10:00AM–11:00AM
Speed Mentoring*: FRIDAY
Science Impact: 4:30PM–6:00PM, Room 208
Practice: 5:00 PM–6:30 PM, Room 401
Lesbian, Gay, Bisexual, and Transgender Committee
and Allies Social Hour: Room 209
FRIDAY, 6:00PM–7:00PM
Military and Veterans Initiatives Task Force Social Hour
Room 406
FRIDAY, 6:00PM–7:00PM
Closing Plenary
Dr. Parminder Jassal, Co-founder and CEO of socialtech.ai
JW Grand Salon 5-8 (4th Floor)
SATURDAY, 4:30PM–5:30PM
Closing Reception: Lone Star D-H (3rd Floor)
SATURDAY, 5:30PM–7:30PM

Note:
Events on this page are open to all paid attendees.
Receptions also open to registered guests.
*No fee, but preregistration is required.
Dear Friends,

On behalf of the City of Austin, I welcome you to the Society for Industrial and Organizational Psychology Conference. We are thrilled to host each of you in our beautiful city, the capital of Texas, and the Live Music Capital of the World!

Some quick facts about us: Austin is now the 11th largest city in America. We are ranked as one of the top cities to start a business, raise a family, and to have fun! We are home to the University of Texas at Austin, St. Edward’s University, and Huston-Tillotson University, a historically black college with roots dating back to 1875.

This is a magical town. While you’re here make sure to take out a boat or paddleboard on beautiful Lady Bird Lake, catch a show at the Paramount Theatre or the Long Center for Performing Arts, or explore Zilker Park, home to the Austin City Limits festival. Grab a taco and cool off in Barton Springs or take in views from Mount Bonnell or the 360 Bridge. And if you are headed downtown for a night of live music, you might make a stop on Congress Avenue. Austin is home to 1.5 million bats that can be viewed flying out from under Congress Bridge at dusk!

But Austin is a whole lot more than great food, natural beauty and good music. Take a tour at the LBJ library where you can experience the presidency in the ‘60s and hear LBJ’s phone call to Jackie Kennedy right after her husband’s assassination. Take a guided segway tour of our state capitol or visit the Bob Bullock Museum and learn about the history of the great state of Texas.

We hope that you can carve out your own Austin experience during your short stay. You’ll be walking away with a stomach full of barbecue and breakfast tacos, with new Austin music for your playlists and a weekend full of stories to tell your colleagues.

Sincerely,

Steve Adler
Mayor
HOTEL MAPS

Level 2

On Level 2:
- Registration
- Exhibit Hall
- Posters
- Photo Booth
- Coffee Breaks
- Sessions
- LGBT & Allies
- Social Hour
- Reflection Room
- Placement Center
- Workshops
- Science Speed Mentoring
- Starbucks

Level 3

On Level 3:
- Workshops
- Coffee Breaks
- Sessions
- Closing Reception
- CEMA Social Hour
- LGBT & Allies
- Mentor Mixer
- Newcomer Reception
- Practice Reception
- Mothering Room
- I-O Mid-Career Growth Exploration
- I-O Entrepreneurs Networking
- Meetings:
  - Program Chairs,
  - International Affairs,
  - WIN, CEMA, LGBT & Allies, Local I-O Groups
Level 4

On Level 4:
- Workshops
- Plenaries
- Breakfast
- Sessions
- Networking
- Reception
- Ambassador Mtg.
- Military & Veterans Initiatives Task Force Social Hour
- Practice Speed Mentoring

Level 5

On Level 5:
- Welcome Reception
- APD Course
- Pool
- Fitness Center
- Spa

Note: No escalator access, must use elevators
For All Who Are Celebrating Ramadan

We appreciate you attending SIOP 2020 during Ramadan. For your convenience, we would like to provide the prayer times for Austin, TX. Remember that we do have a Reflection Room (Room 210) available for quiet reflection and prayer.

Ramadan Mubarak!

Monthly Prayer Times in Austin

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Calculation Method
Islamic Society of North America
Fajr 15.0 degrees, Isha 15.0 degrees
Jurisprudence
Standard (Hanbali, Maliki, Shafi)
Daylight Saving
Auto
Latitude/Longitude
30.1678, -97.8225