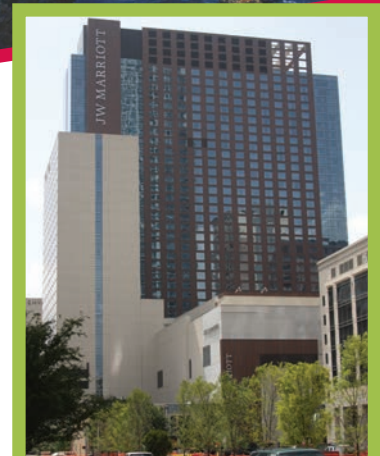


35th Annual Conference Program



SOCIETY for
INDUSTRIAL and
ORGANIZATIONAL
PSYCHOLOGY

SCIENCE FOR A SMARTER WORKPLACE



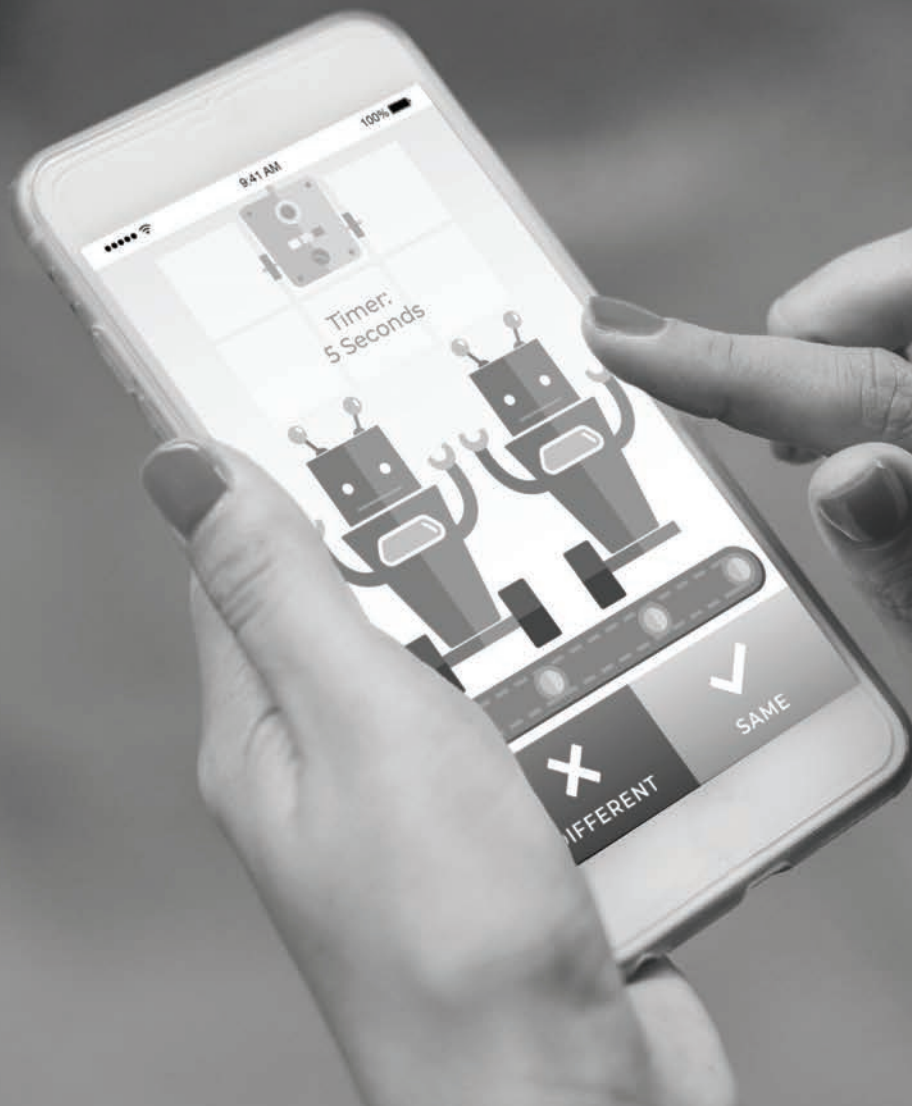
SIOP
AUSTIN, TX
APRIL 23-25
DOWNTOWN JW MARRIOTT
2020

Preconference Events
April 22, 2020



Get ahead of the game

Take the candidate experience to the next level with Criteria's mobile-first, adaptive, game-based assessments.



35th ANNUAL CONFERENCE PROGRAM

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

Scott Tonidandel, Conference Chair
 Whitney Botsford Morgan, Conference Chair in Training
 Elizabeth McCune, Program Chair
 Emily Solberg, Program Chair in Training/Theme Track Chair
 Tracey Rizzuto, Past Program Chair
 Meghan Thornton-Lugo, CFP/Flanagan Chair
 Jason Randall, Communities of Interest Chair
 Kristin Weiss, Friday Seminars Chair
 Tyree Mitchell, Special Sessions Chair
 Deborah Diaz Granados, Consortia Chair
 Maya Garza, Early Career Practitioner Consortium Chair
 Rob Stewart, Early Career Practitioner Consortium Co-Chair
 Alex Jackson, Junior Faculty Consortium Chair

Megan Nolan, Junior Faculty Consortium Co-Chair
 Kelsey Stephens, Masters Consortium Chair
 Matisha Montgomery, Masters Consortium Co-Chair
 Kathleen Keeler, Doctoral Consortium Co-Chair
 Emily Hunter, Doctoral Consortium Co-Chair
 Rob Michel, Workshop Chair
 Amber Burkhart, Placement and I-O Job Network Co-Chair
 Gonzalo Ferro, Placement and I-O Job Network Co-Chair
 Tiffany Bennett, Local Arrangements Chair
 Tony Boyce, Conference Evaluation Chair
 Julie Olson-Buchanan, Site Selection Chair
 Riza Leak, Volunteer Coordinator

Access the searchable version of this program at <http://bit.ly/Prog2020SIOP>

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

SIOP Thanks Our 2020 Conference Partners

Platinum Partners



Modern Hire



Gold Partners



Silver Partners



Copper Partners

Aon

BTS USA

Criteria Corp

DDI

EchoSpan

Pearson VUE

Rocket-Hire

Saville Assessments

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: JW 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.



City of Austin

Steve Adler, Mayor

301 W. 2nd St., Austin, TX 78701
(512) 978-2100, Fax (512) 978-2120
steve.adler@austintexas.gov

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

*The City of Austin is committed to compliance with the Americans with Disabilities Act.
Reasonable modifications and equal access to communications will be provided upon request.*

HOTEL MAPS

Level 2

On Level 2:

Registration

Exhibit Hall

Posters

Photo Booth

Coffee Breaks

Sessions

LGBT & Allies

Social Hour

Reflection Room

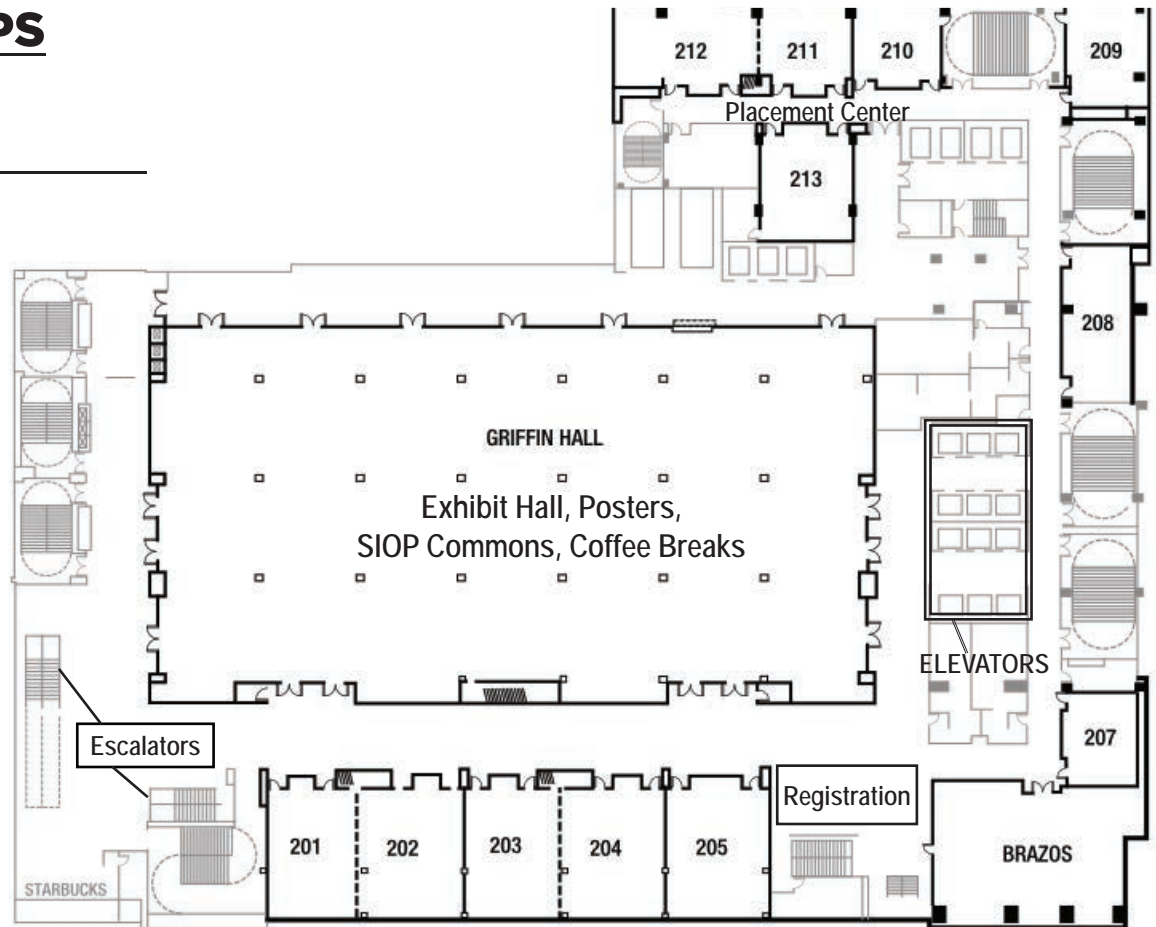
Placement Center

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,

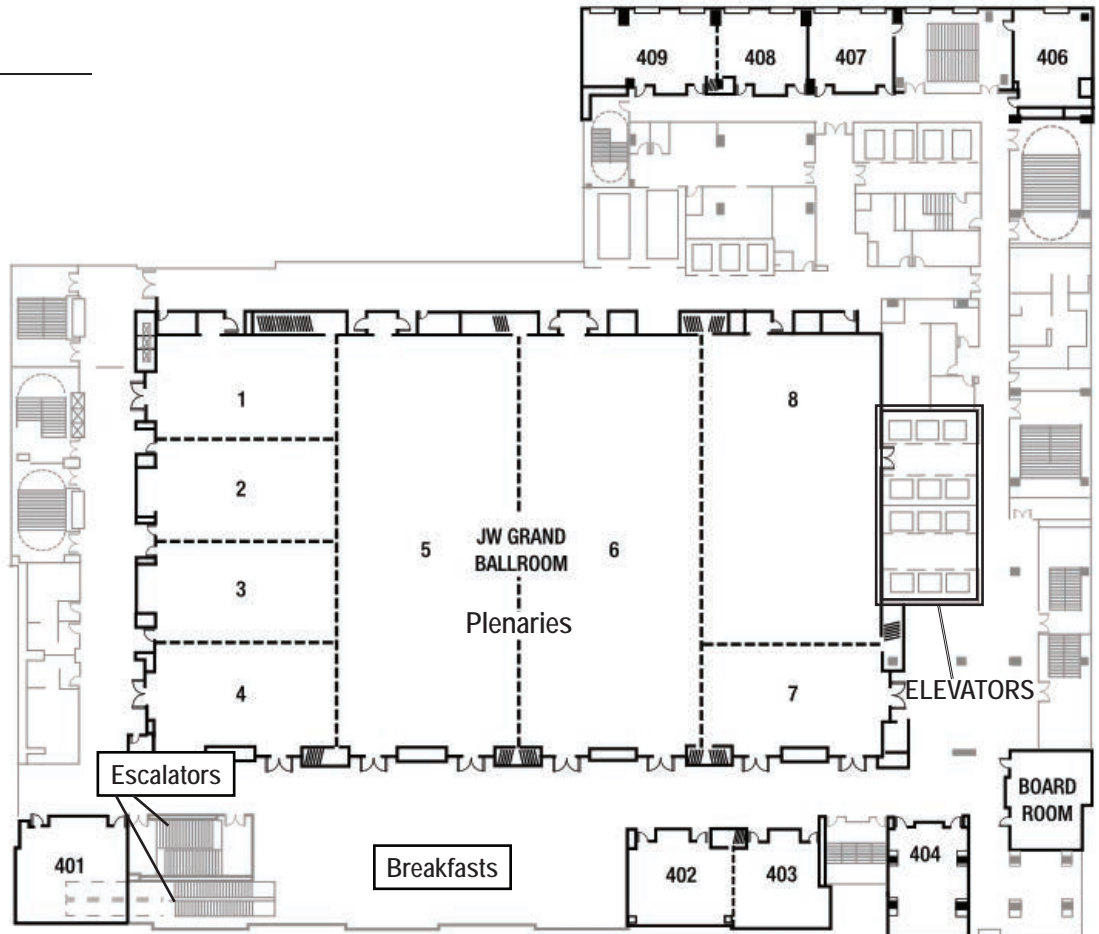
WIN, CEMA, LGBT &

Allies, Local I-O Groups



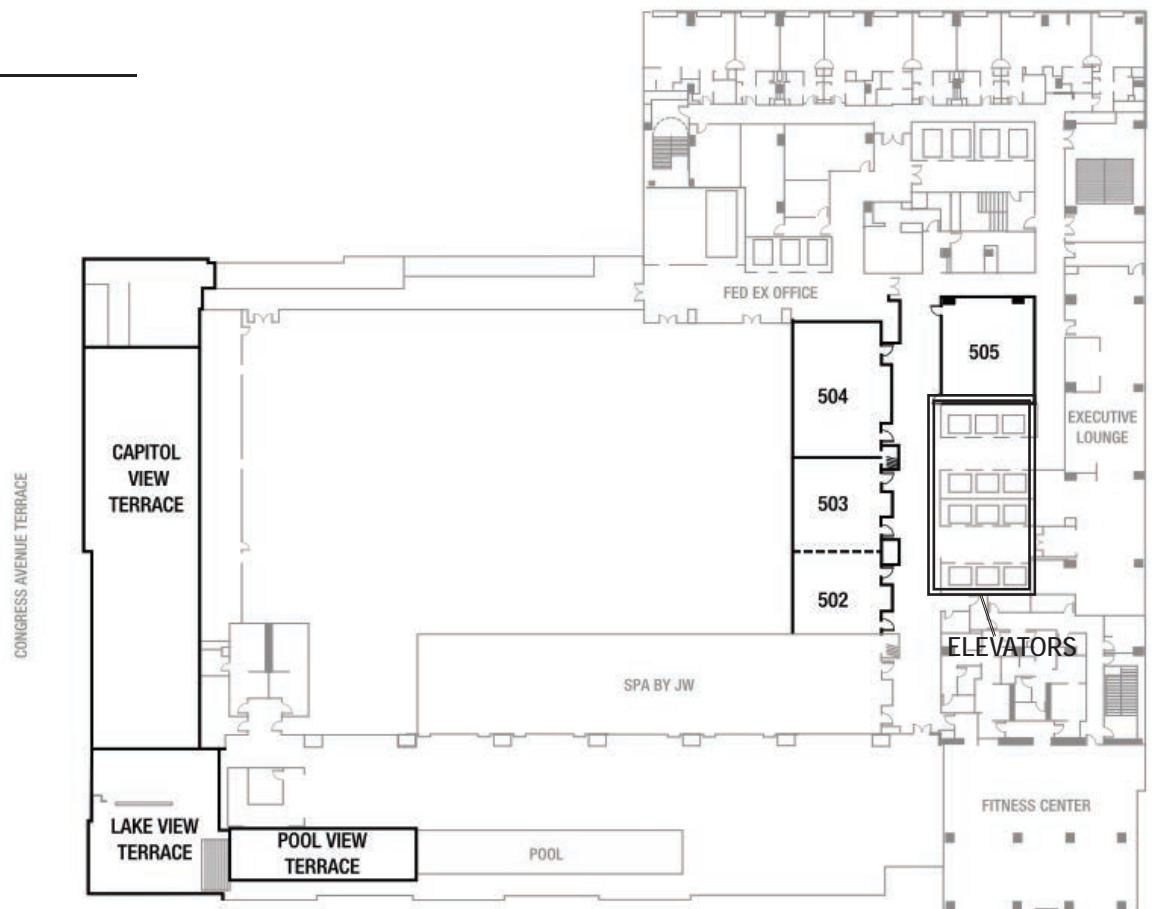
Level 4

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

April 2020

Shaban 1441 - Ramadan 1441

April	Shaban	Day	Fajr	Sunrise	Dhuhr	Asr	Maghrib	Isha
01	8	Wed	06:13 AM	07:19 AM	01:35 PM	05:07 PM	07:51 PM	08:58 PM
02	9	Thu	06:12 AM	07:18 AM	01:35 PM	05:07 PM	07:52 PM	08:59 PM
03	10	Fri	06:10 AM	07:17 AM	01:35 PM	05:07 PM	07:52 PM	08:59 PM
04	11	Sat	06:09 AM	07:16 AM	01:35 PM	05:07 PM	07:53 PM	09:00 PM
05	12	Sun	06:08 AM	07:15 AM	01:34 PM	05:07 PM	07:53 PM	09:01 PM
06	13	Mon	06:06 AM	07:13 AM	01:34 PM	05:07 PM	07:54 PM	09:02 PM
07	14	Tue	06:05 AM	07:12 AM	01:34 PM	05:07 PM	07:55 PM	09:02 PM
08	15	Wed	06:04 AM	07:11 AM	01:33 PM	05:07 PM	07:55 PM	09:03 PM
09	16	Thu	06:03 AM	07:10 AM	01:33 PM	05:07 PM	07:56 PM	09:04 PM
10	17	Fri	06:01 AM	07:09 AM	01:33 PM	05:07 PM	07:57 PM	09:05 PM
11	18	Sat	06:00 AM	07:08 AM	01:33 PM	05:07 PM	07:57 PM	09:05 PM
12	19	Sun	05:59 AM	07:07 AM	01:32 PM	05:07 PM	07:58 PM	09:06 PM
13	20	Mon	05:57 AM	07:05 AM	01:32 PM	05:07 PM	07:58 PM	09:07 PM
14	21	Tue	05:56 AM	07:04 AM	01:32 PM	05:07 PM	07:59 PM	09:08 PM
15	22	Wed	05:55 AM	07:03 AM	01:32 PM	05:07 PM	08:00 PM	09:08 PM
16	23	Thu	05:54 AM	07:02 AM	01:31 PM	05:07 PM	08:00 PM	09:09 PM
17	24	Fri	05:52 AM	07:01 AM	01:31 PM	05:07 PM	08:01 PM	09:10 PM
18	25	Sat	05:51 AM	07:00 AM	01:31 PM	05:07 PM	08:02 PM	09:11 PM
19	26	Sun	05:50 AM	06:59 AM	01:31 PM	05:07 PM	08:02 PM	09:12 PM
20	27	Mon	05:49 AM	06:58 AM	01:31 PM	05:07 PM	08:03 PM	09:12 PM
21	28	Tue	05:48 AM	06:57 AM	01:30 PM	05:07 PM	08:03 PM	09:13 PM
22	29	Wed	05:46 AM	06:56 AM	01:30 PM	05:06 PM	08:04 PM	09:14 PM
23	30	Thu	05:45 AM	06:55 AM	01:30 PM	05:06 PM	08:05 PM	09:15 PM
April	Ramadan	Day						
24	1	Fri	05:44 AM	06:54 AM	01:30 PM	05:06 PM	08:05 PM	09:16 PM
25	2	Sat	05:43 AM	06:53 AM	01:30 PM	05:06 PM	08:06 PM	09:16 PM
26	3	Sun	05:42 AM	06:52 AM	01:30 PM	05:06 PM	08:07 PM	09:17 PM
27	4	Mon	05:41 AM	06:51 AM	01:29 PM	05:06 PM	08:07 PM	09:18 PM
28	5	Tue	05:39 AM	06:50 AM	01:29 PM	05:06 PM	08:08 PM	09:19 PM
29	6	Wed	05:38 AM	06:49 AM	01:29 PM	05:06 PM	08:09 PM	09:20 PM
30	7	Thu	05:37 AM	06:48 AM	01:29 PM	05:06 PM	08:09 PM	09:21 PM

Calculation Method

Islamic Society of North America

Fajr 15.0 degrees, Isha 15.0 degrees

Juristic Method

Standard (Hanbali, Maliki, Shafi)

Daylight Saving

Auto

Latitude/Longitude

30.1678, -97.8225

FEATURED PROGRAMMING

NEW THIS YEAR! Featured programming includes a range of sessions curated by the SIOP program committee. New this year: sessions that met the criteria to be considered reproducible research or that take a multidisciplinary approach are listed as part of featured programming for easy reference. No more searching for icons on pages, just use the categories below to find sessions that work for you!

How to use this index: The first column is the presentation number, followed by location, time and day (T=Thursday, F=Friday, S=Saturday), and title. Sessions are listed in chronological order so you can easily find complete information in the body of the program.

SIOP Select

These are 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, award winner presentations, Alliance for Organizational Psychology sessions, a machine learning competition, and other important topics.

Presidential Theme Track: The What, Who, How, Why and Where of Diversity and Inclusion (All sessions on Thursday)

15	Lone Star Salon D	10:30–11:50 AM	SIOP Select: WHAT Is Inclusion? Its Past, Present, and Future
102	Lone Star Salon D	12:00–1:20 PM	SIOP Select: WHOSE Diversity Is Still Not Included?
155	Lone Star Salon D	1:30–2:50 PM	SIOP Select: HOW to Foster Inclusion—Best Practices for People & Organizations
224	Lone Star Salon D	3:30–4:20 PM	SIOP Select: WHY Should We Care? Making the Case for Inclusion
276	Lone Star Salon D	4:30–5:50 PM	SIOP Select: WHERE Are We Going? Future Directions in Diversity and Inclusion

Award Winners

4	402-403	10:30–11:20 AM, T	SIOP Select: Dunnette Prize Winner
192	408-409	2:00–2:50 PM, T	SIOP Select: Distinguished Professional Contributions Award Winners
262	402-403	4:30–5:50 PM, T	SIOP Select: Best of Science Award Winners
325	402-403	8:00–9:20 AM, F	SIOP Select: Best of Practice Award Winners
447	Lone Star Salon D	11:00 AM–12:20 PM, F	SIOP Select: Distinguished Scientific Contributions Award Winners
762	Lone Star Salon A	10:00–11:20 AM, S	SIOP Select: Distinguished Professional Contributions Award Winners
858	JW Grand Salon 1	12:30–1:20 PM, S	SIOP Select: Distinguished Teaching Contributions Award Winners

Featured Sessions

7	Brazos	10:30–11:20 AM, T	SIOP Select: How to Create a Culture of Psychological Safety
267	JW Grand Salon 2	4:30–5:50 PM, T	SIOP Select: Show Us How It's Done! Real-World Scientist–Practitioner Collaborations
563	Brazos	3:00–4:20 PM, F	SIOP Select: The Third SIOP Machine Learning Competition
613	402-403	3:30–4:20 PM, F	SIOP Select: Story Time! Competition Finalists Share Career-Shaping Experiences
768	Lone Star Salon G	10:00–11:20 AM, S	SIOP Select: Masters of Media: How to Communicate I-O Psychology to the Public
806	502-503	1:30–12:20 PM, S	SIOP Select: Presidential Town Hall

Executive Board and Alliance for Organizational Psychology Sessions

210	402-403	3:30–4:20 PM, T	SIOP Select: Open Science: What Is It, and Where Is SIOP Going From Here?
380	402-403	10:00–10:50 AM, F	SIOP Select: Living Wage, Workplace Well-Being: Contributions From Project GLOW
393	Lone Star Salon C	10:00–10:50 AM, F	SIOP Select: SIOP's Leading Edge Consortium: Highlights and Lessons From the 2019 LEC
454	402-403	12:30–1:20 PM, F	SIOP Select: Cultivating an Inclusive and Diverse SIOP: Interrogating the Status Quo
704	JW Grand Salon 2	8:00–9:20 AM, S	SIOP Select: Political Ideas in Global Workplaces: Role of I-O in Politically Charged Environments
862	JW Grand Salon 5	12:30–1:20 PM, S	SIOP Select: A Discussion: SIOP Membership Trends Then, Now, and Beyond
912	JW Grand Salon 2	1:30–2:20 PM, S	SIOP Select: Revising the APA Ethics Code to Better Fit the Roles of I-O Psychologists
967	Lone Star Salon A	3:00–4:20 PM, S	SIOP Select: #TimesUp: How Men Around the World #StepUpAtWork

Special Events

54	402-403	11:30AM–12:50PM	The SIOP 2020 Living History Series Presents: Neal Schmitt
227	Lone Star Salon G	3:30–4:20PM	Shape of the Future of Work: Visionary Grants Finals

Methods Mania (All sessions on Thursday)

Highly rated sessions focused on cutting-edge topics in research methods, measurement, and statistics.

16	Lone Star Salon E	10:30–11:50 AM	Life in the Fast Lane: Advances in Rapid Response Measurement
103	Lone Star Salon E	12:00–1:20 PM	From Black Box to Glass Box: How to Build Explainable, Trustworthy, and Fair AI
156	Lone Star Salon E	1:30–2:50 PM	Machine Learning for I-O 2.0
225	Lone Star Salon E	3:30–4:20 PM	Fit Indices in SEM and IRT: Bringing Clarity to the Confusion
277	Lone Star Salon E	4:30–5:50 PM	How Should I-O Psychologists Collect Data via MTurk?: A Discussion

Modern HR Strategy and Practice (All sessions on Friday)

Highly rated sessions focused on timely issues relevant to running and developing a modern HR function.

340	Lone Star Salon E	8:00–9:20AM	Nudges: All Shapes and Sizes
395	Lone Star Salon E	10:00–10:50AM	Translating the Hype: Evaluating Trends for Business Partners
448	Lone Star Salon E	11:00AM–12:20PM	Assessment-Based Leadership Development Programs: The State of the Art (and Science)

469	Lone Star Salon E	12:30–1:20 PM	CHRO Panel on Changing Leadership in a VUCA world
522	Lone Star Salon E	1:30–2:20 PM	Implementing Ongoing Feedback in Performance Management: Strategies and Outcomes
575	Lone Star Salon E	3:00–4:20 PM	Culture Change (For Real This Time): Quantifying Powerful Employee Stories
662	Lone Star Salon E	4:30–5:50 PM	Getting Action on Inclusion: Insights From Organizational Surveys and Analytics

Reproducible Research

Inspired by best practices from other technical conferences, Reproducible Research presenters are making their research (data and/or analysis code) available to the I-O community. You can find this research at www.siop.org/rr

25	Griffin Hall	10:30–11:20 AM, T	Are Curmudgeon Personality Measures Resistant to Socially Desirable Responding?
26	Griffin Hall	10:30–11:20 AM, T	Predicting Grades: Testing Broad Versus Narrow Personality Traits With a Bifactor Model
30	Griffin Hall	10:30–11:20 AM, T	Alexithymia Incrementally Predicts Contextual Performance Above the Five-Factor Model
42	Griffin Hall	10:30–11:20 AM, T	The Narcissism Epidemic? A Cautionary Tale of “Generational” Differences
44	Griffin Hall	10:30–11:20 AM, T	Can Playing Politics Be Good?: Role of Political Skill in Predicting Job Performance
81	Griffin Hall	11:30 AM–12:20 PM, T	Using Infrequency Scales to Assess Careless Responding
86	Griffin Hall	11:30 AM–12:20 PM, T	Crossing a River to Get Some Water? Revisiting Item Social Desirability Ratings
88	Griffin Hall	11:30 AM–12:20 PM, T	Measuring Coordination: Using Network Psychometrics to Explore MTMM Team Data
91	Griffin Hall	11:30 AM–12:20 PM, T	Examining the Two-Factor Job Satisfaction Model With Mixture Regression
94	Griffin Hall	11:30 AM–12:20 PM, T	A Simulation Study: Cluster Analysis in High Dimensional Space in Psychology Research
110	Griffin Hall	12:30–1:20 PM, T	What Makes a Job a Good Job? A Meta-Analytic Investigation
114	Griffin Hall	12:30–1:20 PM, T	The Joy of Gratification: Short-Term Boost or Long-Term Success?
132	Griffin Hall	12:30–1:20 PM, T	Executive Search Consultants’ Biases Against Women (or Men?)
228	Griffin Hall	3:30–4:20 PM, T	Balancing Between Action and State Orientation Enables Creativity Under Low Autonomy
256	Griffin Hall	3:30–4:20 PM, T	Employee Tenure as a Moderator of Job Satisfaction and Turnover Intention
258	Griffin Hall	3:30–4:20 PM, T	An Empirical Examination of Reluctant Stayers
270	JW Grand Salon 5	4:30–5:50 PM, T	Teaching Big Data Methods in I-O Graduate Curriculum 3.0
291	Griffin Hall	4:30–5:20 PM, T	Leadership Influence on Safety: Psychological Safety and Safety Climate as Mediators
296	Griffin Hall	4:30–5:20 PM, T	Perceived Work Environment Change With Age and Education
320	JW Foyer	6:00–7:00 PM, T	Occupational Complexity Moderates Conscientiousness’ Relation to Performance
324	301-302	8:00–11:00 AM, F	Friday Seminar 1: Python Programming for I-O Psychology: How to Start and How to Grow
365	Griffin Hall	8:30–9:20 AM, F	Neutralization, Moral Disengagement, and Workplace Outcomes: A Meta-Analysis
366	Griffin Hall	8:30–9:20 AM, F	Coping With Success: Effects of Coworker Relationship Quality on Outperformer
413	Griffin Hall	10:30–11:20 AM, F	Encouraging Women to Identify With Male Exemplars in STEM and Non-STEM Organizations
420	Griffin Hall	10:30–11:20 AM, F	Intergroup Contact and Islamophobia: Psychological Threat and Religious Identity as M
421	Griffin Hall	10:30–11:20 AM, F	How Positive Attitudes Toward Asians Impact Perceptions of Subtle Microaggressions
501	Griffin Hall	12:30–1:20 PM, F	A Multilevel Analysis of Transformational Face-to-Face and Online Teaching
551	Griffin Hall	1:30–2:20 PM, F	Employee Happiness: Why We Should Care
560	301-302	3:00–6:00 PM, F	Friday Seminar 4: Social Network Analysis of Teams and Organizations
576	Lone Star Salon F	3:00–4:20 PM, F	Essential Data Science Toolkit for I-O: A Crash Course in Scientific Programming
579	310-311	3:00–6:00 PM, F	Friday Seminar 6: Managing and Engaging External Workers for Maximum Potential
580	303-304	3:00–6:00 PM, F	Friday Seminar 5: Interactive Data Visualization Apps With Shiny
592	Griffin Hall	3:00–3:50 PM, F	Contextual Influences on Pygmalion and Golem Effects
611	Griffin Hall	3:00–3:50 PM, F	Robotic Leadership: A Systematic and Multilevel Framework
614	Griffin Hall	4:00–4:50 PM, F	Booming Practice or Bust? Use and Development of Competency Models in Organizations
632	Griffin Hall	4:00–4:50 PM, F	Stop Doing That!: A Positive Feedback Intervention for Young Workers
731	Griffin Hall	8:30–9:20 AM, S	Best-Practice Recommendations for Using MTurk in I-O Psychology Research
733	Griffin Hall	8:30–9:20 AM, S	MTurk in Action: Problems With Repeated Participation, Dishonesty, and Response Time
735	Griffin Hall	8:30–9:20 AM, S	A Next Generation Social Science Study of Group Motivation to Innovate
740	Griffin Hall	8:30–9:20 AM, S	The Utility of Penalized Regression in Model Creation
746	Griffin Hall	8:30–9:20 AM, S	What Do These People Do? Demographics and Occupational Features of MTurk
747	Griffin Hall	8:30–9:20 AM, S	Building Representative Norms via Poststratification Weighting
789	Griffin Hall	10:30–11:20 AM, S	How Can Dark Personalities Contribute to Teams? A Composition Perspective
797	Griffin Hall	10:30–11:20 AM, S	The Dynamics of Collective Performance
834	Griffin Hall	11:30 AM–12:20 PM, S	How Can We Reduce Burnout Among Mental Health Professionals?
869	Lone Star Salon E	12:30–1:20 PM, S	Creating a Glass Box: Interpretable Machine Learning Models
893	Griffin Hall	12:30–1:20 PM, S	Ain’t Too Proud to Beg! Effects of Leader’s Use of Pride on Groups
894	Griffin Hall	12:30–1:20 PM, S	The Effects of Emotional Labor on Employee Burnout and Turnover Intention
903	Griffin Hall	12:30–1:20 PM, S	How and When Workplace Anxiety Increases Challenging Voice and Reduces Citizenship Behaviors
910	Brazos	1:30–2:20 PM, S	Concealable Identity Disclosure at Work: A Positive Approach
977	Griffin Hall	3:00–3:50 PM, S	Burden of Stigma and Identity Management: Impact on Police Officers’ Outcomes

978	Griffin Hall	3:00–3:50 PM, S	The Toll of Recurring Sexism in the Workplace: A Self-Regulatory Perspective
982	Griffin Hall	3:00–3:50 PM, S	Intersectional Stereotypes: An Examination of Race, Gender, and Occupations
985	Griffin Hall	3:00–3:50 PM, S	Cyber Sexual Harassment: A New Conceptualization of an Old Problem

Multidisciplinary

These sessions feature a multidisciplinary focus to complement these growing focus areas of our field.

9	JW Grand Salon 2	10:30–11:20 AM, T	Politically Based Workplace Incivility In Turbulent Times
10	JW Grand Salon 3	10:30–11:20 AM, T	Ethical Considerations for the Use of Employee Metadata to Understand Engagement
21	Griffin Hall	10:30–11:20 AM, T	Origins of Adult Nontask Work Behavior via Behavioral Genetic Methodology
25	Griffin Hall	10:30–11:20 AM, T	Are Curmudgeon Personality Measures Resistant to Socially Desirable Responding?
59	JW Grand Salon 2	11:30 AM–12:50 PM, T	Science-Based Advocacy to Minimize Discrimination or Harassment
62	Lone Star Salon A	11:30 AM–12:50 PM, T	Detox Your Workplace: Identify and Prevent Counterproductive Work Behaviors
63	Lone Star Salon B	11:30 AM–12:50 PM, T	Nudges in the Workplace: Diverse Perspectives and Unique Applications
64	Lone Star Salon C	11:30 AM–12:50 PM, T	Research Incubator: Methodological Challenges in Team Composition Research
88	Griffin Hall	11:30 AM–12:20 PM, T	Measuring Coordination: Using Network Psychometrics to Explore MTMM Team Data
103	Lone Star Salon E	12:00–1:20 PM, T	From Black Box to Glass Box: How to Build Explainable, Trustworthy, and Fair AI
139	408-409	1:00–2:20 PM, T	Attacking on All Fronts: Examining the Stages of Military Veteran Transition
142	JW Grand Salon 1	1:00–1:50 PM, T	Humanistic Machines: Artificial Intelligence and Fairness in Employee Selection
145	JW Grand Salon 4	1:00–1:50 PM, T	Design Thinking and Empathy Mapping for I-Os
151	Lone Star Salon C	1:00–1:50 PM, T	Not My Grandparents' Classrooms: Innovations in I-O Training
156	Lone Star Salon E	1:30–2:50 PM, T	Machine Learning for I-O 2.0
184	Griffin Hall	1:30–2:20 PM, T	Nurse Stress Prep: Training Redesign to Impact Longevity in Field
191	402-403	2:00–2:50 PM, T	Feedback on Fire! Hot New Ideas to Get People to Love Feedback as Much as We Do
194	Brazos	2:00–2:50 PM, T	Hello From the Technical Side: A Multidisciplinary Exploration of I-O's Role in Cyber
196	JW Grand Salon 2	2:00–2:50 PM, T	Is It Time to Reconsider the Ban on Using Demographic Variables in Selection?
211	408-409	3:30–4:20 PM, T	Bridging the Gap Between Organizations and Nontraditional Team Members
212	502-503	3:30–4:20 PM, T	Prospecting the Wild West: What Feedback Do Candidates Actually Want?
219	JW Grand Salon 6	3:30–4:20 PM, T	2020 EEOC/OFCCP Practitioner Update: Things Old, New, Borrowed, or Blue
236	Griffin Hall	3:30–4:20 PM, T	Nonprofits and Volunteers in Organizational Psychology: A Case for Consolidation
257	Griffin Hall	3:30–4:20 PM, T	Dogs in the Workplace: The Emotional, Social, and Physical Benefits to Employees
272	JW Grand Salon 7-8	4:30–5:50 PM, T	Soldier or Civilian? Military Veteran Identity and the Transition Process
274	Lone Star Salon B	4:30–5:50 PM, T	Human-Agent Teams Will Revolutionize the Future of Work: Implications for I-O
291	Griffin Hall	4:30–5:20 PM, T	Leadership Influence on Safety: Psychological Safety and Safety Climate as Mediators
324	301-302	8:00–11:00 AM, F	Friday Seminar 1: Python Programming for I-O Psychology: How to Start and How to Grow
327	502-503	8:00–9:20 AM, F	LGBTQ+ at the Work/Life Interface: A Multidisciplinary Multimethod Examination
328	Brazos	8:00–9:20 AM, F	Novel Approaches to Organizational Feedback
332	JW Grand Salon 4	8:00–9:20 AM, F	Blueprint for Success: Designing the Customer Experience for Organizational Impact
342	Lone Star Salon G	8:00–9:20 AM, F	Diamond in the Rough? Neurodiversity Inclusion in Practice
343	Lone Star Salon H	8:00–9:20 AM, F	New Advances in Social Network Science and Practice in Organizations
366	Griffin Hall	8:30–9:20 AM, F	Coping With Success: Effects of Coworker Relationship Quality on Outperformer
368	Griffin Hall	8:30–9:20 AM, F	"Yes, Chef": Exploring the Negative Impact of Workplace Bullying Among Chefs
383	Brazos	10:00–10:50 AM, F	Surviving and Thriving: Improving Residents' Clinical Learning Environment
392	Lone Star Salon B	10:00–10:50 AM, F	Bringing Indigenous Voices to Industrial Organizational Psychology
418	Griffin Hall	10:30–11:20 AM, F	Opt-Out Choice Framing Attenuates Gender Differences in the Decision to Compete
420	Griffin Hall	10:30–11:20 AM, F	Intergroup Contact and Islamophobia: Psychological Threat and Religious Identity as M
421	Griffin Hall	10:30–11:20 AM, F	How Positive Attitudes Toward Asians Impact Perceptions of Subtle Microaggressions
429	Griffin Hall	10:30–11:20 AM, F	Psychological Ownership and Decent Work: A Multiwave Study
435	502-503	11:00 AM–12:20 PM, F	Promoting a Culture of Reporting Health Concerns
441	JW Grand Salon 5	11:00 AM–12:20 PM, F	A Tale of Two Pay Gaps: An All-Female Expert Pay Equity Panel
443	JW Grand Salon 7-8	11:00 AM–12:20 PM, F	Modern Validity Arguments Meet Artificial Intelligence in Assessment
453	203-204	12:30–1:20 PM, F	Continuing Discussions Regarding Sexual Harassment of Teenage Workers
464	JW Grand Salon 7-8	12:30–1:20 PM, F	Machine Learning and Selection: Accessible Foundations for I-Os
473	Griffin Hall	12:30–1:20 PM, F	Effects of Harassment and Reporting Climate on Suicide Prevention
476	Griffin Hall	12:30–1:20 PM, F	Hospice Nurses Workplace Social Support, Compassion Fatigue, and Work–Family Balance
510	Brazos	1:30–2:20 PM, F	Why Is Work so Hard? Exploring the Roles of Work Stressors on Health and Well-Being
512	JW Grand Salon 2	1:30–2:20 PM, F	SIOP Advocacy 101: Making Your Voice Heard Where It Matters
551	Griffin Hall	1:30–2:20 PM, F	Employee Happiness: Why We Should Care
560	301-302	3:00–6:00 PM, F	Friday Seminar 4: Social Network Analysis of Teams and Organizations
564	JW Grand Salon 1	3:00–4:20 PM, F	Personality in the Workplace: How Much Does the Situation Matter?
570	JW Grand Salon 7-8	3:00–4:20 PM, F	Demonstrating Natural Language Processing Applications for Improving Job Analysis

571	Lone Star Salon A	3:00–4:20 PM, F
579	310-311	3:00–6:00 PM, F
592	Griffin Hall	3:00–3:50 PM, F
611	Griffin Hall	3:00–3:50 PM, F
644	Griffin Hall	4:00–4:50 PM, F
645	201-202	4:30–5:50 PM, F
659	Lone Star Salon B	4:30–5:50 PM, F
660	Lone Star Salon C	4:30–5:50 PM, F
701	502-503	8:00–9:20 AM, S
705	JW Grand Salon 3	8:00–9:20 AM, S
731	Griffin Hall	8:30–9:20 AM, S
747	Griffin Hall	8:30–9:20 AM, S
757	JW Grand Salon 3	10:00–11:20 AM, S
758	JW Grand Salon 4	10:00–11:20 AM, S
760	JW Grand Salon 6	10:00–11:20 AM, S
764	Lone Star Salon C	10:00–11:20 AM, S
789	Griffin Hall	10:30–11:20 AM, S
804	402-403	11:30 AM–12:50 PM, S
808	JW Grand Salon 1	11:30 AM–12:20 PM, S
814	JW Grand Salon 7-8	11:30 AM–12:20 PM, S
823	Griffin Hall	11:30 AM–12:20 PM, S
834	Griffin Hall	11:30 AM–12:20 PM, S
859	JW Grand Salon 2	12:30–1:20 PM, S
894	Griffin Hall	12:30–1:20 PM, S
903	Griffin Hall	12:30–1:20 PM, S
910	Brazos	1:30–2:20 PM, S
911	JW Grand Salon 1	1:30–2:20 PM, S
915	JW Grand Salon 5	1:30–2:20 PM, S
955	Griffin Hall	1:30–2:20 PM, S

Agility in the New World of Work: Leadership and Talent Management Implications
Friday Seminar 6: Managing and Engaging External Workers for Maximum Potential
Contextual Influences on Pygmalion and Golem Effects
Robotic Leadership: A Systematic and Multilevel Framework
Organizational Transformation: Critical Levers for Driving Change
So You Want to Hire a Data Scientist?: Advice, Recommendations, and Insights
Creating a Neurodiverse Workplace: Issues in Recruiting and Hiring
Algorithmic Fairness: Theoretical, Applied, and Legal Considerations
Best Practices to Hire and Retain Veterans
Got Stress? Leveraging I-O Psych to Transform Workplace Behavioral Health Approaches
Best-Practice Recommendations for Using MTurk in I-O Psychology Research
Building Representative Norms via Poststratification Weighting
Machine Teaching: The State of the Art and Science of Rating Unstructured Data
Neurofeedback Training in Leadership Development: An Interactive Ideas Incubator
Is Diversity Possible When the Human Is Removed From HR? A Multidisciplinary Panel
The Rise of the Servant Leader
How Can Dark Personalities Contribute to Teams? A Composition Perspective
Kicking Off Open Science Collaborations in I-O Psych
An Interdisciplinary View on Mobile Assessments and the Candidate Experience
Show and Tell: Generating Solutions in Combating Workplace Sexual Harassment
The Outcomes of Union Commitment: A Facet-Level, Meta-Analytic Investigation
How Can We Reduce Burnout Among Mental Health Professionals?
The State of the Art and Future Horizons for Diversity and Inclusion
The Effects of Emotional Labor on Employee Burnout and Turnover Intention
How and When Workplace Anxiety Increases Challenging Voice and Reduces Citizenship Behaviors
Concealable Identity Disclosure at Work: A Positive Approach
Mistreatment in Healthcare Workers: Antecedents, Outcomes, and Interventions
Treating Candidates Like Customers: Is It for You?
A Meta-Analysis on Crossover of Workplace Traumatic Experiences Between Partners

Experience you can count on.

We put our decades of assessment expertise to work for every customer, every day. With Pearson VUE's talent assessment platform, take advantage of new capabilities, like hurdling and combined scoring. And continue to count on best-in-class:

- **Workflow management**
End-to-end applicant assessment delivery solutions and actionable reporting
- **Industry leading content**
Watson-Glaser™, RAVEN'S™ and custom assessments
- **Convenient, reliable delivery**
At secure test centers, your business or agency, home, or on a military base

Visit us at booth 401 to get started with Pearson's talent assessment solutions today.



The background of the poster is a dark gray with a large, light gray circular shape on the right side. On the left, there are several concentric white circles and arcs, some with small white dots at their ends, resembling a stylized 'P' or a scientific diagram. Below the main text, there is a small white circle with a dot in the center, resembling a target or a lens.

Where's the science?

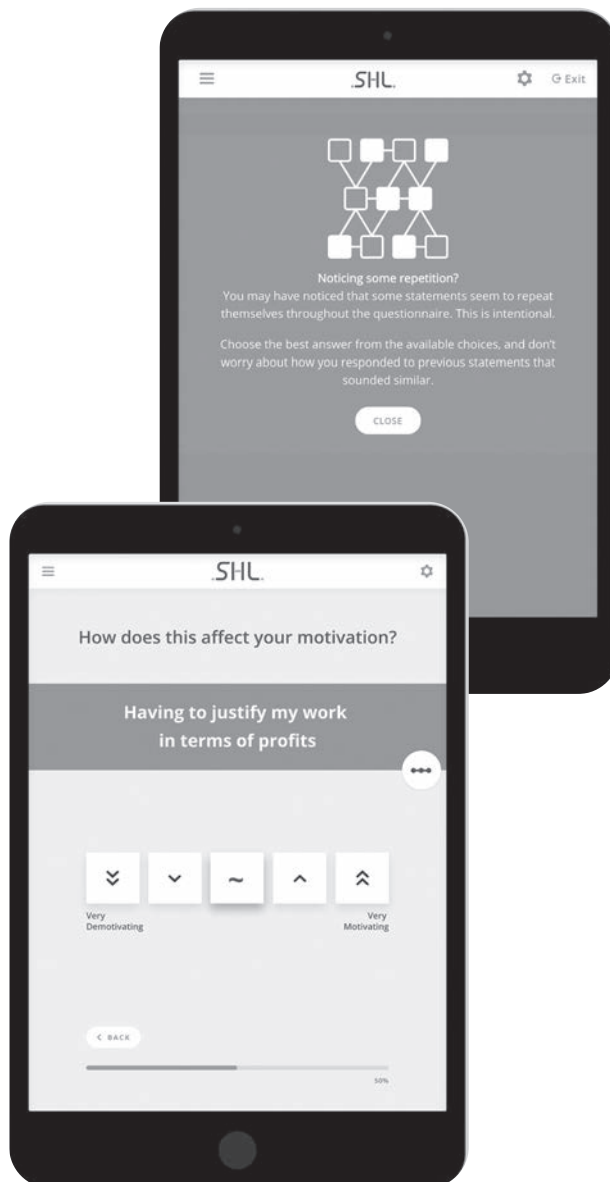
Hogan knows. Booth 603



Transforming Businesses Through the Power of People

.SHL.

.....
Visit us at
Booth #106
.....



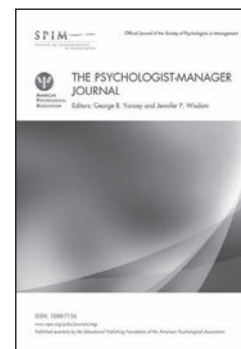
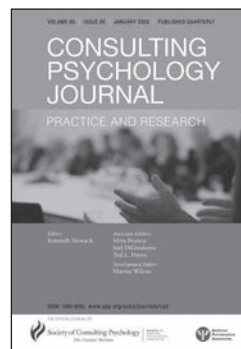
**Advanced technology combined
with scientific rigor and backed
by 45 billion data points**

Our award-winning talent
assessment technology unbiasedly
measures personality, motivation,
cognitive and job-specific fit for
your business

SHL.com

APA Journals®

Discover the most authoritative
peer-reviewed content in industrial
and organizational psychology!



Journal of Applied Psychology

IMPACT FACTOR: 5.067

Articles aim to enhance the understanding of cognitive, motivational, affective, and behavioral psychological phenomena in work and organizational settings.

Journal of Occupational Health Psychology

IMPACT FACTOR: 5.128

Publishes theory, research, and public policy articles focused on applying psychology to improve the quality of work life and to protect and promote the safety, health, and well-being of workers.

Consulting Psychology Journal: Practice and Research

*Publication of Society of the Consulting Psychology
(APA Division 13)*

Articles cover all areas of consulting psychology, including coaching, assessment, leadership, and more.

The Psychologist-Manager Journal *Sponsored by the Society of Psychologists in Management*

The journal explores how managers can use the science of psychology to help themselves and their organizations perform more effectively.

Learn more about these journals, free resources, and how to submit your manuscript for consideration: at.apa.org/siop2020.



BUILD TESTS ► YOUR WAY

LAUNCHPAD is a technologically advanced test and assessment authoring platform that is the most flexible, applicant-friendly, and compliant way to build and deploy tests globally - at scale.

WHO IS LAUNCHPAD FOR?

- Anyone who is frustrated by the lack of flexible, accessible, and affordable test authoring systems
- Those who need to integrate tests from multiple sources into one user experience and report
- Anyone who thinks big and needs help creating a unique assessment

LAUNCHPAD offers you ultimate flexibility via a full toolbox of item types and test functionalities, including:

- Video and audio capture
- Video and audio stimulus
- Slider bars
- Likert scales
- Open ended text
- Video interviews
- Branching SJTs
- Assessment center capabilities
- Full access to AON/Hewitt's suite of assessment tools
- Custom branding

SEE US AT **BOOTH 517** FOR A DEMO

Tell us how we can help you build better tests

(844) 226-5435

info@launchpad-testing.com

LAUNCHPAD

BY ROCKET-HIRE

LaunchPad-Testing.com

1. Special Event: 8:30AM–9:50AM JW 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 maintain 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 I. Reiter, McMaster University, *Widening 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, tyreedmitchell@aol.com

5. Master Tutorial: 10:30AM–11:20AM**408-409****Pay Equity Analysis: Hey, Labor Economist—Anything You Can Do I-O Can Do Better!**

Pay equity is a hot topic and critical concern for organizations; it is important for I-Os to understand the vital role they can play in assessing pay equity. This tutorial focuses on (a) the regulatory environment impacting pay equity, (b) developing an understanding of approaches to and advances in pay equity analysis, and (c) highlighting research areas where I-Os can move the science forward.

Murray Simpson, DCI Consulting Group, Inc., *Presenter*
 Emilee B. Tison, DCI Consulting Group, Inc., *Presenter*
 Submitter: Emilee B. Tison, etison@dciconsult.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, Ochsner Health System, *Chair*
 Tyree D. Mitchell, Louisiana State University, *Co-Chair*
 Brian Welle, Google, *Presenter*

Submitter: Tyree D. Mitchell, tyreedmitchell@aol.com

8. Ignite: 10:30AM–11:20AM**JW 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 Colomb, JetBlue, *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 Colomb, heatherstatoncolomb@gmail.com

9. Panel Discussion: 10:30AM–11:20AM JW Grand Salon 2**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****JW 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, driley09@mail.roosevelt.edu

11. Alternative Session Type with Presenters:

10:30AM–11:20AM

JW 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 coachees 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, collj2@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*

Hilary 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

Guihyun Park, Australian National University, Verlin B. Hinsz, 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 B. Vancouver, Ohio University

Lindsay Y. Dhanani, 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

14. Debate: 10:30AM–11:20AM Lone Star Salon C 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 Gooty, 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 David 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.

Katina 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, discuss the potential of adverse impact, and the development of new RRM 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, Clarkston Consulting, Demetrius Keyon 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?*

Amanda L. Valone, Tilt 365, Adam W. Meade, North Carolina State University, 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, Clarkston Consulting, Adam W. Meade, North Carolina State University, *Development and Validation of a Job Satisfaction RRM*

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. Jefferis, 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, mpm5042@gmail.com

Poster Session (Personality):

10:30AM–11:20AM

Griffin Hall

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 Juszczak, Florida Institute of Technology

Anthony J. Belluccia, Florida Institute of Technology

Submitter: Nicholas Aaron Moon, nickmoon9@gmail.com

21. Poster: 10:30AM–11:20AM Board 2

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 CWB and OCB are heritable, with genetic factors accounting for 41% and 29% of the variance in each, respectively. Analysis of spousal similarity ($r_{OCB} = .37/r_{CWB} = .07$) determined if spouses were a potential source of nongenetic contributions to work behavior.

Elise Lauren Anderson, University of Minnesota

Matt McGue, 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. Su-

pervisor–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 Deros, 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

Ginamarie 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 IPIP 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.

Alice Guo, Michigan State University
 Lance Ferris, Michigan State University
 Ming Yan, Jinan University
 Russell E. Johnson, Michigan State University
 Submitter: Lance Ferris, lanceferris@gmail.com

28. Poster: 10:30AM–11:20AM Board 9
Traitedness as a Moderator of Trait Level Estimates and Job Performance

Traitedness refers to whether a trait is relevant to an individual. Person reliability parameters (PRPs) from variable- θ item response models were used to measure traitedness. Results from this study suggested that traitedness 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. LaHuis, Wright State University
 Shotaro Hakoyama, Infor Talent Science
 Brittani E. Plaisance, Infor Talent Science
 Submitter: Mike J. Hartman, mike.hartman@infor.com

29. Poster: 10:30AM–11:20AM Board 10
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, ecv1821@jagmail.southalabama.edu

30. Poster: 10:30AM–11:20AM Board 11
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, nhowald@bgsu.edu

31. Poster: 10:30AM–11:20AM Board 12
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

32. Poster: 10:30AM–11:20AM Board 13
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

33. Poster: 10:30AM–11:20AM Board 14
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, kuangsar@msu.edu

34. Poster: 10:30AM–11:20AM Board 15
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

35. Poster: 10:30AM–11:20AM Board 16
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 volitional 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

36. Poster: 10:30AM–11:20AM Board 17
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

37. Poster: 10:30AM–11:20AM Board 18
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, dlr7@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 positively associated with net worth, measured decades later, and core self-evaluations had an indirect effect on 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

Ian Fairbanks, Clemson University

Katherine Brown D'Souza, Clemson University

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, $\Delta R^2 = .03$, $F(1, 168) = 7.42$, $p < .01$. Although not significant, highly politically skilled women surpassed male employees' job performance.

Hyunji Suh, Illinois State University

Submitter: Hyunji Suh, hshu12@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.

Jiaqing 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 preferences 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

49. Poster: 10:30AM–11:20AM Board 30
Intraindividual Relationships Between Personality, Affect, and Job Satisfaction

This study examined relationships among personality states, affect, affective events, and job satisfaction. Authors conducted a multilevel analysis of daily reports provided by 89 Swiss nurses. Results indicated that personality states predicted affect on the subsequent day as opposed to the other way. Results also showed that daily personality states predicted variation in job satisfaction.

Jenna Van Fossen, Michigan State University
Christopher D. Nye, Michigan State University
Mathias Allemand, University of Zurich

Submitter: Jenna Van Fossen, vanfos10@msu.edu

50. Poster: 10:30AM–11:20AM Board 31
Big Five Personality Traits and Sleep–Wake Variables: A Meta-Analysis Relations between sleep variables and Big 5 personality dimensions were meta-analyzed. Neuroticism was negatively, moderately related to sleep continuity. Big 5 traits related negligibly to sleep duration. Moderator analyses indicated that the association between Neuroticism and sleep continuity is larger when sleep variables are self-reported rather than measured using objective indicators.

Yilei Wang, University of Minnesota, Twin Cities
Deniz S. Ones, University of Minnesota

Submitter: Yilei Wang, wang6568@umn.edu

51. Poster: 10:30AM–11:20AM Board 32
Impact of Safety Content on Faking Behavior
Authors examined the impact of safety content in both job descriptions and personality items on faking behavior. Results indicated safety content in job descriptions did not impact faking behavior unless participants explicitly indicated that they thought the organization was looking for safety information. Safety content in personality items impacted faking behavior but in a more complex way.

Yadi Yang, Florida Institute of Technology
Esteban Tristan, PSI Services LLC
Mei-Chuan Kung, PSI Services LLC
Amy Gammon, PSI Services LLC
Michael Sawdy, Florida Institute of Technology
Michael McFerran, Florida Institute of Technology
Mark A. Roebke, Air Force Institute of Technology
Gary N. Burns, Florida Institute of Technology

Submitter: Yadi Yang, yadiyang35@hotmail.com

52. Panel Discussion: 11:30AM–12:50PM 201-202
Model Explainability: Content and Construct Validity for ML-Based Assessments

This session will discuss methods for establishing content and construct validity evidence when using machine learning-based assessments. Panelists will discuss (a) methods for gathering validity evidence and “explaining” ML models, (b) successes and pitfalls of approaches, (c) legal concerns, and (d) next steps to help move model explainability research forward.

Robert W. Stewart, Amazon, *Chair*
Lisa Grant Harpe, DCI Consulting Group, *Panelist*
David Morgan, Micron Technology, Inc., *Panelist*
Kelly Trindel, pymetrics, *Panelist*

Submitter: Robert W. Stewart, rstewamz@amazon.com

53. Panel Discussion: 11:30AM–12:50PM 203-204

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. Poeppelman, LinkedIn, *Panelist*
Melinda Seibert, U.S. Department of Defense, *Panelist*

Submitter: Jessica Brull Barrett Diaz, jessica.diaz@cgu.edu

54. Special Event: 11:30AM–12:50PM 402-403

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 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 Ricedorf, 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 of Follower Role Orientations on Support and Effectiveness*
Umamaheswari Kedhamath, 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@salemstate.edu

56. Panel Discussion: 11:30AM–12:50PM 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. Fritzsche, 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. Griffith, 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**JW 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 Schuwerk, Ulm University, Helen Herzer, Ulm University, *The Role of Preparation Time on Interview Performance in Video Interviews*

Eden-Ray 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**JW 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, tlh2006@gmail.com

60. Alternative Session Type with Presenters:**11:30AM–12:50PM****JW 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****JW 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, tkoehler@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 Sudduth, 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.

Michael Litano, BetterUp, *Chair*
 Diana Banks, Capital One, *Panelist*
 Madison W. Beard, Cisco, *Panelist*
 Victoria P. Mattingly, Mattingly Solutions, LLC, *Panelist*
 Thomas S. Skiba, Humu, *Panelist*

Submitter: Michael Litano, michael.litano@gmail.com

64. Alternative Session Type with multiple papers:
11:30AM–12:50PM Lone Star Salon C
Research Incubator: Methodological Challenges in Team Composition Research

We discuss methodological issues in team composition research, including an experimental design framework, measurement issues in compilational 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*
 Toshio 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*

Amanda L. Thayer, University of Akron, *Presenter*
 Toshio 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 Sarraile, EF Overwatch and Echelon 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*

Matthew S. Kleinman, Gartner, *Panelist*
 Yael Oelbaum, JetBlue, *Panelist*
 Brian J. Ruggeberg, Kincentric, *Panelist*
 Julie S. Zide, Goldman Sachs, *Panelist*

Submitter: Gina A. Seaton, gina.seaton@pepsico.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 who have 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

71. Poster: 11:30AM–12:20PM

Board 4

Impact of Merging Into a Comprehensive Healthcare Center on Employees and Patients

Twenty healthcare professionals and 50 patients provided insights into their experiences at a comprehensive healthcare center 1 year after its merger. Healthcare professionals expressed opinions on positive and negative impacts of the merger on their work experience and patient care. Patients responded to items about their satisfaction and other care experiences 1 year after the merger.

Morgan Rose Anderson, Missouri University of Science and Technology
Debarati Majumdar, Missouri University of Science & Technology
Clair A. Reynolds Kueny, Missouri University of Science and Technology
Submitter: Morgan Rose Anderson, mam2z@mst.edu

72. Poster: 11:30AM–12:20PM

Board 5

Making Sense of Change: A Regression Tree Approach to Contextual Predictors of AP

Using sensemaking theory, authors examined contextual predictors of employee adaptive performance (AP). Random forest and regression tree analyses revealed self-efficacy, changes to core work tasks, role ambiguity, change-related communication, and personal coping were key predictors of AP and that these predictors operate in complex and interactive manners.

Dustin K. Jundt, Saint Louis University
Mindy K. Shoss, University of Central Florida
Victoria L. Whitaker, UnityPoint Health
Kristi N. Lavigne, Saint Louis University
Submitter: Kristi N. Lavigne, kristi.lavigne@slu.edu

73. Poster: 11:30AM–12:20PM

Board 6

The Thesis I Wrote Last Night: Procrastination, Self-Regulation, Self-Efficacy

The relationships among active (AP) and passive procrastination (PP) and self-regulation and self-efficacy were examined. Results suggested that individuals that exhibit higher levels of PP have lower levels of self-regulation and self-efficacy. Additionally, individuals who are better able to meet deadlines (a subdimension of AP) showed higher levels of self-regulation and self-efficacy.

Samuel Murray, Seattle Pacific University
Morrie Mullins, Xavier University
Submitter: Samuel Murray, semurray1926@gmail.com

74. Poster: 11:30AM–12:20PM

Board 7

The Effect of Affective and Cognitive Reactions on Change Readiness Over Time

Authors examined how change management interventions influence employees' affective and cognitive (i.e., abstract versus concrete) reactions and how these in turn are associated with change readiness depending on their temporal distance to the implementation of a change. Findings indicate the assumed mediation models. However, the moderation by temporal distance could not be shown.

Annika Franziska Schuesslbauer, University of Bamberg
Oliver Kohnke, SAP Deutschland SE & Co. KG
Axel Michael Burger, Fraunhofer Institute for Systems and Innovation Research
Submitter: Oliver Kohnke, oliver.kohnke@t-online.de

75. Poster: 11:30AM–12:20PM

Board 8

Lack of Focus on Construct Conceptualization Is Impeding Scientific Advancement

Experts have long urged researchers to improve construct validity and measurement to almost no avail, likely due to poor construct conceptualization. By examining responses from 575 participants on 308 measures, authors highlight the nature of the problem and provide a road map to address the measurement problems in psychological research.

Nikki Blacksmith, Blackhawk Behaviour Science
Jon C. Willford, Edison Electric Institute
Maureen E. McCusker, Virginia Commonwealth University
Submitter: Nikki Blacksmith, nikki.blacksmith@gmail.com

76. Poster: 11:30AM–12:20PM

Board 9

A Monte Carlo Simulation Comparing Three Approaches for Studying Predictive Test Bias

A Monte Carlo simulation was conducted to compare the Type I and Type II error rates for 3 approaches used to study predictive bias: the Cleary (1968) model, the Gulliksen-Wilks (1950) approach, and an educational measurement approach combining tests for differences in correlation coefficients and residuals.

Brian K. Costello, Red Hat
Jeffrey M. Cucina, U.S. Customs and Border Protection
Philip T. Walmsley, U.S. Office of Personnel Management
Kimberly J. Wilson, U.S. Customs and Border Protection
Submitter: Jeffrey M. Cucina, jcucina@gmail.com

77. Poster: 11:30AM–12:20PM

Board 10

Probing Nonlinear Three-Way Interactions: Extending the Slope Difference Test

Three-way interactions are often interpreted using a slope difference test; however, this only works for OLS regression. This paper develops an equivalent test that can be extended for use in multilevel and generalized linear models. Tests to probe 3-way quadratic interactions are also developed, and syntax for SPSS and R is provided. Examples of applying tests to 2 data sets are given.

Jeremy F. Dawson, University of Sheffield
Submitter: Jeremy F. Dawson, j.f.dawson@sheffield.ac.uk

78. Poster: 11:30AM–12:20PM

Board 11

Tomayto, Tomahto? Empirical Comparison and Integration of Job Crafting Perspectives

Two studies investigated the comparability and possible integrative approaches for 2 job crafting perspectives. Results indicate distinct differences, in terms of the internal structure of the measures and regarding assumed relationships between corresponding subdimensions. On a higher abstracted level, integration was possible in 2 different ways.

Thea Ebert, Julius Maximilian University Würzburg
Tanja Bipp, Julius Maximilian University Würzburg
Submitter: Tanja Bipp, tanja.bipp@uni-wuerzburg.de

79. Poster: 11:30AM–12:20PM

Board 12

Investigating the Construct Validity of Mental Toughness Scores

Mental toughness measures grit, resilience, and conscientiousness were compared in terms of convergent, discriminant, and predictive validity of academic scores. Elastic net regression was used to model scores at both scale and item levels. Mixed results were found regarding convergent and discriminant validity, but item-level models accounted for more variance than scale models in performance.

Nicholas Flannery, Virginia Polytechnic Institute of Technology
Neil M. A. Hauenstein, Virginia Polytechnic Institute of Technology
Submitter: Nicholas Flannery, nflannery59@gmail.com

80. Poster: 11:30AM–12:20PM

Board 13

Improving the Interpretability of NLP Models on Written Responses to Assessments

Authors applied a self-attention-based NLP model to a dataset from an anticipatory thinking assessment wherein individuals generated brief written responses. Results showed that self-attention did not improve the predictive performance of the NLP model, but qualitative assessment shows it offers considerable promise to I-O research by visualizing how the model interprets unstructured text input.

Michael Geden, North Carolina State University
Joshua S. Andrews, Modern Hire
Randall Spain, North Carolina State University
Andy Smith, North Carolina State University
Jing Feng, North Carolina State University
James Lester, North Carolina State University
Submitter: Michael Geden, michaelgeden@gmail.com

81. Poster: 11:30AM–12:20PM

Board 14

Using Infrequency Scales to Assess Careless Responding

Despite initial evidence supporting the validity of infrequency indices, researchers have scored infrequency items using several different coding

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. Nesnidol, Ford Motor Company
Sarah Melick, Bowling Green State University
Samuel T. McAbee, 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 Multiyear 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, calhoffman00@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 Wefferling, 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, 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. Hysong, 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 Milosevic, Florida Institute of Technology
Nicholas Aaron Moon, Florida Institute of Technology
Sherif al-Qallawi, Florida Institute of Technology
Lida Priscila Ponce, Florida Institute of Technology
Michael McFerran, Florida Institute of Technology
Chris Juszczak, Florida Institute of Technology
Patrick D. Converse, Florida Institute of Technology
Submitter: Jasmina 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 Wapperom, Virginia Tech

Submitter: Ivan Hernandez, ivanhernandez@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, weiwennie1960@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 ($r_{xx} = .49$ 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, has become 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, ivanhernandez@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 Kedharnath, University of Wisconsin Whitewater

Submitter: Whitney Tate, tatewm@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

Interview Guide Platform™

...built specifically for enterprise clients who know
that one-size-fits-all platforms are useless.



Need help answering these talent needs (and more...)?



I need to build a diverse workforce



I need to create more feedback opportunities for my people



I need a data-driven approach for people decisions



I need to build a strong bench for future leaders



I need our teams to be more agile and collaborative



I need to identify our high potentials



I need a test that feels like the job



I need to know what leadership looks like for a role or level



I need to select and promote the right people





We are experts at identifying and developing the people that are right for your business.

Helping Clients Define, Assess, Experience, and Execute Great.

BTS focuses on the people side of strategy, working with leaders at all levels to help them make better decisions, convert those decisions to actions, and deliver results.

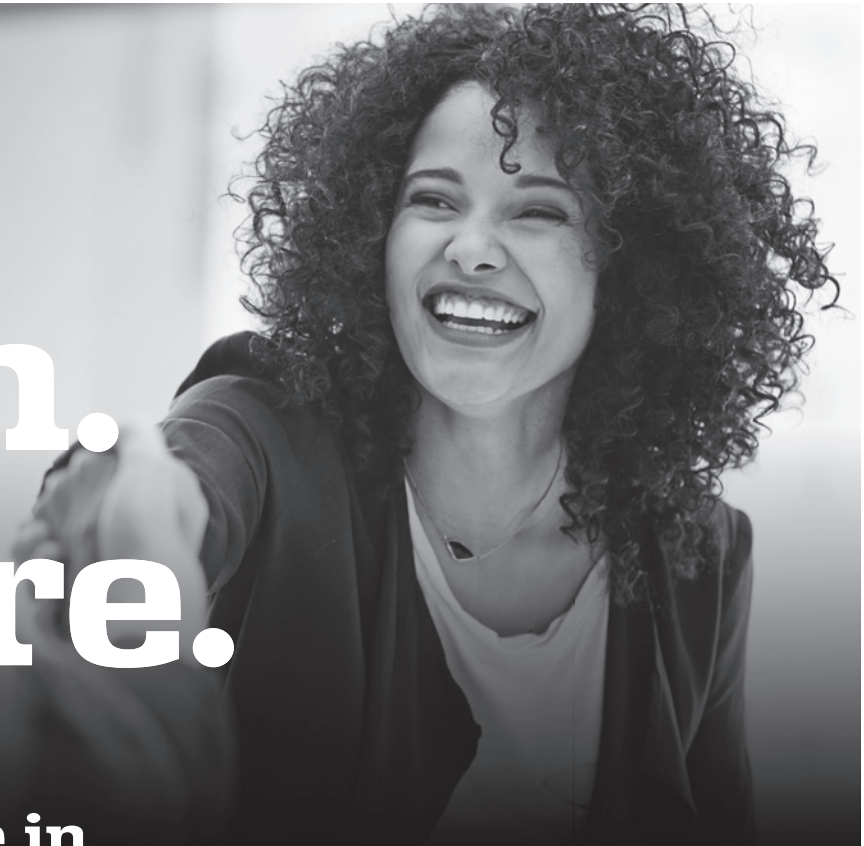
It's strategy made personal.

As experts in the areas of individual and workforce assessment, the BTS Assessment Practice develops and delivers custom and tailored-to-fit execution-enabling assessment initiatives that are behavior-focused, culturally matched, and high impact.

VISIT US @ BOOTH 204

bts.com/ap

Lead. Coach. Inspire.



Master's degree in Industrial-Organizational Psychology.

At Saint Peter's, we offer an online graduate program that provides you with the training to improve workplace performance and the know-how to analyze big data in a business setting. As a full-time student or working professional, you will study with scholar-practitioners who bring the latest human behavior theories to the classroom. Set yourself apart with an affordable, online degree that prepares you to become a valuable leader in a global world.

Why choose our program?

- Classes that fit your schedule
- Two track options: M.S. or M.A. degree
- Designed to be completed as fast as 15 months

saintpeters.edu/iopsych

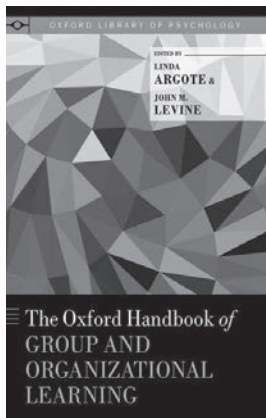


Saint Peter's
UNIVERSITY

The Jesuit University of New Jersey

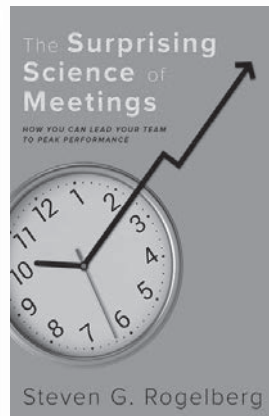
New from Oxford

OXFORD
UNIVERSITY PRESS



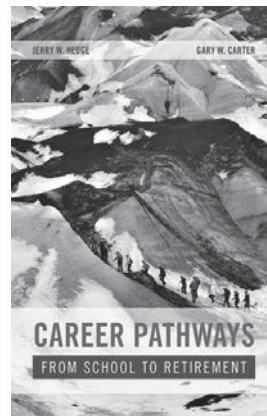
The Oxford Handbook of Group and Organizational Learning

Edited by Linda Argote and John M. Levine
ISBN: 9780190263362



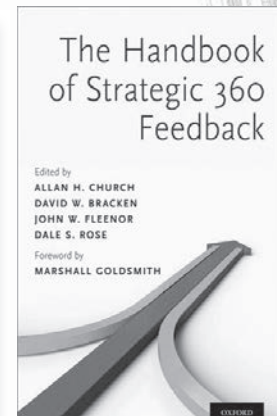
The Surprising Science of Meetings: How You Can Lead Your Team to Peak Performance

Steven G. Rogelberg
ISBN: 9780190689216



Career Pathways: From School to Retirement

Edited by Jerry W. Hedge and Gary W. Carter
ISBN: 9780190907785



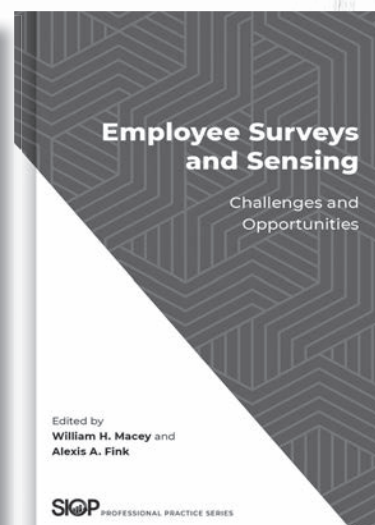
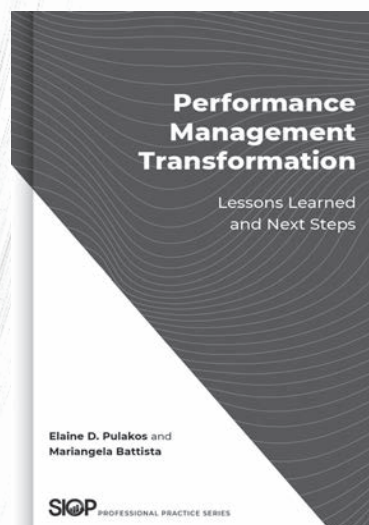
Handbook of Strategic 360 Feedback

Edited by Allan H. Church, David W. Bracken, John W. Fleenor, and Dale S. Rose
ISBN: 9780190879860

SIOP Professional Practice Series

Committed to advancing science and practice, the *Professional Practice Series* brings a new generation of books to I/O psychologists as well as HR practitioners, organizational scientists, managers, and executives.

Now Proudly Published by Oxford!



Visit oup.com/academic to claim your 30% discount

To redeem this discount, enter promo code **ASPROMP8** at checkout when placing an order

100. Symposium: 12:00PM–12:50PM JW Grand Salon 5

The Best and Worst of Situational Judgment Test Response Formats in Applied Settings

Situational judgment tests vary in response formats and instructions. This symposium will discuss research conducted in diverse applied settings on different response formats (e.g., selecting the “best/worst” vs. rating scales). Issues relevant to applied contexts will be highlighted including psychometric properties, applicant reactions, subgroup differences, and testing efficiency.

Arielle P. Rogers, Human Resources Research Organization (HumRRO), *Chair*
Arielle P. Rogers, HumRRO, Alyssa D. Marshall, HumRRO, Taylor Sparks Sullivan, HumRRO, Scott H. Oppler, HumRRO, Mark Alan Smith, Society for Human Resource Management (SHRM), *“Pick Best” or “Pick Best and Worst”?* *Test-Taker Reactions Toward SJT Instructions*

Michael G. Hughes, HumRRO, *When Worst Is Better: Situational Judgment Test Response Type and Subgroup Difference*

Cristina Anguiano-Carrasco, ACT, Inc., Jason D. Way, ACT, Inc., Jeremy T. Burrus, ProExam, Kate E. Walton, ACT Inc., Dana Murano, ACT, *Is More Always Better? Number of Response Options on SJT Assessments of Personality*

Michael A. McDaniel, Work Skills First, Inc., *Discussant*

Submitter: Arielle P. Rogers, rogers.arielle@gmail.com

101. Symposium: 12:00PM–12:50PM JW Grand Salon 7-8

Ye of Any and No Faith: Exploring Faith Identity Management in the Workplace

As the national religious landscape diversifies and people desire to be more authentic at work, studying faith identity management is now more common and critical. This symposium presents 4 studies on this topic that use varied methodologies and include both religious and irreligious employees, noting the similarities and differences between and practical implications of their experiences.

Lauren Sarah Park, Portland State University, *Co-Chair*

Afra S. Ahmad, George Mason University, *Co-Chair*

Lauren Sarah Park, Portland State University, Larry R. Martinez, Portland State University, *A Model of Workplace Religious Disclosure*

Ashley Robinson, Oklahoma State University, Brittney Amber, IUPUI, Alex P. Lindsey, University of Memphis, Isaac E. Sabat, Texas A&M University, Sin-Ning Cindy Liu, Texas A&M University, Afra S. Ahmad, George Mason University, *The Impact of Expressing an Atheist Identity at Work*

Shannon Cheng, Rice University, Eden B. King, Rice University, *How Muslim Americans Experience and Manage Their Religious Identities at Work*

Dinah M. Camilleri, American Airlines, Jessica L. Wildman, Florida Institute of Technology, *Consequences of Public/Private Selves on Religious Minorities in the Workplace*

Enrica N. Ruggs, University of Memphis, *Discussant*

Submitter: Lauren Sarah Park, Lpark@pdx.edu

102. Special Event: 12:00PM–1:20PM Lone Star Salon D

SIOP Select: WHOSE Diversity Is Still Not Included?

How inclusive is inclusion? Despite recent progress, who is still often excluded, and how can barriers to their inclusion be removed? This interactive session reveals stereotypes about “who” works and thus who matters in I-O research and practice. From the two-thirds of workers in the neglected “informal” sector to the increase in gig work, this session highlights new frontiers for who is included.

Stuart C. Carr, Massey University/Project Glow, *Co-Chair*

Katina Sawyer, George Washington University, *Co-Chair*

Walter Reichman, OrgVitality, *Presenter*

Mahima Saxena, Illinois Institute of Technology, *Presenter*

John C. Scott, APTMetrics, *Presenter*

Emily G. Solberg, SHL

Submitter: Emily G. Solberg, emily.solberg@shl.com

103. Panel Discussion: 12:00PM–1:20PM Lone Star Salon E

From Black Box to Glass Box: How to Build Explainable, Trustworthy, and Fair AI

Although new and sophisticated artificial intelligence (AI) solutions offer some of the most impressive performance to-date, they often suffer from low

interpretability. This is acceptable in many fields, but it poses ethical and legal challenges that are unacceptable for I-O applications. Learn how to open the black box and build explainable models that engender trust and fairness.

Daniel A. Schmerling, Wonderlic, *Chair*

Michael A. Campion, Purdue University, *Panelist*

Ross Daniel Piper, Wonderlic, *Panelist*

David W. Dorsey, HumRRO, *Panelist*

Katherine Elder, Capital One, *Panelist*

Submitter: Daniel A. Schmerling, dschmerl@gmail.com

Poster Session (Staffing, Motivation): 12:30PM–1:20PM

Griffin Hall

104. Poster: 12:30PM–1:20PM Board 1

A Study on When and Why Psychological Contract Overfulfillment Is Not Appreciated

Drawing on social projection theory, the authors proposed and tested system-justifying ideology as a boundary condition that explains when psychological contract overfulfillment does not result in positive emotion through low prosociality attribution in individualized employment relationships. Data from exploratory interviews and a survey study provided preliminary support for the theory.

Yuenlam Bavik, Hong Kong Polytechnic University

Kawon Kim, Hong Kong Polytechnic University

Jason Shaw, Nanyang Business School

Submitter: Yuenlam Bavik, wuyuenlam@gmail.com

105. Poster: 12:30PM–1:20PM Board 2

A Qualitative Investigation of Flow at Work: Strategies, Activities, and Disruptions

The study examined the open-ended experiences of flow at work and linked themes discovered in participants' answers to their self-reported flow prevalence score at work. The results provide a number of insights regarding the maximization of flow at work, including employee strategies, specific activities used, environmental factors, and disruptive factors.

David Cassell, Hofstra University

Jared Weintraub, Hofstra University

Submitter: David Cassell, davidscassell@gmail.com

106. Poster: 12:30PM–1:20PM Board 3

Faking in Trait Measures of Motivation

Nine instruments identified as potential measures of general motivation were assessed for response bias. Participants completed selected instruments in both honesty and fake-good conditions. Within-subjects analyses demonstrated a significant difference between faking and honesty conditions ($d_s > .22$) on all scales, save for the Fun-Seeking subscale of the Behavioral Activation System ($d = -.09$).

Cassandra E. Colton, Ohio University

Jeffrey B. Vancouver, Ohio University

Submitter: Cassandra E. Colton, cassandra.colton@gmail.com

107. Poster: 12:30PM–1:20PM Board 4

Trait Motivation: A Meta-Analysis of Predictive Validity

The relationship between trait motivation and performance was assessed for 9 scales based on 92 studies ($N = 32,386$). The strength of the relationship varied by measure, with ps ranging from zero to .29. The Work Preferences Inventory had the strongest correlation ($p = .29$). Discussion focuses on how the field might improve and further evaluate measures of motivation for selection purposes.

Cassandra E. Colton, Ohio University

Jeffrey B. Vancouver, Ohio University

Submitter: Cassandra E. Colton, cassandra.colton@gmail.com

108. Poster: 12:30PM–1:20PM Board 5

A Latent Profile Analysis of PsyCap: Impressive Employees or Measurement Issues?

A latent profile analysis was applied to PsyCap, which consists of hope, self-efficacy, optimism, and resilience. Only quantitatively different profiles emerged, though findings are still novel and enhance PsyCap

theory. Unless an inextricable link exists between dimensions, these results and ceiling effects lead to ultimate concerns of the PsyCap scale's ability to discriminate at higher levels.

Kelsey Len Couture, Kansas State University
Patrick A. Knight, Kansas State University

Submitter: Kelsey Len Couture, kelseylencouture@gmail.com

109. Poster: 12:30PM–1:20PM Board 6

Fulfilling Their Purposes to Elicit Their Best

Two studies were conducted to advance understanding of individual purpose and the impact in the workplace. A taxonomy of purpose and a survey of purposefulness were developed in Study I. In Study II, the relations among types of purpose, purposefulness, and 2 work-related outcomes—work engagement and organizational commitment—were examined.

Guangrong Dai, Korn Ferry
Signe Magnuson Spencer, Korn Ferry Institute
E. Susanne Blazek, Korn Ferry

Submitter: Guangrong Dai, guangrong.dai@kornferry.com

110. Poster: 12:30PM–1:20PM Board 7

What Makes a Job a Good Job? A Meta-Analytic Investigation

In recent years, organizations have been seeking ways to attract, engage, and retain talent by designing compelling employee value propositions (EVPs). But the concept is still relatively new, and a number of questions remain. This study used meta-analytic techniques to determine what EVP elements are valued by employees.

Patrick K. Hyland, Mercer | Sirota
David W. Reeves, II, Mercer | Sirota
Anthony W. Caputo, Remesh.ai

Submitter: Patrick K. Hyland, patrick.hyland@mercer.com

111. Poster: 12:30PM–1:20PM Board 8

So Can It!: How Capitalizing on Others' Success Leads to Empowerment and Performance

Authors posited and tested a model wherein capitalization on positive events happening to peers at work would be related to heightened psychological empowerment as well as subsequent performance behaviors (i.e., adaptive performance learning and organizational citizenship behaviors). Evidence of how strong work centrality strengthens this indirect relationship is reported.

Lars U. Johnson, Wayne State University
Candice L. Thomas, Saint Louis University
Tara Grambo, Wayne State University
Emily David, China Europe International Business School (CEIBS)
Amer Odeh, Wayne State University
Tyleen N. Lopez, Wayne State University

Submitter: Lars U. Johnson, larsjohnson84@gmail.com

112. Poster: 12:30PM–1:20PM Board 9

A Daily Diary Examination of Work/Nonwork Need Fulfillment Spillover

The relationship between daily work and nonwork need fulfillment and their relationships with satisfaction were examined. At-work fulfillment of relatedness and autonomy needs was positively related to fulfillment outside of work. However, fulfillment outside of work did not predict the next-days' fulfillment at work. In both domains, greater need fulfillment was associated with greater satisfaction.

Amanda Kopydlowski, Work Effects
Aaron M. Schmidt, University of Minnesota

Submitter: Aaron M. Schmidt, aschmidt@umn.edu

113. Poster: 12:30PM–1:20PM Board 10

Learned Helplessness: A Control Construct With Prediction Over Locus of Control

Prior research has examined effects of locus of control (LOC) on motivational, affective, and performance outcomes at work. Authors theorized potential benefits of using learned helplessness (LH) to predict outcomes over LOC because LH captures additional control-related content. Results (N = 794) indicated that LH accounted for unique variance beyond LOC in 8 out of 9 work outcomes examined.

Nicholas Kovacs, PRADCO
Debra Steele-Johnson, Wright State University

Abraham Haskins, Wright State University
Kent Cooper Etherton, Wright State University

Submitter: Nicholas Kovacs, nkovacs@comcast.net

114. Poster: 12:30PM–1:20PM Board 11

The Joy of Gratification: Short-Term Boost or Long-Term Success?

Authors examined the effect of promotions and pay raises on job satisfaction based on a large-scale representative German panel with 23,919 observations longitudinally across a period of 25 years. Promotions positively affected job satisfaction for no more than 1 year. Furthermore, a promotion appeared to be worth more than a 100% wage increase evaluated at the mean of income.

Siegmar Otto, Universitaet Hohenheim
Vincent Dekker, Daimler AG
Hannah Dekker, HR Diagnostics
David Richter, German Institute for Economic Research
Sarah Zabel, Universität Hohenheim

Submitter: Siegmar Otto, siegmar.otto@uni-hohenheim.de

115. Poster: 12:30PM–1:20PM Board 12

Ya Gotta Wanna: Shifting Motivational Priorities in the Self-Control Process

Self-control has important consequences but little research has examined the underlying mechanisms involved in self-control over time. This study examined the shifting priorities process model of self-control. The findings provide new insights regarding motivational shifts over time, delay of gratification and future time perspective as antecedents, and work ethic and task performance as outcomes.

Keemia Vaghef, ReedGroup
Patrick D. Converse, Florida Institute of Technology
Katrina Piccone Merlini, Florida Institute of Technology
Nicholas Aaron Moon, Florida Institute of Technology

Submitter: Keemia Vaghef, kvaghef2012@my.fit.edu

116. Poster: 12:30PM–1:20PM Board 13

Can Your Passion Last? The Role of Job Crafting and Their Reciprocal Relationships

Authors examined whether job crafting behaviors could change and sustain passion for work. A 6-wave investigation showed positive and reciprocal relationships between harmonious passion for work and job crafting behaviors (task crafting and cognitive crafting) and a positive and reciprocal relationship between obsessive passion and cognitive crafting.

Xin Zhang, Chinese University of Hong Kong
Wen-Dong Li, Chinese University of Hong Kong
Hannes Zacher, Leipzig University
Hong Zhang, Chinese University of Hong Kong

Submitter: Xin Zhang, xinzhang@link.cuhk.edu.hk

117. Poster: 12:30PM–1:20PM Board 14

Malleability of "Soft Skill" Competencies: Development With Entry-Level Experience

Authors evaluated the longitudinal development of military recruits on 17 distinct "soft skill" competencies during their 4-year enlistment based on ratings from 1,059 technical training instructors and 6,894 first-line supervisors. Extent of development is compared and implications discussed for the prioritization of certain competencies in personnel selection rather than training or development.

Laura G. Barron, U.S. Air Force
Mark R. Rose, U.S. Air Force
Submitter: Laura G. Barron, laura.barron@us.af.mil

118. Poster: 12:30PM–1:20PM Board 15

Leveling Up: The Effects of Branding on Gamified Assessments

Authors utilized a 2 x 2 experimental design to examine the effects of branding during a gamified assessment. Specifically, they examined if branding was related to differences in applicant's views of organizational attractiveness and organizational personality. Findings indicated a significant relationship between branding during gamified assessments and style ($\hat{\gamma} = .64, p = .02$).

Philip S. DeOrtentiis, Michigan State University

Zachary W. Woessner, Michigan State University
 Ann Marie Ryan, Michigan State University
 Nathan Thomas Brucher, Michigan State University
 Christopher D. Nye, Michigan State University
 Rabindra Ratan, Michigan State University
 Sarah Kuang, Michigan State University
 Sarena Bhatia, Kincentric
 Nicholas R. Martin, Aon
 Alina Siemsen, Aon's Assessment Solutions
 Richard Justenhoven, Aon Assessment GmbH
 Tara K. McClure, Aon
 Manuel F. Gonzalez, Baruch College & Graduate Center, CUNY
 Submitter: Philip S. DeOrtentiis, psd@msu.edu

119. Poster: 12:30PM–1:20PM Board 16

How Do Organizational Cues Influence Applicant Perceptions: Identity Safety or Fit?

Authors examined 2 potential mechanisms through which organizational identity cues influence minority applicant perceptions: identity safety and person–organization fit. Findings indicated that mindset predicted both mechanisms and identity centrality moderated this relationship. Organizational trust and attractiveness mediated the relationship between both mechanisms and willingness to apply.

Justin Bryan Duby, Michigan State University
 Lauren A. Collier-Spruel, Michigan State University
 Danielle D. King, Rice University
 Ann Marie Ryan, Michigan State University
 Submitter: Lauren A. Collier-Spruel, colli719@msu.edu

120. Poster: 12:30PM–1:20PM Board 17

A Question of Morality: Is There a Double Standard When It Comes to Algorithms?

Authors examined if human versus algorithm-based recommendations differentially affect fairness perception and moral judgment of an outcome in a personnel preselection process that appears either fair or possibly unfair. Results indicate that the type of recommender (human vs. algorithm) is more important for moral judgment and perceived fairness than the preselection outcome itself.

Tina Feldkamp, Universität des Saarlandes
 Markus Langer, Universität des Saarlandes
 Cornelius J. König, Universität des Saarlandes
 Leo Wies, Universität des Saarlandes
 Submitter: Markus Langer, markus.langer@uni-saarland.de

121. Poster: 12:30PM–1:20PM Board 18

Will Having an HR Certification Overcome Biases in Age and Race in Résumé Screening?

HR certification value was examined concurrently with being older and having a Black sounding name. Participants evaluated 4 equivalent résumés for an HR manager's job except 2 having Black sounding names; 2 older than 50, and 3 having an HR certification. Having an HR certification was not associated with higher job suitability when an applicant is older with a Black sounding name.

Nhung T. Hendy, Towson University
 Submitter: Nhung T. Hendy, nhendy@towson.edu

122. Poster: 12:30PM–1:20PM Board 19

The Effect of Cognitive Load on Gender Discrimination in Job Interviews

Authors examined the influence of cognitive load (CL) on interviewers' likelihood to gender discriminate. Participants were randomly assigned to either a high or low CL condition, then assessed a male and a female candidate applying for a male or female dominated job. CL did not affect interview ratings; but, participants under high CL selected the stereotypically congruent candidate more often.

Sulan Kith, McMaster University
 Deborah M. Powell, University of Guelph
 Scott A. Cassidy, University of Guelph
 Submitter: Deborah M. Powell, dpowell@uoguelph.ca

123. Poster: 12:30PM–1:20PM Board 20

Re-Examining the Effect of Mid-Test Warnings on Faking on Personality Inventories

This study investigates the effect of mid-test warnings on decreasing faking by expanding on the promising but limited research. Through use of a manipulation and standard 5-factor personality inventory, this study finds that mid-test warnings may be a better alternative to traditional warnings, particularly on job-relevant scales and administered solely to those who are engaged in faking.

Irina Kuzmich, The Graduate Center, CUNY and Baruch College
 Charles A. Scherbaum, Baruch College & The Graduate Center, CUNY
 Submitter: Irina Kuzmich, kuzmichirina@gmail.com

124. Poster: 12:30PM–1:20PM Board 21

Reactions to Diversity Recruitment Ads Among Foreign-Born Asian Job Seekers

Authors examined the effects of recruitment ads on foreign-born Asian job seekers and the role of other-group orientation and ethnic identity on the relationship. A negative relationship between uniform-salient recruitment ad and organizational attractiveness was found. Other-group orientation weakened the negative relationship. No significant effect of ethnic identity on relationship was found.

Jason R. Lambert, Texas Woman's University
 Ekundayo Y. Akinlade, University of Wisconsin-Parkside
 Dynah Basuil, Asian Institute of Management
 Submitter: Jason R. Lambert, jlambertphd@gmail.com

125. Poster: 12:30PM–1:20PM Board 22

Consequences of Experienced and Observed Recruiter Incivility
 Drawing from the literature on workplace aggression and incivility, this study investigates the effects of recruiter incivility on organizational attraction and the moderating effects of recruiter's organizational embodiment using experimental vignette methodology. Results from 344 participants provided supports for the hypotheses. Findings and implications are discussed.

Juseob Lee, University of Central Florida
 Steve M. Jex, University of Central Florida
 Mindy K. Shoss, University of Central Florida
 Submitter: Juseob Lee, juseob.lee@knights.ucf.edu

126. Poster: 12:30PM–1:20PM Board 23

Relationships Between Personality and Behavior in Employment Games

Authors investigated how the Big 5 factors of personality relate to 9 factors generated from 11 gamified assessments. Using a counterbalanced design, 1,052 adults played these gamified assessments and completed a traditional self-report measure of personality. Four of the 9 tested gameplay factors converged with 1 or more of the Big 5.

Jenna Ellen-Marie McChesney, North Carolina State University
 Zachary M. Roberts, pymetrics
 Jackson Dolphin, pymetrics
 Anne Thissen-Roe, pymetrics
 Submitter: Jenna Ellen-Marie McChesney, jemcches@ncsu.edu

127. Poster: 12:30PM–1:20PM Board 24

Does It Matter Who You Take the Test With?

Assessment centers usually include a leaderless group exercise where a group of individuals work together on a task. The extent to which individual performance was influenced by the composition of the AC group was examined. The presence of test takers with high preferences for assuming specific team roles accounted for a significant proportion of individual performance variance.

Gonzalo J. Munoz, Universidad Adolfo Ibáñez
 Lorna Andrea Cortés Urrutia, Universidad Adolfo Ibáñez
 Submitter: Gonzalo J. Munoz, gonzalo.munoz@uai.cl

128. Poster: 12:30PM–1:20PM Board 25

Practitioner Resistance to Structured Interviews: Comparison of Two Models

This study compares the theory of planned behavior (Ajzen, 1991) and the revised technology acceptance model's (Szajna, 1996) ability to explain structured interview resistance for selection. Both models predicted

roughly 40% of the variance in interview use behavior. The technology acceptance model, however, was a better fit to the data.

Samantha A. Nesnidol, Ford Motor Company
Scott Highhouse, Bowling Green State University
Submitter: Samantha A. Nesnidol, snesnidol@gmail.com

129. Poster: 12:30PM–1:20PM Board 26

Selection Methods' Influence on Perceptions of Organizational Culture

Despite a general understanding of how job applicants react to various selection methods, little research has explored the impact these methods may have on perceptions of organizational culture. Building on the limited prior research in this area, it was found in an experimental setting that the selection method an organization used had an impact on peoples' perceptions of the organization's culture.

Thaddeus B. Rada-Bayne, North Central College

Submitter: Thaddeus B. Rada-Bayne, tbradabayne@noctrl.edu

130. Poster: 12:30PM–1:20PM Board 27

Fairness and Respect: Reactions to Artificial Intelligence in Employee Selection

Authors examined reactions to artificial intelligence in LinkedIn and interview assessments across 2 contexts: AI developed using (a) expert insights and (b) job incumbent data. Findings show significant differences in perceptions of fairness ($\eta^2 = .18$) and interpersonal respect ($\eta^2 = .10$) based on the combination of methods used to evaluate the assessments when compared to human-expert judgment.

Jess C. Rigos, Hofstra University

Kevin Nolan, Hofstra University

Submitter: Jess C. Rigos, Jess.rigos@gmail.com

131. Poster: 12:30PM–1:20PM Board 28

Discrimination via the Questions Asked During Job Interviews: Role of Xenophobia

The effects of candidates' perceived nationality and acculturation on interviewers' intentions to ask questions assessing person–job and person–organization fit were examined. Interviewers intend to ask more questions about person–organization fit and less questions about person–job fit to foreign candidates, especially when they had low acculturation and interviewers' xenophobia was high.

Aditi Rabindra Sachdev, Hofstra University

Kevin Nolan, Hofstra University

Submitter: Aditi Rabindra Sachdev, asachdev1@pride.hofstra.edu

132. Poster: 12:30PM–1:20PM Board 29

Executive Search Consultants' Biases Against Women (or Men?)

Women remain under-represented in leadership positions. Headhunters act as gatekeepers in hiring processes possibly having an impact on female disadvantage. Authors tested whether headhunters show an anti-woman bias. Neither an explicit nor an implicit measure revealed such a bias, though an implicit own-gender bias was found. This is worrying as the majority of headhunters are men.

Rudolf Siegel, Universität des Saarlandes

Cornelius J. König, Universität des Saarlandes

Yannick Zobel, Universität des Saarlandes

Markus Langer, Universität des Saarlandes

Submitter: Markus Langer, markus.langer@uni-saarland.de

133. Poster: 12:30PM–1:20PM Board 30

Implicit Biases in Evaluating Information Gathered During Social Network Screenings

Authors analyzed how 4 types of information commonly available about an applicant on social media sites influence the likelihood that the applicant will be recommended to be hired. Applicants that post information about parental obligations, alcohol consumption, and political views are less likely to be recommended for hire than applicants who do not post these types of information.

Payton Stewart, University of Houston

James E. Campion, University of Houston

Submitter: Payton Stewart, pmstewa@gmail.com

134. Poster: 12:30PM–1:20PM

Board 31

Hire Education: A Meta-Analytic Review of Interview Coaching Effectiveness

Authors examined the impact of formal interview coaching on hiring-related outcomes across 23 studies. Results support the effectiveness of such training in improving job interview performance ($\eta^2 = .65$) as well as increasing the extension of job offers ($\eta^2 = .35$). Both applicant age and time spent training mediated the effectiveness of coaching.

Rachel Whitman, Auburn University

Michael A. Rotch, Auburn University

Submitter: Rachel Whitman, rlw0049@auburn.edu

135. Poster: 12:30PM–1:20PM

Board 32

How Should Employers Differentiate Their Employment Offers?

To be the employer of choice, employers should differentiate their employment offers from those of competitors. Results show that offering the same yet better affected job seekers' preference more positively than offering something unique in lowly complex judgment/decision-making situations and in highly complex judgment/decision-making situations if job seekers had more work experience. Advanced

Lien M. Wille, Ghent University

Eva Derous, Ghent University

Bert Weijters, Ghent University

Submitter: Lien M. Wille, Lien.Wille@UGent.be

136. Alternative Session Type with Presenters:

1:00PM–1:50PM

201-202

Relationship Management 101: Understanding the Basics

After understanding how to network, how do you take your career to the next level? This alternative session blends panel and roundtable formats to teach and engage students, academics, and those early in their career on the introductory practices of relationship management, beginning with a presentation on fundamentals and concluding with a panelist-led discussion on the topic.

Robert Louis Simmons, Category One Consulting, *Chair*

Amber L. Burkhart, Hogan Assessments, *Presenter*

Cecilia Gaultney, Talentfoot Executive Search, *Presenter*

Karen Landay, University of Alabama, *Presenter*

Kyle J. Page, American Family Insurance, *Presenter*

Jade L. Peters-Votava, Nestle U.S.A., *Presenter*

Submitter: Robert Louis Simmons, robbieone1@gmail.com

137. Ignite: 1:00PM–1:50PM

203-204

Applying I-O to Healthcare: Opportunities for Research and Practice

The healthcare sector's current human capital challenges are ones that deeply benefit from the training and expertise of I-O psychologists. In this IGNITE! Session, speakers will present on the impact that I-O psychologists are having on the field of medicine and highlight both research and practice opportunities for applying the profession to this context.

Melanie P. Standish, Illinois Institute of Technology, *Co-Chair*

Andrew N. Garman, NCHL/Rush University, *Co-Chair*

Jose L. Alba, Illinois Institute of Technology, *Presenter*

Cassia K. Carter, Advocate Aurora Health, *Presenter*

Katelyn J. Cavanaugh, University of Texas, MD Anderson Cancer Center, *Presenter*

Mary Nash, NYU Langone Health, *Presenter*

Ryan Y. Samia, Vidant Health, *Presenter*

Arash Shokri, Center for Research and Services IIT, *Presenter*

Submitter: Melanie P. Standish, mstandis@hawk.iit.edu

138. Panel Discussion: 1:00PM–1:50PM

402-403

Losing Its Luster? Influence of AI Innovations (and Caveats) on Selection Consulting

Innovative selection techniques leveraging AI and machine learning continue to make positive and negative headlines. In this interactive session, a diverse panel of consultants, a data scientist and an attorney will take questions and discuss how these evolving novel techniques influence selection consulting and how we can ensure responsible use

of AI tools based on strong science and legal rigor.

Rick Hense, Bank of America, *Chair*

David Futrell, Walmart, *Panelist*

Mark Girouard, Nilan Johnson Lewis PA, *Panelist*

Isaac Benjamin Thompson, Modern Hire, *Panelist*

Kelly Trindel, pymetrics, *Panelist*

Amy Powell Yost, Capital One, *Panelist*

Submitter: Rick Hense, rick.hense@bofa.com

139. Symposium: 1:00PM–2:20PM 408-409

Attacking on All Fronts: Examining the Stages of Military Veteran Transition

Presenters discuss military veteran transition research spanning multiple stages. Topics include military members' pretransition expectations and readiness; comparing transitioning veterans to nonveterans on prehire assessments and differences among their experiences, purpose, and engagement in the workforce; and identifying HR best practices and effective employer training post-transition.

Peter J. Reiley, U.S. Air Force Academy, *Co-Chair*

Adam H. Kabins, Korn Ferry, *Co-Chair*

Joshua Douglas Cotton, Flowserve Corporation, Peter J. Reiley, U.S. Air Force Academy, *Overestimates of Transition Readiness Among Active-Duty Military Members*

Jennifer A. Griffith, University of New Hampshire, Jensen T. Mecca, Modern Hire, Daly Vaughn, Modern Hire, *Prehire Assessment Differences in Veteran and Nonveteran Job Applicants*

E. Susanne Blazek, Korn Ferry, Peter J. Reiley, U.S. Air Force Academy, Adam H. Kabins, Korn Ferry, *Comparing Veterans to Nonveterans: Examining Experience, Purpose, and Engagement*

Leslie B. Hammer, Portland State University, Nicholas A. Smith, Oregon Health & Science University, Todd Bodner, Portland State University, Cynthia D. Mohr, Portland State University, Ryan Olson, Oregon Health & Science University, Kathleen F. Carlson, HSR&D Center to Improve Veteran Involvement in Care (CIVIC), *Moderating Effects of Veteran PTSD on Supervisor Training Effectiveness*

Submitter: Peter J. Reiley, peterreiley@FoundationForVETS.org

140. Panel Discussion: 1:00PM–1:50PM 502-503

Let's Put It in Stone: How Confident Are You in Your Technical Documentation?

Despite its importance and prevalence, technical documentation is infrequently discussed in the I-O field. In this introductory panel, experts will discuss their experiences producing technical reports considering 4 main topics: requirements according to professional standards, content alterations for the expected audience, common pitfalls in technical documentation, and best practices.

Melissa D. Haudek, DCI Consulting Group Inc., *Chair*

Jessica Wooldridge Brown, Amazon, *Panelist*

Rebecca L. Fraser, Association of American Medical Colleges, *Panelist*

Andrew L. Solomonson, Delta Air Lines, *Panelist*

Michelle Duncan, Jackson Lewis P.C., *Panelist*

Sarah (Gilbert) Layman, DCI Consulting Group, Inc., *Panelist*

Submitter: Melissa D. Haudek, mhaudek@dciconsult.com

141. Panel Discussion: 1:00PM–1:50PM Brazos

Coaching Executive Teams: An I-O Perspective

This session highlights approaches and techniques used by experienced I-O professionals engaged in coaching executive teams for enhanced collective performance, as well as strategies for dealing with the common challenges of this work. What I-O psychologists can uniquely bring to executive team coaching will be explored.

Cindy McCauley, Center for Creative Leadership, *Chair*

Paul R. Damiano, Good Works Consulting, *Panelist*

Paige K. Graham, Center for Creative Leadership, *Panelist*

Vicki V. Vandaveer, Vandaveer Group, Inc., *Panelist*

Submitter: Cindy McCauley, mccauley@ccl.org

142. Panel Discussion: 1:00PM–1:50PM JW Grand Salon 1

Humanistic Machines: Artificial Intelligence and Fairness in Employee Selection

This session brings together a diverse panel—representing research, practice, and the legal arena—to discuss artificial intelligence (AI) and machine learning (ML) in employee selection. Panelists will share insights on the current and future state of AI/ML, focusing on issues of compliance with legal and professional guidelines, and ensuring ethical, humanistic, and valid AI/ML-based tools.

Richard Justenhoven, Aon Assessment GmbH, *Chair*

Manuel F. Gonzalez, Baruch College & Graduate Center, CUNY, *Co-Chair*

Nicholas R. Martin, Aon, *Co-Chair*

Lei Shirase, Aon, *Co-Chair*

Achim Preuss, Aon/cut-e, *Co-Chair*

Anthony S. Boyce, Amazon, *Panelist*

Josh Adam Gelb, Nationwide Building Society, *Panelist*

Robert E. Gibby, IBM, *Panelist*

Richard N. Landers, University of Minnesota, *Panelist*

Elisabeth Sinclair, Zuhorn & Partner, *Panelist*

Submitter: Manuel F. Gonzalez, mgonzalez47@gmail.com

143. Panel Discussion: 1:00PM–1:50PM JW Grand Salon 2

Four Stories of Real Culture Change

Despite the importance of organizational culture, many organizations still struggle with culture change given its complexity. This session will address these challenges by highlighting different approaches to "culture work." Panelists from LinkedIn, TIAA, Masco, and Microsoft will share their experiences and perspectives on culture, key actions toward success, stories of impact, and key learnings.

la Ko, LinkedIn, *Chair*

Rex Backes, TIAA-CREF, *Panelist*

Zachary M. Love, TIAA, *Panelist*

Irada Sadykhova, Microsoft, *Panelist*

Erin Swartout, Masco Corporation, *Panelist*

Rena R. Yi, LinkedIn, *Panelist*

Submitter: la Ko, happyiako@gmail.com

144. Alternative Session Type with Presenters:

1:00PM–1:50PM

JW Grand Salon 3

Non-g-Ocentric Models of Cognitive Abilities and Their Relevance to I-O Psychology

I-O psychology has a primarily *g*-centric view of cognitive abilities, emphasizing general mental ability and downplaying specific abilities and cognitive processes. An expert panel will present an intermediate-level summary of 5 alternative ability models and then the panel and audience will discuss their relevance for I-O psychology, including potential research and practice implications.

Harrison J. Kell, Educational Testing Service, *Chair*

Serena Wee, University of Western Australia, *Co-Chair*

William Becker, Virginia Tech University, *Presenter*

Margaret E. Beier, Rice University, *Presenter*

Jonas W. B. Lang, Ghent University, *Presenter*

Charles A. Scherbaum, Baruch College & The Graduate Center, CUNY, *Presenter*

Submitter: Harrison J. Kell, hkell@ets.org

145. Alternative Session Type with Presenters:

1:00PM–1:50PM

JW Grand Salon 4

Design Thinking and Empathy Mapping for I-Os

This session will provide participants with an overview of design thinking with a focus on empathy mapping. The design thinking process typically employed for developing new products will be applied in a highly interactive session to address common challenges faced by I-O psychologists, such as enhancing candidate and employee experience or getting support from stakeholders.

Ruchi Patel, Aon, *Chair*

Greg Toroosian, Elevate Hire, *Presenter*

Charbel Semaan, Sprintwell, *Presenter*

Ave Shalom, Aon, *Presenter*

Submitter: Ruchi Patel, ruchipatel2003@gmail.com

146. Panel Discussion: 1:00PM–1:50PM JW Grand Salon 5 A Pine Box for the 9-Box: Delivering More Value in the Talent Review

The 9-box has become synonymous with the talent review process for many organizations. Focus on 9-box placement over gathering valid data and making good talent decisions has resulted in an inefficient, complex, and time-consuming exercise with few tangible benefits. This session will explore alternative approaches that simplify and/or replace the 9-box and improve both process and outcomes.

Scott E. Bryant, DDI, *Chair*
Michael J. Benson, General Mills, *Panelist*
Sarah Evans, ServiceMaster, *Panelist*
David Mahl, Kimberly-Clark, *Panelist*
Matthew J. Paese, DDI, *Panelist*

Submitter: Scott E. Bryant, scott.bryant@ddiworld.com

147. Panel Discussion: 1:00PM–1:50PM JW Grand Salon 6 Making Work Human: People Analytics in the Human-Digital Age

This panel explores how people analytics can be leveraged to gain novel insights from a new wave of HR technologies centered on humanizing the workplace. Such technologies are designed to enhance human connection, reinforce culture and performance. Panelists will highlight the impact of these technologies on a range of important talent initiatives and outcomes through advanced analytics.

Gregory W. Stevens, Workhuman, *Chair*
Madison W. Beard, Cisco, *Panelist*
Lynn Melissa Boyle, Symantec, *Panelist*
Jennifer J. Brown, Humu, *Panelist*
Travis J. Drake, Citizens Bank, *Panelist*

Submitter: Gregory W. Stevens, gwstevens@gmail.com

148. Symposium: 1:00PM–1:50PM JW Grand Salon 7-8 Unpacking Organizational, Multiteam, and Team System Dynamics

Organizations have been viewed as dynamic systems composed of individuals and teams since the 1930s, but most research has not examined those dynamics. This symposium highlights 3 innovative projects that use sophisticated approaches to unpack the process dynamics driving team and multiteam system phenomena. An interactive discussion will be facilitated following the presentations.

Georgia T. Chao, Michigan State University, *Co-Chair*
Steve W. J. Kozlowski, Michigan State University, *Co-Chair*
Gregory A. Ruark, U.S. Army Research Institute, *Co-Chair*
James A. Grand, University of Maryland, Goran Kuljanin, DePaul University, Michael T. Braun, DePaul University, Georgia T. Chao, Michigan State University, Steve W. J. Kozlowski, Michigan State University, *Bottom-Up Influence in Organizational Systems: Does One Person Make a Difference?*
Dale E. Watson, Penn State Harrisburg, John E. Mathieu, University of Connecticut, Mikhail A. Wolfson, American University, Adam A. Roebuck, University of Connecticut, Pete Gallagher, University of Connecticut, Samantha K.B. Perry, Aptima, Inc., *MTS Adaptive Processes in Response to Environmental Events*
Raquel Asencio, Purdue University, Alexander Volfovsky, Duke University, Fan Bu, Duke University, James Moody, Duke University, Liann Tucker, Duke University, *MTS Dynamics Over Time*

Submitter: Georgia T. Chao, chaog@msu.edu

149. Alternative Session Type with Presenters: 1:00PM–1:50PM Lone Star Salon A

Learning From My Mistakes: A Series of Personal Case Studies

This session will cultivate I-Os identity as a body of professionals who try to do the right thing but occasionally fail. Leading SIOP Fellows will share mistakes they have made throughout their careers in the conduct of I-O and collectively explore the warning signs that were either missed or dismissed.

Brad A. Chambers, BTS USA, *Chair*
Jürgen Bank, BTS USA, *Co-Chair*
Michael A. Campion, Purdue University, *Presenter*
Wayne F. Cascio, University of Colorado Denver, *Presenter*
Elaine D. Pulakos, PDRI, an SHL Company, *Presenter*
Nancy T. Tippins, The Nancy T. Tippins Group, *Presenter*

Submitter: Brad A. Chambers, brad.chambers@bts.com

150. Panel Discussion: 1:00PM–1:50PM Lone Star Salon B The (I-O) People of People Analytics: Career Paths for I-Os in a Data-Driven HR World

People analytics (PA) leverages data and technology to uncover insights that inform people practices, policies, and programs. I-Os possess content expertise and analytical skills that qualify them to contribute to this field and impact business goals. Breadth of possible career paths remains a black box to many I-Os. This session will feature 5 panelists who occupy PA roles in their organization.

Hannah Markell-Goldstein, Capital One, *Co-Chair*
Jennifer P. Green, HumRRO, *Co-Chair*
Christopher P. Cerasoli, Boston Scientific, Inc., *Panelist*
Meredith R. Coats, Capital One, *Panelist*
Andrew B. Collmus, Facebook, *Panelist*
Samuel E. Kaminsky, Google, *Panelist*
Michael Litano, BetterUp, *Panelist*

Submitter: Hannah Markell-Goldstein, hmarkell@gmu.edu

151. Panel Discussion: 1:00PM–1:50PM Lone Star Salon C Not My Grandparents' Classrooms: Innovations in I-O Training

This interactive panel includes 6 panelists who represent a range of schools and programs across the country. They will presents a wide range of innovative teaching strategies used by faculty teaching industrial and organizational (I-O) psychology to both graduate and undergraduate students. The panel will be highly interactive and each panelist will provide details of their approach.

Comila Shahani-Denning, Hofstra University, *Chair*
Elizabeth Dysart, Hofstra University, *Panelist*
Dan V. Simonet, Montclair State University, *Panelist*
Maura J. Mills, University of Alabama, *Panelist*
Peter D. Bachiochi, Eastern Connecticut State University, *Panelist*
Carrie A. Bulger, Quinnipiac University, *Panelist*

Submitter: Comila Shahani-Denning, psyczs@hofstra.edu

152. Panel Discussion: 1:00PM–1:50PM Lone Star Salon F Video Interviewing 2.0: Beyond Best Practices and Artificial Intelligence Implications

This panel will discuss some of the major technical, legal, and best practice considerations when investigating the use of video interviews for organizations. The panel will highlight practical examples of video interviewing programs at well-established organizations, the evolution of video interviewing from lessons learned, and AI considerations considering recent legislation.

Andrea Valentine, Merck & Co., *Chair*
Brett Gatesman, PSI Services, LLC, *Panelist*
Joseph Meyer, AROS, *Panelist*
Cheryl Oxley, OutMatch, *Panelist*
Kevin John Rutherford, Verizon, *Panelist*

Submitter: Andrea Valentine, andrea.valentine@merck.com

153. Panel Discussion: 1:00PM–1:50PM Lone Star Salon G Changing the Career Development Narrative: Internal Mobility for the 2020 Workforce

Practitioners from 4 different organizations will speak about the research and programs they have implemented to keep up with the evolving nature of talent mobility. Each will share how they are working to change their organization's narrative around career development through HR analytics, critical experiences, skill portfolios, and talent reviews, followed by an interactive discussion.

Rachel T. Hill, VMware, *Chair*
Julianne Brown, Deere & Co., *Panelist*
Rose Fonseca, PepsiCo, *Panelist*
Stephanie L. Murphy, Dell Technologies, *Panelist*

Submitter: Rachel T. Hill, rachelthill20@gmail.com

154. Alternative Session Type with Presenters: 1:00PM–1:50PM Lone Star Salon H The Path to Linking C-Suite Personality/Behavior to Firm-Level Metrics

C-suite success is measured by a company's financial performance. Authors link CEO personality to firm financial metrics and use a tutorial

framework to discuss challenges faced when building a dataset and generating models used for analyses. Focus shifts and 2 research programs are presented on how leader personality/behavior influences firm performance.

Michael A. Tapia, Hogan Assessments, *Co-Chair*
 Matthew R. Lemming, Hogan Assessments, *Co-Chair*
 Andrew B. Blake, Texas Tech University, *Presenter*
 Megan Rene Turner, University of Oklahoma, *Presenter*
 Stephen Good, University of Tulsa, *Presenter*
 James Dunbar, JKD Talent Solutions, *Presenter*

Submitter: Michael A. Tapia, michaelalbertotapia@gmail.com

155. Special Event: 1:30PM–2:50PM Lone Star Salon D SIOP Select: HOW to Foster Inclusion—Best Practices for People and Organizations

What can people and organizations do to foster inclusion? What practices at the individual, interpersonal, group, and organizational levels can best help to create both experiences and cultures of inclusion? Join us for a highly interactive session to map the behaviors, practices, and strategies most likely to foster inclusion across diverse groups and organizations.

Bernardo M. Ferdman, Ferdman Consulting, *Co-Chair*
 Stuart C. Carr, Massey University/Project Glow, *Co-Chair*
 Dnika Travis, Catalyst, *Presenter*
 Binna Kandola, Pearn Kandola, *Presenter*
 Katina Sawyer, George Washington University, *Presenter*

Submitter: Emily G. Solberg, emily.solberg@shl.com

156. Symposium: 1:30PM–2:50PM Lone Star Salon E Machine Learning for I-O 2.0

Machine learning (ML) techniques have been increasingly used by industrial-organizational (I-O) psychologists to derive insights and solve problems in the world of work. This symposium presents and integrates across a diverse set of 4 papers using ML, deep learning (DL), and natural language processing (NLP) to address pertinent I-O research and practice issues.

Mengqiao (MQ) Liu, Amazon, *Chair*
 Li Guan, Aon, Stefan Gaertner, Aon, Amy Garner, Aon Inc., *Identifying Alternative Job Choices Based on Employees' Job Profiles*
 Ivan Hernandez, Virginia Tech, Andrea Sanders, DePaul University, Soonyoung Kim, Virginia Tech, Steven Towe, DePaul University, *Deep Selection: Inferring Employee Traits from Résumé Style Using Neural Networks*
 Louis Hickman, Purdue University, Nigel Bosch, University of Illinois at Urbana-Champaign, Louis Tay, Purdue University, Vincent Ng, Purdue University, Rachel M. Saef, Northern Illinois University, Sang Eun Woo, Purdue University, *Investigating Emotion Analytics for Predicting Personality in Video Interviews*
 Elizabeth A. McCune, Microsoft, Jason Lewris, Microsoft, Victoria Westerhoff, Microsoft, *Scalable Analysis of Employee Comments Leveraging NLP and an Analytics Platform*

Fred Oswald, Rice University, *Discussant*

Submitter: Mengqiao (MQ) Liu, mengqiao.liu7@gmail.com

Poster Session (Occupational Health & Safety):

1:30PM–2:20PM

Griffin Hall

157. Poster: 1:30PM–2:20PM Board 1

How Daily Workload Impacts Sleep Quality: The Mediating Role of Sleep Hygiene

Authors examined the relationships among workload, sleep hygiene behaviors, and sleep quality in a daily diary study of full-time university staff employees. Results indicate that arousal-related sleep hygiene behaviors mediate the relationship between high workload and subsequent sleep impairment.

Maryana Arvan, University of Central Florida
 Paul E. Spector, University of South Florida

Submitter: Maryana Arvan, msheroiansan@mail.usf.edu

158. Poster: 1:30PM–2:20PM Board 2

A Framework for Assessing Data Analytics Readiness

The safety industry lags behind in Big Data utilization due to various obstacles, including lack of analytics readiness or knowledge. A data analytics readiness tool can assist the safety industry with Big Data by

describing an organization's present state of analytics readiness and next steps in building towards predicting safety incidents and identifying preventative measures.

Maira Compagnone, Appalachian State University
 Tara O'Neil, Appalachian State University
 Royale Nicholson, Appalachian State University
 Anne Foreman, The National Institute for Occupational Safety and Health
 Yalcin Acikgoz, Appalachian State University
 Timothy Ludwig, Appalachian State University
 Shawn Bergman, Appalachian State University
 Oliver Wirth, National Institute for Occupational Safety and Health
 Jonathan Friedel, National Institute for Occupational Safety and Health

Submitter: Shawn Bergman, bergmans@appstate.edu

159. Poster: 1:30PM–2:20PM Board 3

Help or Hindrance? A Daily Diary Study on the Workaholism–Performance Relation

Direct and indirect effects of workaholism on performance were tested using data from 119 employees over 10 consecutive days. Within the person level, daily workaholism directly and indirectly (via daily workload and burnout) influenced daily performance. At the between-person level, workaholism did not affect performance but indirectly influenced performance via workload and burnout.

Bethany Elliott, Old Dominion University
 Xiaohong (Violet) Xu, Old Dominion University
 Yisheng Peng, George Washington University
 Peng Zhao, Indiana University
 Wenqin Zhang, Nanjing University of Finance & Economics

Submitter: Xiaohong (Violet) Xu, redlittle1983@gmail.com

160. Poster: 1:30PM–2:20PM Board 4

Development of the Person-Centered Support Scale for the Workplace

Carl Rogers' person-centered humanistic theory was used to develop and validate a scale of person-centered support. The scale measures empathy, genuineness, and unconditional positive regard. Across 10 samples (N = 2,532), a scale is developed and validated for measuring 7 different support sources: organization, supervisor, coworkers, subordinates, customers/clients, family/friends, and mentor.

Kevin J. Eschleman, San Francisco State University
 Rylan M. Charlton, U.S. Air Force
 Jesse S. Michel, Auburn University
 Sydney Ching, San Francisco State University
 Wesley Hale, San Francisco State University

Submitter: Kevin J. Eschleman, kesch@sfsu.edu

161. Poster: 1:30PM–2:20PM Board 5

Do Brooding and Reflection Mediate the Effect of Self-Reflection Resilience Training?

Authors evaluated self-reflection resilience training (SRT) with 204 officer cadets at the Royal Military College, Australia. Compared to an exposure-matched active control group, SRT resulted in significantly lower depression symptoms following a stressful period (3 months post intervention). Mediation analyses supported an indirect effect of SRT on depression via brooding but not via reflection.

Samantha Falon, Macquarie University
 Eyal Karin, Macquarie University
 Danny Boga, Australian Defence Force
 Daniel Frank Gucciardi, Curtin University
 Barbara Griffin, Macquarie University
 Monique Frances Crane, Macquarie University

Submitter: Samantha Falon, samantha.falon@students.mq.edu.au

162. Poster: 1:30PM–2:20PM Board 6

Experience Affecting Safety Behaviors and Self-Efficacy

To assess patterns of mastery and self-efficacy adjustment accrued with experience for task and safety behaviors, an experiment was conducted using minesweeper as a proxy for precarious work. Experience leads to increases in task and safety performance as well as task and safety self-efficacy. These unique self-efficacies can be incongruent and influence future performance and safety.

Frank Bryan Giordano, Kansas State University
 Stacy A. Stoffregen, Kansas State University
 Leah S. Klos, Kansas State University
 Jin Lee, Kansas State University

Submitter: Frank Bryan Giordano, frankgiordano@ksu.edu

163. Poster: 1:30PM–2:20PM Board 7

Examining the Implications of Work–Leisure Demand Congruence
 Using response surface analysis, authors examined the relationship between key aspects of work–leisure demand (in)congruence and work and well-being outcomes. In general, higher job demands promotes work engagement, even when leisure demands are equally high. Incongruence that favors higher work demands lessens burnout. Theoretical and practical implications are discussed.

Kirby Hockensmith, University of Tulsa
 Jennifer M. Ragsdale, University of Tulsa
 Rose Fonseca, PepsiCo

Submitter: Kirby Hockensmith, kirbyhockensmith@gmail.com

164. Poster: 1:30PM–2:20PM Board 8

Move Your Body, Change Your Mind: Physical Activity Before Work
 This study examined the effects of a morning exercise on employee's emotions and thinking at work. An experience sampling method was used to follow 50 participants over 10 work days. Results suggest that morning exercise was related to positive emotions and active coping and planning strategies at work.

Charlotte R. Holden, University of Central Florida
 Barbara A. Fritzsche, University of Central Florida

Submitter: Charlotte R. Holden, charlotteh@knights.ucf.edu

165. Poster: 1:30PM–2:20PM Board 9

Explaining the Inconsistent Workaholism–Job Satisfaction Relationship
 Authors sought to clarify the inconsistent relationship between workaholism and job satisfaction. Past research has observed both positive and negative relationships, and theory lends itself to both perspectives. Consistent with the hypotheses, workaholism and job satisfaction were unrelated. However, once fatigue was introduced as a mediator, the relationship appeared more complex.

Gino Howard, California State University, San Bernardino
 Rachel Williamson Smith, Louisiana State University
 Nathan T. Carter, University of Georgia

Submitter: Gino Howard, ghoward3@isu.edu

166. Poster: 1:30PM–2:20PM Board 10

Measurement Invariance of the Workplace Telepressure Measure Across Occupations

This study tested measurement invariance of a workplace telepressure measure across work contexts represented by specific occupational characteristics (communication demands, email use, time pressure, and job control) that typify occupations with different levels of technological use. Findings showed that workplace telepressure measure was invariant across all 4 occupational characteristics.

Xinyu Hu, Northern Illinois University
 Alecia M. Santuzzi, Northern Illinois University
 Larissa K. Barber, San Diego State University

Submitter: Xinyu Hu, xhu2@niu.edu

167. Poster: 1:30PM–2:20PM Board 11

Transformational Leadership and Safety Performance: Testing a Felt Obligation Model

Two studies were conducted to test why leadership perceptions are related to safety performance. Study 1 included dyads of employed students who recruited a colleague to participate in a 2-wave study. Study 2 included lifeguards. As hypothesized, feelings of felt obligation mediated the leadership–safety performance relationship, but the effects may vary by type of safety performance.

Riley Anne Johnson, Integral Talent Systems, Inc.
 Kevin J. Eschleman, San Francisco State University
 Lisa M. Kath, San Diego State University

Submitter: Riley Anne Johnson, riley.johnson6303@gmail.com

168. Poster: 1:30PM–2:20PM

Board 12

Examining O*NET General Work Activities as Predictors of Customer Sexual Harassment

Authors examined the relation between work activities and customer sexual harassment (CSH) by linking data from the Occupational Information Network (O*NET) with self-report experiences of CSH. Objective job conditions, as measured by O*Net, accounted for substantial variance in subjective reports of harassment (13%). Research and applied implications are discussed.

Dean Jones, University of West Florida
 Valerie J. Morganson, University of West Florida
 Alyssa Pentz Seigler, University of West Florida

Submitter: Dean Jones, ddj12@students.uwf.edu

169. Poster: 1:30PM–2:20PM

Board 13

Are Construction Workers in Pain at High Risk for Poor Sleep Due to Work Conditions?

This study evaluates whether job demands, job resources, and pain interact to predict the sleep quality and quantity of construction workers 6 months later. Both back pain and neck pain interacted with job demands and decision authority on the outcome of insomnia symptoms. This study has an introductory level of sophistication.

Kiplin Nichole Kaldahl, Colorado State University
 Tori L. Crain, Colorado State University
 Leslie B. Hammer, Portland State University
 Jedidiah Knode, Colorado State University
 Madison Lesjak, Colorado State University

Submitter: Kiplin Nichole Kaldahl, kkaldahl@rams.colostate.edu

170. Poster: 1:30PM–2:20PM

Board 14

How Does National Culture Relate to Workplace Safety Constructs?

Authors examined (a) the relationships between Hofstede's cultural values and various workplace safety constructs and (b) if safety constructs differed depending on the match between respondents and their supervisors on nationality. Results from 3 culturally diverse samples of oil and gas personnel reveal relationships with collectivism and uncertainty avoidance.

Nathanael L. Keiser, Army Research Institute for the Social and Behavioral Sciences
 Stephanie C. Payne, Texas A&M University
 Atif Mohammed Ashraf, Mary Kay O'Connor Process Safety Center-Qatar
 Luc Véhot, Texas A&M University at Qatar

Submitter: Nathanael L. Keiser, keiser.nate@gmail.com

171. Poster: 1:30PM–2:20PM

Board 15

Workload and Fatigue: Recovery, Accumulation, or Sensitization?

Authors test the theoretical assumptions of initial impact, accumulation, and sensitization effects to investigate the temporal patterns of workload and fatigue. Across 4 daily diary studies, support was found for initial impact as workload was consistently positively associated with fatigue. However, no support was found for effects across days, implying that workload does not reach across days.

Anita C. Keller, University of Groningen
 Laurenz L. Meier, University of Neuchâtel

Submitter: Anita C. Keller, a.c.keller@rug.nl

172. Poster: 1:30PM–2:20PM

Board 16

The Costs of Political Conversation at Work: An Experienced Sampling Study

This research examined the costs of employees' political conversation at work. For 6 consecutive working weeks with 2 surveys per week, 166 South Korean employees indicated their political conversations at work were detrimental for their resource and burnout, which in turn, led to less job satisfaction as well as greater withdrawal behavior.

Sooyeol Kim, National University of Singapore
 Brent J. Lyons, York University
 Wonjoon Chung, The Hong Kong Polytechnic University

Submitter: Sooyeol Kim, sooyeolkim@gmail.com

173. Poster: 1:30PM–2:20PM**Board 17****Challenge Demands and Family Outcomes: The Moderating Effect of Conscientiousness**

Work–family conflict (WFC) occurs when personal resources are insufficient in coping with both job and family demands. Based on data from 282 employee-spouse/partner dyads, it was found that challenge job demands had negative indirect effects on marital satisfaction and parent–child relationship via WFC, and these indirect effects were dependent upon conscientiousness.

Cong Liu, Hofstra University
Yisheng Peng, George Washington University
Kimberly Rubenstein, Hofstra University
Jun Yang, University of North Carolina at Greensboro
Submitter: Cong Liu, cong.liu@hofstra.edu

174. Poster: 1:30PM–2:20PM**Board 18****Long Commutes and Well-Being: Examining Nonlinear Relations**

Using data from 6 panel studies, authors examined the nonlinear relation between commute time and well-being through the application of the generalized additive model (GAM). Findings suggested mixed relations where both positive and negative impact of commute time on well-being were discovered.

Kevin C. Loo, George Mason University
Louis Boerman, Penn State University
Lauren Kuykendall, George Mason University
Christopher Wiese, Georgia Institute of Technology
Carol Mindy Wong, George Mason University
Ze Zhu, George Mason University
Submitter: Kevin C. Loo, kloo@gmu.edu

175. Poster: 1:30PM–2:20PM**Board 19****Effects of Stress on Burnout and Job Satisfaction Among U.S. Air Force RPA Operators**

Relationships between occupational stress with burnout and job satisfaction were assessed for RPA operators and whether member/leader social support buffered against stress. Findings indicated that higher levels of occupational stress are associated with increased odds of burnout and job dissatisfaction. Leader social support significantly moderated the stress–job satisfaction relationship.

Rachael Martinez, Neurostat Analytical Solutions, LLC
Kinsey Blue Bryant-Lees, Northern Kentucky University
Tyler Mulhearn, Neurostat Analytical Solutions, LLC
Tanya Goodman, Neurostat Analytical Solutions, LLC
William Thompson, Neurostat Analytical Solutions, LLC
Wayne Chappelle, U.S. Air Force School of Aerospace Medicine
Submitter: Tanya Goodman, tanya.goodman08@gmail.com

176. Poster: 1:30PM–2:20PM**Board 20****Testing the Stress Specificity Hypothesis in United States Air Force Imagery Analysts**

Although the relation between stress and negative health outcomes is widely recognized, the nature of specific stressor-strain outcome pairings, also known as the specificity hypothesis, is less well known. To explore this possibility, 310 participants completed a survey pertaining to stressors and health outcomes. Results provide support for the specificity hypothesis.

Tyler Mulhearn, Neurostat Analytical Solutions, LLC
Tanya Goodman, Neurostat Analytical Solutions, LLC
Rachael Martinez, Neurostat Analytical Solutions, LLC
Kinsey Blue Bryant-Lees, Northern Kentucky University
William Thompson, Neurostat Analytical Solutions, LLC
Wayne Chappelle, U.S. Air Force School of Aerospace Medicine
Submitter: Tyler Mulhearn, tylermulhearn@gmail.com

177. Poster: 1:30PM–2:20PM**Board 21****Physical Consequences of Experienced Incivility: The Role of Perseverative Cognition**

Incivility is a form of mistreatment that continues to be on the rise within organizations and has negative health implications for employees. This study takes an intermediate methodological approach to examine the link between experienced incivility and physical health outcomes, specifically investigating the mediating roles of both rumination and mental fatigue.

Anthony Naranjo, University of Central Florida
Jenna Beltramo, University of Central Florida
Shiyang Su, University of Central Florida
Steve M. Jex, University of Central Florida

Submitter: Anthony Naranjo, anaranj2@gmail.com

178. Poster: 1:30PM–2:20PM**Board 22****The Effects of Work–Family Conflict on Distress and Drinking to Cope**

This study evaluates the influence of work-to-family conflict (WTFC) and family-to-work conflict (FTWC) on drinking to cope via distress within a group of post-911 veterans who have transitioned to the civilian workforce. Results from a time-lagged mediation model revealed significant positive indirect effects of both baseline WTFC and FTWC on 9-month drinking to cope via 3-month distress.

Timothy Oxendahl, Portland State University
Jacquelyn M. Brady, Portland State University
Leslie B. Hammer, Portland State University
Cynthia D. Mohr, Portland State University
Submitter: Timothy Oxendahl, oxendahl@pdx.edu

179. Poster: 1:30PM–2:20PM**Board 23****Insufficient Responding in Safety Surveys**

Careless or insufficient effort responding (IER) is a known phenomena but how much it impacts the levels of the safety constructs we assess is unclear. Across 2 samples of oil and gas employees (total N = 1697), 4 measures of IER, and 19 workplace safety constructs, only the long-string measure was consistently related to 3 safety constructs.

Stephanie C. Payne, Texas A&M University
Stefan Val Dumlaio, Texas A&M University
Ashley Lyrock, Texas A&M University
Submitter: Stephanie C. Payne, scp@tamu.edu

180. Poster: 1:30PM–2:20PM**Board 24****Break Time Task Reminders, Psychological Detachment, and Performance Recovery**

Authors examined the degree to which task-related thoughts during a break from a vigilance task mediated the relationship between break context and performance recovery. Findings indicated that break context had a significant effect on task-related thoughts, and a direct effect on performance recovery, but did not find that task-related thoughts mediated the break context recovery relationship.

Daniel Ravid, George Washington University
Tara S. Behrend, George Washington University
Submitter: Daniel Ravid, Dravid@gwmail.gwu.edu

181. Poster: 1:30PM–2:20PM**Board 25****When Counterproductive Work Behavior Can Be Functional at Work**

Authors explored whether, and to what extent, counterproductive work behavior (CWB) may be functional for employees at work. When employees experienced a high level of quantitative workload or high organizational constraints, individuals who turned to CWB also reported engaging in problem-solving strategies but experienced only modest increases in occupational self-efficacy.

Dena H. Rhodes, Hogan Assessments
Lisa M. Penney, University of South Florida Sarasota-Manatee
Submitter: Dena H. Rhodes, drhodes@hoganassessments.com

182. Poster: 1:30PM–2:20PM**Board 26****Incivility and Employee Silence: A Serial Mediation Model**

Authors used a 2-wave data to examine the relationship between coworker incivility and employee silence in a sequential mediation model. The study found an indirect effect of coworker incivility on employee silence through organizational justice and intrinsic motivation while controlling for emotional exhaustion in the coworker incivility–intrinsic motivation link.

Wiston Rodriguez, The Graduate Center & Baruch College, CUNY
Jichang Ma, Peking University
Zhiqing E. Zhou, The Graduate Center & Baruch College, CUNY
Chang-qin Lu, Peking University
Submitter: Wiston Rodriguez, wiston.rodriguez@baruch.cuny.edu

183. Poster: 1:30PM–2:20PM**Board 27****Determinants of Successful Return to Work After Burnout**

Building on the job demands-resources model and effort-recovery model.

el, this study investigated determinants of return to work (RTW) among 818 ex-burnout patients. Organizational support, autonomy regarding RTW, emotional stability, and sleep enhanced RTW, whereas burnout severity and a lack of family support were obstacles in RTW. Strengths, limitations, and implications are discussed.

Claudia Rooman, Ghent University
Eva Derous, Ghent University
Philippe Sterkens, Ghent University
Stijn Baert, Ghent University

Submitter: Claudia Rooman, Claudia.Rooman@UGent.be

184. Poster: 1:30PM–2:20PM Board 28

Nurse Stress Prep: Training Redesign to Impact Longevity in Field
Multidisciplinary project gathered perceptions of workplace stress relevant to today's nurse professionals. Mixed-method design assessed stressor–strain factors affecting alumni from nursing program currently working in field. Themes identified included burnout, work–life conflict, incivility, the need for more experiential opportunities during training, and the importance of resilience/recovery.

April D. Schantz, University of West Florida
Jill Jackson Van Der Like, University of West Florida
Meagan Kent, University of West Florida

Submitter: April D. Schantz, aschantz@uwf.edu

185. Poster: 1:30PM–2:20PM Board 29

Unpacking Workplace Social Support Judgments: A Policy Capturing Experiment

Organizational theories and outcomes rely on accurate understanding of social support at work. Yet, support definitions and scales ignore the contribution of unsupportive exchanges (i.e., mistreatment). Applying the lens model as a framework for a policy capturing study, results suggest that instrumental support, emotional support, and mistreatment cues are used to make global support judgments.

Claire Elizabeth Smith, Bowling Green State University
Lexi Hirvo, Bowling Green State University
Clare L. Barratt, Bowling Green State University

Submitter: Claire Elizabeth Smith, sclaire@bgsu.edu

186. Poster: 1:30PM–2:20PM Board 30

Effects of Anticipatory Stress and Stress Forecasting on Well-Being Outcomes

In a daily study of college students, poor sleep and negative affect were related to anticipating a stressful day and an overestimation of stressor levels. Overestimating stressors in the morning was associated with negative affect at the end of the day. A belief in one's ability to handle stressors was related to less anticipated stress and overestimation.

Yi-Ren Wang, University of Alabama
Alexandra Jira Martin, University of Tennessee at Chattanooga
Kristen Jennings Black, University of Tennessee at Chattanooga

Submitter: Yi-Ren Wang, ywang314@crimson.ua.edu

187. Poster: 1:30PM–2:20PM Board 31

Acculturation Demands and Workplace Ostracism in Immigrant Workers

The authors examined acculturation demands, workplace ostracism, and employee outcomes among immigrant workers in the US. In this time-lagged research study, it was found that acculturation demands was positively related to workplace ostracism among immigrant workers. Employees' cultural identity salience and harmony enhancement moderated these mediated relationships.

Myia S. Williams, Northwell Health
Cong Liu, Hofstra University

Submitter: Myia S. Williams, mwilliams2210@gmail.com

188. Poster: 1:30PM–2:20PM Board 32

Workplace Communication: The Mediating Role of Burnout and Moderating Role of Gender

Using the social information processing theory, this study found that communication content predicted burnout among Korean employees. Burnout in turn, mediated the relationship between communication content and job outcomes (CWB, job satisfaction, turnover intention).

Gender moderated the communication–burnout relationship such that negative communication had a stronger effect on burnout in women.

Mansik Yun, Central Michigan University
Nga Do, Central Michigan University
Krystal N. Roach, Central Michigan University
Terry A. Beehr, Central Michigan University

Submitter: Mansik Yun, yun1m@cmich.edu

189. Symposium: 2:00PM–2:50PM

201-202

Who Am I? Changing Leader Self-Conceptualizations

Leader self-concepts drive the actions of leaders. Leader development scholars suggest that these self-conceptualizations of leadership change over time, either through natural maturation or as the result of leader development. In the proposed symposium, authors present 3 papers that explore the change in leader self-concepts over time.

David M. Wallace, U.S. Naval Academy, *Chair*
Jessica Francavilla, Montclair State University, Valerie I. Sessa, Montclair State University, *Leadership Conceptualization*
David M. Wallace, U.S. Naval Academy, *Beyond Experience: The Development of Leader Identity Through Formal Instruction*
Sarah Wittman, George Mason University, Laura Guillen, ESADE, Almudena Cañibano, ESCP Business School, *Once a Leader, Always a Leader? Leader Identity Work Before and After Retirement*

Submitter: David M. Wallace, dmwallac@usna.edu

190. Symposium: 2:00PM–2:50PM

203-204

Work Hard, Play Hard: Creating, Measuring, and Sustaining Fun in the Workplace

This symposium includes 3 presentations about workplace fun. Presenters draw from experience as external consultants and internal HR employees to discuss incorporating fun at work and how to measure fun as a cultural component. This symposium is intended for an intermediate audience and offers practical tips for injecting fun into work at a time when many companies are embracing the topic.

Kyle J. Sandell, Deloitte Consulting LLP, *Workplace Fun: What Is It and Why Does It Matter?*
Lauren E. Wallace, Google, Taylor Barr, DaVita, *Speak Freely: Are You Having Fun at Work?*

Kyla J. Holcombe, Newmeasures, *Understanding Employee Engagement Through Workplace Fun*

Tiffany McDowell, Deloitte Consulting LLP, *Discussant*

Submitter: Kyla J. Holcombe, kyla@newmeasures.com

191. Ignite: 2:00PM–2:50PM

402-403

Feedback on Fire! Hot New Ideas to Get People to Love Feedback as Much as We Do

Presenters will share innovative feedback techniques they have tested in their work and research. The session draws on empirical research and evidence-based best practices to share realistic and high impact ideas for moving the needle on feedback behavior in organizations, such as leveraging technology, making feedback forward-looking, and using behavioral “nudges” to encourage real-time feedback.

Brodie Gregory Riordan, McKinsey & Company, *Chair*
Jason Dahling, The College of New Jersey, *Presenter*
Alison L. O'Malley, BetterUp, *Presenter*
Stephen F. Young, Center for Creative Leadership, *Presenter*
Ariel A. Roberts, Modern Hire, *Presenter*
Paul E. Levy, University of Akron, *Presenter*
Janice Steffen, McKinsey & Company, *Presenter*

Submitter: Brodie Gregory Riordan, brodie.gregory@gmail.com

192. Special Event: 2:00PM–2:50PM

408-409

SIOP Select: Distinguished Professional Contributions Award Winners

Every year SIOP honors individuals who have developed, refined, and implemented practices, procedures, and methods that have had a major, demonstrable impact on people at work, organizations, and the practice of I-O psychology. Join us for a captivating and insightful take on lessons learned from top practitioners in the field.

Kristen M. Shockley, University of Georgia, *Chair*
 Seymour Adler, Kincentric, *Presenter*
 Submitter: Tyree D. Mitchell, tyreedmitchell@aol.com

193. Symposium: 2:00PM–2:50PM 502-503

Enhancing Well-Being and Performance by Building Emotional Resources in Organizations

Expressing, regulating, and managing emotions are now recognized as important work requirements for many employees. This symposium presents recent empirical work focused on the emotional resources that employees draw on in order to maintain their well-being and performance in the face of emotional demands at work.

Matthew Neale, Revelian, *Chair*

Jochen Menges, University of Zurich, Lauren Christine Howe, University of Zurich, Leander De Schutter, Erasmus University Rotterdam, Sarah Kern, WHU Otto Beisheim School of Management, *Emotional Capital at Work: Positive Interactions Buffer Employees Against Setbacks*

Matthew Neale, Revelian, Melinda Garcia, Revelian, Serena Wee, University of Western Australia, *Coworker Support and Ability Emotional Intelligence in Sales Roles*

Amy Bannatyne, Bond University, Craig Gillies, Revelian, Kirsty Forrest, Bond University, Cindy Jones, Bond University, Carmel Tepper, Bond University, Jo Bishop, Bond University, *Beyond Academic Excellence in Medicine: The Impact of Ability Emotional Intelligence*

Jigyasu(Jigs) Shukla, Dana Joseph, University of Central Florida, *Ignorance May Be Bliss: Emotion Perception Ability and Job Satisfaction*

Neal M. Ashkanasy, University of Queensland, *Discussant*

Submitter: Matthew Neale, matthew.neale@revelian.com

194. Alternative Session Type with Presenters:

2:00PM–2:50PM

Brazos

Hello From the Technical Side: A Multidisciplinary Exploration of I-O's Role in Cyber

This multidisciplinary session will include industrial and organizational (I-O) psychologists from both applied and academic careers and cyber personnel in technical positions. Cyber panelists will present issues in their field and I-O psychologists will discuss solutions from I-O methodology and research.

Jaclyn Martin, PDRI, an SHL Company, *Co-Chair*

Rachel C. Dreibelbis, Booz Allen Hamilton, *Co-Chair*

David J. Howard, University of South Florida, *Presenter*

Leslie Overmyer-Day, Booz Allen Hamilton, *Presenter*

Clay Cross, Chiron Technology, *Presenter*

David W. Dorsey, HumRRO, *Presenter*

Kayleigh Early, United States Navy, *Presenter*

Stephanie L. Shively, Booz Allen Hamilton, *Presenter*

Submitter: Jaclyn Martin, jaclyn.martin@pdri.com

195. Panel Discussion: 2:00PM–2:50PM JW Grand Salon 1

Assessing Relationship Quality: Technology to Understand Interpersonal Interactions

Business success depends on interactions and interpersonal connections among employees, leaders, customers, and other business stakeholders. A panel of experts discusses how recent technological innovations related to things such as organizational network analysis, 360 feedback, pulse surveys, and customer experience analytics are informing a deeper understanding of workplace relationships.

Steven T. Hunt, SAP SuccessFactors, *Panelist*

James H. Killian, Qualtrics, *Panelist*

Justin C. O'Neal, Amazon, *Panelist*

Dale S. Rose, 3D Group, *Panelist*

Submitter: Steven T. Hunt, s.hunt@sap.com

196. Debate: 2:00PM–2:50PM JW Grand Salon 2

Is It Time to Reconsider the Ban on Using Demographic Variables in Selection?

The application of artificial intelligence in selection assessments is reigniting the debate over constraints on permissible variables. Research shows improved prediction when accounting for demographic variables. Is the restriction on their use hindering advancements in fairness? Risks

and benefits of allowing these in selection will be weighed with the goal of building fairer assessment items.

Daniel A. Schmerling, Wonderlic, *Chair*

Rebecca Callahan, Wonderlic, *Moderator*

Ross Daniel Piper, Wonderlic, *Presenter*

Nick C. Koenig, Modern Hire, *Presenter*

Matthew L. Arsenault, Walmart, *Presenter*

Robert F. Calderon, American Institutes for Research, *Presenter*

Carollaine Garcia, Deloitte Consulting LLP, *Presenter*

Submitter: Daniel A. Schmerling, dschmerl@gmail.com

197. Alternative Session Type with Presenters:

2:00PM–2:50PM

JW Grand Salon 3

People Analytics Practice Incubator: Sharing Successes and Crowdsourcing Challenges

Calling all practitioners in the field of People Analytics: Join in round table discussions on relevant topics challenging the field today, sharing wisdom from recent successes and developing solutions. This session is intended to strengthen the internal community of People Analytics professionals within SIOP, leveraging our shared I-O frame of reference to create a network of mutual support.

Brigitte K. Armon, Cox Enterprises, *Chair*

Julia N. Thompson, Cox Enterprises, Inc., *Co-Chair*

Stephen Campbell Newman, Roosevelt University, *Author*

John P. Muros, RHR International, *Presenter*

Ashley D. DuPuis, Dow Chemical, *Presenter*

Brian Costello, Red Hat, *Presenter*

Submitter: Brigitte K. Armon, brigitte.armon@coxinc.com

198. Alternative Session Type with Presenters:

2:00PM–2:50PM

JW Grand Salon 4

Integrating Other I-O Disciplines With Training Research: A Roundtable Discussion

Participants will engage in a discussion about opportunities for integration that exist among training research and other I-O areas. Participants will discuss possible cross-pollination between training and I-O disciplines, such as selection and performance management, to inform research and practice. What do we know from training research that can be applied to other disciplines, and vice versa?

Amy DuVernet, Training Industry, Inc., *Chair*

Grace Arnold, George Washington University, *Co-Chair*

Charlotte Wright, George Washington University, *Co-Chair*

Submitter: Grace Arnold, gsc1995@gmail.com

199. Panel Discussion: 2:00PM–2:50PM JW Grand Salon 5

I-Os as Influencers: Working Through SIOP and Local I-O Groups to Make an Impact

I-O psychologists are making major efforts to translate important scientific work into public policy and broad social influence initiatives. These initiatives are encouraging, but much more remains to be done. This session will discuss the current and potential roles of SIOP's External Relations Committee and of local I-O groups in promoting the profession and our scientific findings.

Lorin M. Mueller, Federation of State Boards of Physical Therapy, *Chair*

Anna R. Erickson, *Panelist*

Seth A. Kaplan, George Mason University, *Panelist*

Deirdre J. Knapp, HumRRO, *Panelist*

Virginia Bryant Whelan, Whelan & Associates, LLC, *Panelist*

Submitter: Lorin M. Mueller, lmueller@fsbpt.org

200. Alternative Session Type with Presenters:

2:00PM–2:50PM

JW Grand Salon 6

Town Hall: What Do Top Buyers of I-O Want From Practitioners and Research

Four talent executives will answer questions about the issues with which organization leaders are wrestling, help us better connect our work to their challenges, and stimulate needed theory and research in key areas of I-O psychology. A town hall format will provide an opportunity to speak directly with leaders from Wendy's, Royal Caribbean, 3M, and Citizens Bank.

Lynn Collins, BTS USA, *Chair*
 Sandra Hartog, BTS USA, *Co-Chair*
 Amy Alexy, Royal Caribbean Cruise Line, *Presenter*
 Karen B. Paul, 3M, *Presenter*
 William Shepherd, The Wendy's Company, *Presenter*
 Yvette Vargas, Citizens Financial Group, *Presenter*
 Submitter: Lynn Collins, lynn.collins@bts.com

201. Alternative Session Type with Presenters:

2:00PM–2:50PM

JW Grand Salon 7-8

Triumphs and Tribulations: Showcasing Early Career Practitioner Critical Incidents

Practitioners from a variety of applied settings will share the job-related achievements and challenges that they experienced early in their careers by discussing a variety of critical incidents that they have faced in transitioning to the workplace. Through an interactive discussion, participants will hear and discuss strategies for dealing with potential early career-related dilemmas and issues.

Michael H. Chetta, Talent Metrics Consulting, *Presenter*
 Michelle D. Corman, Mercer | Sirota, *Presenter*
 Benjamin E. Liberman, U.S. Office of Personnel Management, *Presenter*
 Submitter: Michael H. Chetta, mike@TalentMetrics.IO

202. Ignite: 2:00PM–2:50PM

Lone Star Salon A

Academic AF: Lessons Learned During Our First Years in Academia

We've landed jobs in academia. Now what? In this Ignite-style series, 6 panelists from teaching- and research-oriented positions in psychology and business programs come together to discuss achievements and failures (Academic AF) with an emphasis on lessons learned during our first years in academia. Submit your questions online using Twitter #SIOP2020AcademicAF.

Kelsey L. Merlo, University of South Florida, *Chair*
 Keaton A. Fletcher, Georgia Institute of Technology, *Presenter*
 Cynthia K. Maupin, Binghamton University, SUNY, *Presenter*
 Kathryn Narciso, University of North Georgia, *Presenter*
 Benjamin R. Jones, University of Maryland, *Presenter*
 Alexander S. McKay, Virginia Commonwealth University, *Presenter*
 Submitter: Kelsey L. Merlo, kmerlo@usf.edu

203. Ignite: 2:00PM–2:50PM

Lone Star Salon B

Survey Myths, Decisions, and Pitfalls, Oh My! Making Evidence-Based Survey Decisions

Employee surveys are staples in many organizations, yet practitioners must face numerous myths, decisions, and potential pitfalls throughout the survey process. From designing effective survey communications, to selecting the best survey cadence, to leveraging open-ended comments, this session addresses the complex decision-making process and how practitioners can make evidence-based decisions.

Lauren M. Rice, Qualtrics, *Chair*
 Haley Kuschman, Qualtrics, *Co-Chair*
 Jennifer Diamond Acosta, Allstate Insurance Company, *Presenter*
 Nicole Boyko, Liberty Mutual Insurance, *Presenter*
 Meghan R. Lowery, Eli Lilly and Company, *Presenter*
 Alec H. Munc, Facebook, *Presenter*
 Marina Pearce, Ford Motor Company, *Presenter*
 Submitter: Lauren M. Rice, lzimm002@gmail.com

204. Symposium: 2:00PM–2:50PM

Lone Star Salon C

Developments in Informant Reports of Personality and Deceptive Impression Management

This symposium features an international group of scholars investigating new developments in using informant reports of personality in personnel selection. Three studies examine when personality can be accurately rated during the interview, the source of personality's predictive power in predicting job performance, and how to improve the detection of impression management in the interview.

Deborah M. Powell, University of Guelph, *Chair*

Melissa Pike, University of Guelph, Deborah M. Powell, University of Guelph, Joshua S. Bourdage, University of Calgary, *Detecting Honesty-Humility in Employment Interviews*

Ray Fang, University of Toronto, Brian S. Connelly, University of Toronto, *Multirater Personality Assessments: Sources of Predictive Power and Group Differences*
 Megan Martin, University of Cape Town, Francois S. de Kock, University of Cape Town, *Can Frame-of-Reference Training Enhance Detection of Deceptive Impression Management?*

Filip Lievens, Singapore Management University, *Discussant*

Submitter: Deborah M. Powell, dpowell@uoguelph.ca

205. Ignite: 2:00PM–2:50PM

Lone Star Salon F

IGNITE Panel With Data: The Who, What, When, and Where of Candidate Feedback

Presenters will share data on candidate feedback to prehire assessments in various scenarios to IGNITE the audience's interest. The panel will then discuss some of the nuanced differences between feedback when considering factors such as candidates' personality, work experience, and job type, as well as when and where feedback is being collected.

Matthew D. Sloan, Modern Hire, *Chair*
 Jensen T. Mecca, Modern Hire, *Presenter*
 Ted B. Kinney, PSI Services LLC, *Presenter*
 Tyler J. Slezak, Modern Hire, *Presenter*
 Aimee K. Gardner, Baylor College of Medicine/SurgWise Consulting, *Presenter*
 Alison E. Carr, Modern Hire, *Presenter*
 Jay H. Hardy, III, Oregon State University, *Presenter*
 Submitter: Matthew D. Sloan, matt.sloan@modernhire.com

206. Symposium: 2:00PM–2:50PM

Lone Star Salon G

Toward Building a Better Understanding of Female Leaders

This symposium seeks to address the gender gap in the executive ranks by advancing our understanding of personality characteristics, obstacles, and development needs of female executives including ways in which they are different from, and similar to, both their male executive and female nonexecutive counterparts.

Amber L. Burkhart, Hogan Assessments, *Chair*
 Amy Sarraf Renshaw, Hogan Assessments, *Co-Chair*
 Amber L. Burkhart, Hogan Assessments, Ryne A. Sherman, Hogan Assessments, *An Investigation of Dark Side Characteristics in Female Leaders*
 Sydney Mann, Multi-Health Systems, Inc. (MHS), Vivian W. Chan, Multi-Health Systems, Inc. (MHS), *Queen Bee Syndrome in Emotional Intelligence, Resilience, and Leadership*
 Erin Eatough, BetterUp, Shonna D. Waters, BetterUp, Evan F. Sinar, BetterUp, *Gender Differences in Leadership Strengths and Desires for Leadership Coaching*
 Robert B. Kaiser, Kaiser Leadership Solutions, *Discussant*
 Submitter: Amber L. Burkhart, asmittick@hoganassessments.com

207. Ignite: 2:00PM–2:50PM

Lone Star Salon H

Excel Can Do That Too? Six Fantastic Functions for I-Os

Excel remains a ubiquitous and accessible tool for many I-Os. This IGNITE! session describes Excel functions that can be leveraged across a wide range of I-O projects. Panelists will demonstrate advanced Excel functionality that allows I-Os to efficiently clean and structure data, analyze qualitative and quantitative information, and produce polished data visualizations and dashboards.

Jessica L. Dziewieczynski, U.S. Citizenship and Immigration Services, *Chair*
 Christine N. Gundermann, FMP Consulting, *Co-Chair*
 Robbie C. Brusso, Capital One, *Presenter*
 William N. Haller, Energy Information Administration (EIA), *Presenter*
 Brendan S. Hunt, FMP Consulting, *Presenter*
 Hanna K. Pillion, U.S. Customs and Border Protection, *Presenter*
 Stephen W. Tyler, Square, *Presenter*
 Shrish P. Willett, FMP Consulting, *Presenter*
 Submitter: Jessica L. Dziewieczynski, jessicadzi@gmail.com

208. Master Tutorial: 3:30PM–4:20PM

201-202

I Have Text Data. What Do I Do Next? A Master Tutorial on NLP Basics

The 50-minute master tutorial is to present an in-depth guide on what to do when you have just acquired text data and are stuck on the next

steps to create something meaningful from it. Attendees will walk away from this master tutorial with a solid foundation in how to prepare their organizations' unstructured text data for analysis using Python.

Nathan A. Hundley, Hogan Assessments, *Presenter*

Andrew B. Blake, Texas Tech University, *Presenter*

Xue Lei, George Mason University, *Presenter*

Submitter: Nathan A. Hundley, nah386@utulsa.edu

209. Debate: 3:30PM–4:20PM 203-204

Mindfulness at Work: Is It the Fad or the Future?

Mindfulness in the workplace is currently all the rage. Although there are many organizational and employee benefits from practicing mindfulness, is it just a passing fad? Or, is mindfulness the future? This debate discusses the rationale, risks, and outcomes of seeing mindfulness as a panacea for organizations' problems, followed by a conversation on future academic and practical implications.

Alaina C. Keim, Bellarmine University, *Chair*

Julianne Brown, Deere & Co., *Presenter*

Donna Kingry, PDRI, an SHL Company, *Presenter*

Maura J. Mills, University of Alabama, *Presenter*

Chanda Simkin Murphy, Mindful in Memphis, *Presenter*

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

210. Special Event: 3:30PM–4:20PM 402-403

SIOP Select: Open Science: What Is It, and Where Is SIOP Going From Here?

The integrity of published research is strengthened by meeting the goals of transparency, reliability, and reproducibility. To further these goals, social and personality psychologists have engaged in the open science movement; now it is time for SIOP and I-O psychology to do the same. This panel discusses the nature of open science and its future promise for SIOP and I-O psychology.

Fred Oswald, Rice University, *Chair*

George C. Banks, UNC Charlotte, *Presenter*

Lillian T. Eby, University of Georgia, *Presenter*

Steve W. J. Kozlowski, Michigan State University, *Presenter*

Dan J. Putka, HumRRO, *Presenter*

Submitter: Fred Oswald, foswald@rice.edu

211. Alternative Session Type with Presenters:

3:30PM–4:20PM 408-409

Bridging the Gap Between Organizations and Nontraditional Team Members

Although organizations use many different types of relationships, like independent contractors, to build their workforces, little guidance exists about how to adapt organizational psychology techniques to best engage nontraditional team members. During this panel, representatives from State Farm, GoHealth Urgent Care, BetterUp, and Uber will share their unique experiences and perspectives.

Mekayla Castro, BetterUp, *Presenter*

Dyan Ferraris, Uber, *Presenter*

Brett J. Litwiller, State Farm Insurance, *Presenter*

Evgeniya E. Pavlova Miller, GoHealth Urgent Care, *Presenter*

Submitter: Evgeniya E. Pavlova Miller, jenny.pavlova@gmail.com

212. Panel Discussion: 3:30PM–4:20PM 502-503

Prospecting the Wild West: What Feedback Do Candidates Actually Want?

This session provides foundational information driven by research and user tests about candidate feedback focusing on assessments. Topics include evaluation of extant research available at large, panelist experience determining candidate desire for feedback, and the decision-making process of what feedback to provide and how. Panel will share methodologies, key learning, and current practices.

Matthew Glueckert, Wonderlic, Inc., *Chair*

Mo Kalby, Wonderlic, *Panelist*

Peter W. Seely, Centers for Disease Control and Prevention, *Panelist*

Ann Kwak, Capital One, *Panelist*

Jennifer E. Lowe, Hogan Assessments, *Panelist*

Alejandra C. Matamala, PwC, *Panelist*

Submitter: Matthew Glueckert, matthew.glueckert@wonderlic.com

213. Panel Discussion: 3:30PM–4:20PM Brazos

A Day in the Life: The Evolving Role of Data Scientists in Modern Organizations

As the intersection of I-O psychology and data science continues to evolve, it is imperative to share lessons learned from experiences. This panel brings together a group of I-Os who currently work in data science roles. The purpose of this panel is to discuss applications of data science tools in organizations, related challenges, and lessons learned.

Nicole L. Petersen, Modern Hire, *Co-Chair*

Benjamin Biermeier-Hanson, Radford University, *Co-Chair*

Garett C. Foster, Maritz, *Panelist*

Rachel T. King, Modern Hire, *Panelist*

Mengqiao (MQ) Liu, Amazon, *Panelist*

Frederick R. Stilson, Lockheed Martin, *Panelist*

Scott A. Withrow, Infor, *Panelist*

Submitter: Nicole L. Petersen, nlpetersen13@gmail.com

214. Symposium: 3:30PM–4:20PM JW Grand Salon 1

A Life of Leading: Emerging Trends in Age-Leadership Research

Research on the effect of age on leadership behaviors and outcomes is rare. Lifespan development theories have been applied to a host of important workplace outcomes; however, leadership, one of the most studied areas in our field, is largely absent from this literature. This session presents the most current research from industry and academia applying lifespan concepts to leadership questions.

Greg R. Thrasher, Oakland University, *Co-Chair*

Yisheng Peng, George Washington University, *Co-Chair*

Yisheng Peng, George Washington University, Jie Ma, Lanzhou University, *Age and Charismatic Leadership: A Moderated Mediation Model*

Greg R. Thrasher, Oakland University, Matthew J. W. McLarnon, Mount Royal University, *Agentic and Communal Constellations: A Mixture Model of Age and Leadership*

Maria Brown, Management Research Group, Andrew M. Rand, Management Research Group, *Leader Age and Perceptions of Future Potential*

Cort W. Rudolph, Saint Louis University, *Discussant*

Submitter: Yisheng Peng, pengyisheng2012@gmail.com

215. Panel Discussion: 3:30PM–4:20PM JW Grand Salon 2

The Networked Paradigm in Organizations: The Rise of Organizational Network Analysis

Organizational network analysis (ONA) is quickly becoming mainstream among HR vendors, I-O psychologists, and analytics practitioners. However, little consensus is offered for those who wish to get started in social network research. This panel brings together 6 panelists who are actively researching or applying social network analysis and graph analytic techniques to organizational problems.

Timothy Davis, Bersin by Deloitte, *Chair*

Gary N. Burns, Florida Institute of Technology, *Co-Chair*

Michael Arena, Amazon, *Panelist*

Dorothy R. Carter, University of Georgia, *Panelist*

Gary Johnson, Deloitte Consulting LLP, *Panelist*

Tiffany McDowell, *Panelist*

Chirag Padalia, Blues Cross Blue Shield of IL, *Panelist*

Stephen F. Young, Center for Creative Leadership, *Panelist*

Submitter: Timothy Davis, davis2016@my.fit.edu

216. Alternative Session Type with Presenters:

3:30PM–4:20PM JW Grand Salon 3

Developing a Talent Agenda for Leveraging the Aging Workforce

The demographic shift is dramatic: people are living longer, healthier lives. This "longevity bonus" influences employees' decisions to stay in the workforce and an organizations' ability to realize their value. This interactive session will tackle the realities and myths of the aging workforce, envision the ideal future, and develop catalytic questions for advancing a talent management agenda.

Miriam T. Nelson, Korn Ferry, *Presenter*
 Veronica S. Harvey, Schmidt Harvey Consulting, LLC, *Presenter*
 Paul T. Van Katwyk, Korn Ferry Hay Group, *Presenter*
 Submitter: Miriam T. Nelson, miriam.nelson@kornferry.com

217. Alternative Session Type with Presenters:

3:30PM–4:20PM JW Grand Salon 4

Translating Research on Specific Cognitive Abilities Into Opportunities for Practice

Cognitive ability is arguably more important than ever for success in a complex business world, yet the applied value of specific cognitive abilities remains largely untapped. An expert panel will present research on specific abilities and suggestions for translating this research into practice. The audience will then engage in small-group discussions to generate further application ideas.

Anne E. Kato, The Graduate Center & Baruch College, CUNY, *Co-Chair*
 Serena Wee, University of Western Australia, *Co-Chair*
 Harold W. Goldstein, The Graduate Center & Baruch College, CUNY, *Presenter*
 Jonas W. B. Lang, Ghent University, *Presenter*
 Christopher D. Nye, Michigan State University, *Presenter*
 Submitter: Anne E. Kato, annie@anniekato.com

218. Panel Discussion: 3:30PM–4:20PM JW Grand Salon 5

Culture Joins Strategy for Breakfast: Changing Culture to Align With a New Strategy

This session addresses the difficult task of changing an organization's culture to align it with a new business strategy. A panel of I-O practitioners will be asked about the aspects of their organizations' business strategy that necessitated culture change, methods used to embed the desired culture in the organization, how their I-O knowledge and experience contributed, and lessons learned.

Scott A. Young, CultureIQ, *Chair*
 Mariangela Battista, IGT, *Panelist*
 Kristin Chase, Universal Parks and Resorts, *Panelist*
 Kristofer J. Fenlason, 3M, *Panelist*
 Steven J. Robison, Dow Chemical, *Panelist*

Submitter: Scott A. Young, Scott.Young@cultureiq.com

219. Panel Discussion: 3:30PM–4:20PM JW Grand Salon 6

2020 EEOC/OFCCP Practitioner Update: Things Old, New, Borrowed, or Blue

This session will provide the annual update to the SIOP community on the impact of new federal regulations, new state laws, and current EEOC and OFCCP enforcement trends. The panel will also highlight news from Washington, DC and practical implications for I-O psychologists.

Joanna L. Colosimo, DCI Consulting Group, Inc., *Chair*
 Mike G. Aamodt, DCI Consulting Group, Inc., *Panelist*
 Julia Bayless, APTMetrics, *Panelist*
 Michelle Duncan, Jackson Lewis, P.C., *Panelist*

Submitter: Julia Bayless, julia.bayless@hotmail.com

220. Alternative Session Type with Presenters:

3:30PM–4:20PM JW Grand Salon 7-8

Improving Academic Presentations: Tips on Design, Delivery, Environment, and Impact

Scientists have the most powerful ideas in the world, but they struggle to communicate them. This is a tragic shortfall in I-O psychology, where there is a built-in audience of professionals and business leaders eager to learn the insights discovered every day. In this session, 5 I-O psychologists known for their public speaking prowess share processes and tips on giving impactful presentations.

Mike Morrison, Michigan State University, *Co-Chair*
 Jennifer Weiss, HR Alignment Consulting, *Co-Chair*
 Leslie A. DeChurch, Northwestern University, *Presenter*
 Ben Hawkes, Shell International, *Presenter*
 Zachary W. Woessner, Michigan State University, *Presenter*
 Submitter: Zachary W. Woessner, zwoessner144@gmail.com

221. Symposium: 3:30PM–4:20PM Lone Star Salon A

Creating Consensus: Workplace Resilience Measurement Best Practices

There is not yet consensus on how workplace resilience should be measured. This symposium offers an intermediate view on how resilience should be captured in the workplace. Presentations involve item-level understandings of resilience measures, the search for a "gold standard," assessing team resilience measures, and a practitioner-focused multi-level approach to resilience measurement.

Dominique Burrows, Rice University, *Co-Chair*
 Danielle D. King, Rice University, *Co-Chair*
 Shannon Cheng, Rice University, Danielle D. King, Rice University, Fred Oswald, Rice University, *An Item-Level Understanding of Resilience Measurement in Organizations*
 Larry Mallak, Western Michigan University, *Measuring Resilience at Work: Looking for the Gold Standard*
 Armando X. Estrada, Temple University, Shala N. Blue, U.S. Army Research Institute, Colanda R. Cato, U.S. Army Research Institute, Bridget E. Boyle, Army Research Institute, *A Critical Review of Measures of Team Resilience and Related Constructs*
 Kathryn Hilary McEwen, Working With Resilience, *A Practitioner Toolkit for Taking a Systemic Approach to Measuring Resilience at Work*
 David K. Palmer, South Dakota State University, *Discussant*
 Submitter: Dominique Burrows, dominiquenicoleburrows@gmail.com

222. Panel Discussion: 3:30PM–4:20PM Lone Star Salon B

Conducting Your Psychological Due Diligence: I-Os Providing Value for Private Equity

This panel will provide an opportunity for consultants to share work they conduct with private equity firms and their portfolio companies to assess and manage senior leader talent. These professionals will share their experiences gaining entry to the field, skills and competencies necessary to be successful consultants, best practices learned along the way, and ideas to promote research.

Kevin Impelman, Hollweg Assessment Partners, *Chair*
 Heather M. Bolen, Aesop Partners, *Panelist*
 Sandra R. Fiaschetti, Gryphon Investors, *Panelist*
 Jill Hill, YSC, *Panelist*
 Jamie Jacobs, American Securities, *Panelist*
 Rebecca B. Winkler, Dept 732c, *Panelist*

Submitter: Kevin Impelman, kimpelman@yahoo.com

223. Alternative Session Type with Presenters:

3:30PM–4:20PM Lone Star Salon C

Organization Design: Who, What, When, Why, and How

This session is intended to help attendees build an understanding of organization design and to provide a holistic approach to enhance human resource professionals' consulting and analytical skills by providing a common set of concepts, processes, and tools to guide organization design decisions.

Courtney Williams Olls, Syneos Health, *Co-Chair*
 Karen Tate, Syneos Health, *Co-Chair*
 Ruchi Patel, Aon, *Presenter*
 Kate Spain, PRA Health Sciences, *Presenter*

Submitter: Ruchi Patel, ruchipatel2003@gmail.com

224. Special Event: 3:30PM–4:20PM Lone Star Salon D

SIOP Select: WHY Should We Care? Making the Case for Inclusion

Experts will discuss different perspectives (e.g., ethical, business, scientific) on why scientists and practitioners should care about inclusion. This session will also include an interactive component that provides audience members with the opportunity to apply justifications for inclusion. Participants will leave with an appreciation of different cases for inclusion.

Veronica L. Gilrane, Google, *Chair*
 Aarti Shyamsunder, Psymantics Consulting, *Co-Chair*
 Kristen P. Jones, University of Memphis, *Presenter*
 Brian Welle, Google, *Presenter*
 Sabrina D. Volpone, University of Colorado Boulder, *Presenter*
 Submitter: Emily G. Solberg, emily.solberg@shl.com

225. Symposium: 3:30PM–4:20PM Lone Star Salon E**Fit Indices in SEM and IRT: Bringing Clarity to the Confusion**

Despite the popularity of reporting fit indices, there is still a great deal of confusion about when to use fit indices, which indices to use and report, and what cutoffs to use given the specifics of the model. This symposium provides presentations for an introductory audience that address critical issues in the use and misuse of fit indices for SEM and IRT-based models.

Nicholas J. Haynes, University of Georgia, *Co-Chair*

Robert J. Vandenberg, University of Georgia, *Co-Chair*

Jose M. Cortina, Virginia Commonwealth University, Lydia Craig, George Mason University, Dustin T. Weilbach, Virginia Commonwealth University, *Structural Equation Modeling: A Reproducibility Study*

Nicholas J. Haynes, University of Georgia, Robert J. Vandenberg, University of Georgia, *Fit Indices and Cut offs in Organizational Research: A Critical Review*

Larry J. Williams, Texas Tech University, Steven Culpepper, University of Illinois at Urbana-Champaign, *Introducing a Package for Assessing Path Model Fit With R*

Benjamin S. Listyg, University of Georgia, Nathan T. Carter, University of Georgia, *Evaluating Global Fit Index Cutoffs for IRT Models*

Submitter: Nicholas J. Haynes, njhaynes@uga.edu

226. Panel Discussion: 3:30PM–4:20PM Lone Star Salon F**Selling the Science: Tales and Lessons From the Field**

Navigating conversations with decision makers is important in helping to influence the adoption of evidence-based practices. In this session, practitioners representing industry, government, and consulting roles share lessons and personal experiences where they had to advocate, challenge and persuade decision makers to adopt scientifically supported practices in organizations.

David B. Fecteau, University of Georgia, *Co-Chair*

Mark L. Poteet, Organizational Research & Solutions, Inc., *Co-Chair*

Warren Bobrow, All About Performance, LLC, *Panelist*

Jessica A. Gallus, Forefront Suicide Prevention, *Panelist*

Tracy Kantrowitz, PDRI, an SHL Company, *Panelist*

William Shepherd, The Wendy's Company, *Panelist*

Submitter: David B. Fecteau, dbfecteau@gmail.com

227. Special Event: 3:30PM–4:20PM Lone Star Salon G**Shape of the Future of Work: Visionary Grants Finals**

Visionary Grant Finals

Adrienne J. Colella, Tulane University, *Chair*

Milt Hakel, SIOP Foundation, *Discussant*

Submitter: Adrienne J. Colella, acolella@tulane.edu

Poster Session (Withdrawal, Training, Prosocial, Innovation):

3:30PM–4:20PM

Griffin Hall

228. Poster: 3:30PM–4:20PM Board 1**Balancing Between Action and State Orientation Enables Creativity Under Low Autonomy**

Authors examine the influence of employees' action-state orientation on creativity and the moderating role of autonomy at work. A study with 314 employees and their supervisors demonstrated an inverted u-shaped relationship between action-state orientation and managerial ratings of creativity. The curvilinear effect was strongest under low autonomy and disappeared under high autonomy.

Ronald Bledow, Singapore Management University

Jana Kuehnle, Ulm University

Mengzi Jin, Peking University

Submitter: Ronald Bledow, rbledow@smu.edu.sg

229. Poster: 3:30PM–4:20PM Board 2**Do-It-Yourself Workplace Creativity: Job Crafting Supplements Creative Personality**

Demand for creative workers exceeds the market's supply. Using the componential theory of creativity, authors position job crafting as an employee behavior that can compensate for lower creative tendencies (i.e., open personality). Data from a heterogeneous working adult sample analyzed using SEM support job crafting's role as a behavioral moderator of the personality–creativity relationship.

Emily E. Brown, Bowling Green State University

Claire Elizabeth Smith, Bowling Green State University

Clare L. Barratt, Bowling Green State University

Submitter: Emily E. Brown, emibro@bgsu.edu

230. Poster: 3:30PM–4:20PM

Board 3

Employee's Job Crafting Behavior and Creativity: Influence of Supervisor Support

Based on significance of employee's self-initiative change, authors examined intermediate level clarification in employee's job-crafting behavior. Findings indicate positive relation between supervisor support and employee's creative performance, and job-crafting behavior mediated the relation. Finally, employee's exchange ideology moderated the relation and completed moderated mediation model.

Jeewon Gwak, Seoul National University

Seohyun Kwon, Seoul National University

Jihye Lee, Seoul National University

Yoonju Cho, Seoul National University

Seokhwa Yun, Seoul National University

Submitter: Jeewon Gwak, gjw0711@gmail.com

231. Poster: 3:30PM–4:20PM

Board 4

Investigating the Link Between Adult Attachment and Innovative Work Behavior

Authors examined the relationship between employee attachment style and innovative work behavior (IWB). Results indicated that avoidant attachment to supervisor was negatively related to IWB. Moreover, general avoidant attachment moderated this relationship, making the relationship stronger. There were no statistically significant correlations between anxious attachment to supervisor and IWB.

Hyun Jung Lee, Washington State University

Bertha Rangel, Washington State University Vancouver

Submitter: Hyun Jung Lee, hyunjung.lee2@wsu.edu

232. Poster: 3:30PM–4:20PM

Board 5

I-Deals and Creative Deviance: The Role of Psychological Entitlement
Using a multisource time-lagged survey study (study 1) and an experimental scenario study (study 2), authors found consistent evidence that psychological entitlement mediates the indirect relationship between i-deals and employee creative deviance, and this relationship is contingent on employee's conformity value.

Fangzhou Liu, Shanghai Jiao Tong University

Ke Zhou, Shanghai Jiao Tong University

Submitter: Fangzhou Liu, lfz613@126.com

233. Poster: 3:30PM–4:20PM

Board 6

Fair-Weather Folks or Team Players? Rejected Ideas, Fairness, and Idea Implementation

Successful innovation requires that organizational decision makers select the most creative ideas and that those ideas are effectively implemented. However, choosing uncreative ideas could curtail people's fairness perceptions and motivation to implement those ideas. Thus, the present study examines how selecting and rejecting ideas can affect the transition from ideation to implementation.

Tin Nguyen, Pennsylvania State University

Kayla N. Walters, Pennsylvania State University

Samuel T. Hunter, Pennsylvania State University

Submitter: Tin Nguyen, tln36@psu.edu

234. Poster: 3:30PM–4:20PM

Board 7

Effect of Time Pressure on Creative Performance: Role of Creative Self-Efficacy

Using experimental methods, authors examine the impact of subjective framing of time pressure on individual's creative performance. Results suggest framing of high time pressure combined with adequate time to perform the task was associated with high levels of creative performance, and that this relationship was moderated by creative self-efficacy.

Megan Snoeyink, Portland State University

Deepshikha Chatterjee, Salem State University

J. Kevin Ford, Michigan State University

Submitter: Megan Snoeyink, meg.snoeyink@gmail.com

235. Poster: 3:30PM–4:20PM

Board 8

Contrasts of the Effects of Anger and Anxiety on Idea Generation and Idea Evaluation

This endeavor contrasted the effects of 2 negative emotions (i.e., state anger and anxiety) on 2 different creative processes (i.e., idea generation and idea evaluation) in separate studies. Findings indicate anger helps idea generation whereas anxiety is deleterious to performance. Neither anger nor anxiety exerted effects on idea evaluation.

Keith Strasbaugh, University of Oklahoma

Shane Connelly, University of Oklahoma

Brett Torrence, Cherokee Nation 3S

Megan Rene Turner, University of Oklahoma

Marina Mery, University of Oklahoma

Submitter: Keith Strasbaugh, kstras@ou.edu

236. Poster: 3:30PM–4:20PM

Board 9

Nonprofits and Volunteers in Organizational Psychology: A Case for Consolidation

This review calls for the field of I-O to pay greater attention to relevant research on volunteers from the nonprofit literature. A brief systematic search revealed that research on unpaid work is directly relevant to I-O, though the field is fractured. Examples are presented from major research areas to demonstrate what research on volunteers can tell us and how integration is sorely needed.

Adam Factor, University of Maryland, College Park

Submitter: Adam Factor, arfactor@umd.edu

237. Poster: 3:30PM–4:20PM

Board 10

Applicability of a Taxonomy of Employee Green Behaviors in Asia

This study expands prior research on content of employee green behaviors cross-culturally to include critical incidents from Asia. Data support major categories of employee green behaviors: conserving, transforming, avoiding harm, educating and influencing, and taking initiative. The Green Five taxonomy (Ones & Dilchert, 2012) appears to be robust in Asia.

Phoebe Hessen, University of Minnesota

Deniz S. Ones, University of Minnesota

Submitter: Phoebe Hessen, hesse179@umn.edu

238. Poster: 3:30PM–4:20PM

Board 11

The Influence of Adaptability and Training on Volunteer Burnout

This study utilized the COR theory to examine the adaptability of volunteers as a predictor of volunteer burnout. The training practices volunteers received at their organization were found to moderate the negative relationship between adaptability and burnout. This negative relationship was also found to be stronger for volunteers who reported less training practices.

Acacia Hoffman, University of Nebraska at Omaha

Sheridan B. Trent, University of Nebraska at Omaha

Joseph A. Allen, University of Utah

Submitter: Acacia Hoffman, acaciahoffman@unomaha.edu

239. Poster: 3:30PM–4:20PM

Board 12

Connecting With Nature: Urbanization and Environmental Behavior at Work

In a lab experiment, authors examine the impact of physical contact with nature on pro-environmental behaviors at work. Findings revealed an interaction effect, wherein individuals from rural backgrounds exhibited more pro-environmental behaviors in response to contact with natural materials, whereas individuals from urban backgrounds did not. Implications for workspace design are discussed.

Ted Paterson, Oregon State University

Jay H. Hardy, III, Oregon State University

Submitter: Ted Paterson, ted.paterson@oregonstate.edu

240. Poster: 3:30PM–4:20PM

Board 13

The Deleterious Effects of Greenwashing on Employees

Authors examined how greenwashing negatively impacts employees. Results show that greenwashing was negatively associated with employees' organizational identification, which in turn was positively associated with their engagement in workplace pro-environmental behavior and negatively associated with their turnover intentions.

Jennifer Robertson, University of Western Ontario

Wren Montgomery, University of Western Ontario

Thomas Lyon, University of Michigan

Submitter: Jennifer Robertson, jennifer.robertson@uwo.ca

241. Poster: 3:30PM–4:20PM

Board 14

Evoking Job Insecurity to Experimentally Test Its Impact on Stress and Generosity

The authors measured the impact of job insecurity (JI) on stress levels and generosity. Results first confirmed that JI manipulation successfully evoked feelings of JI, which also increased objective stress. Although JI did not impact generosity, higher levels of generosity related to decreased stress levels for participants in the JI group.

Jamie Striler, University of Central Florida

Xinyue Elaine Zhao, University of Central Florida

Mindy K. Shoss, University of Central Florida

Submitter: Jamie Striler, jstriler@knights.ucf.edu

242. Poster: 3:30PM–4:20PM

Board 15

How Incivility Reduces Knowledge Sharing—From Cognitive and Emotional Perspectives

Within a sample of 272 Chinese full-time employees, it was found that perceived coworker incivility, as an important social and interpersonal factor, was negatively related with employees' knowledge sharing at work. Furthermore, the negative relationship was significantly mediated by perceptions of interpersonal justice but not by frustration.

Xi (Rita) Wang, Hofstra University

Yisheng Peng, George Washington University

Xiaohong (Violet) Xu, Old Dominion University

Wenqin Zhang, Nanjing University of Finance & Economics

Submitter: Yisheng Peng, pengyisheng2012@gmail.com

243. Poster: 3:30PM–4:20PM

Board 16

Personality Traits Related to Employee Green Behaviors: The Role of Openness

Employee green behavior (EGB) research has rarely examined relations between this construct and general personality traits. Authors studied relations of EGB facets with broad and narrow personality traits. Several openness facets were related to all categories of green behaviors. Other trait relations were smaller and limited to specific green behavior facets.

Brenton M. Wiernik, University of South Florida

Grusha Agarwal, University of Minnesota

Deniz S. Ones, University of Minnesota

Submitter: Brenton M. Wiernik, brenton@wiernik.org

244. Poster: 3:30PM–4:20PM

Board 17

A Meta-Analysis of Virtual Reality Training Programs for Social Skill Development

A meta-analysis is performed to determine the effectiveness of virtual reality (VR) social skills training. VR programs, on average, perform better than alternative programs, but almost all other findings contradict current notions. Suggestions are provided regarding VR social skills training effectiveness, attributes that produce better outcomes, and directions for future research and practice.

Melissa Gutworth, Montclair State University

Matt C. Howard, University of South Alabama

Submitter: Melissa Gutworth, gutworthm@montclair.edu

245. Poster: 3:30PM–4:20PM

Board 18

Optimizing and Validating Training Technology Selection

Virtual, augmented, and mixed (VAM) reality technologies can provide better training experiences than using real-world assets, but because these systems are often still in development, current methods to evaluate and estimate training benefits cannot be applied. Authors adapt a synthetic validity approach to accommodate stimuli elements versus job selection elements to estimate the value of VAM.

Michael J. Keeney, Aptima, Inc.

Kent C. Halverson, Aptima, Inc.

Evan L Oster, Aptima, Inc.

John Kegley, Aptima, Inc.

Submitter: Michael J. Keeney, mkeeney@aptima.com

246. Poster: 3:30PM–4:20PM

Board 19

Measuring Teamwork Skills in a Virtual Environment for Intelligent Team Training

High-performing teams are those that complete their goals while working well together. Even when individuals are experts, breakdowns in teamwork can lead to poor outcomes. Training teamwork efficiently remains a challenge. In this paper, the authors describe developing measures of coordination and cohesion for teamwork training in a virtual environment using an intelligent tutoring system.

Robert McCormack, Aptima, Inc.

Kristy Kay, Aptima, Inc.

Anne M. Sinatra, U.S. Army Combat Capabilities Center

Tara Kilcullen, Aptima, Inc.

Submitter: Kristy Kay, kristymkay@gmail.com

247. Poster: 3:30PM–4:20PM

Board 20

Virtual Reality Preference Using a Unified Theory of Acceptance and Use of Technology

Undergraduate participants (N = 300) read a description of VR and YouTube training mediums, then indicated which they would choose to learn a novel task (i.e., suturing). Almost two-thirds of participants (65%) chose VR, whereas the remaining 35% chose YouTube. Results indicated that performance expectancy, effort expectancy, and social influence predicted behavioral intention.

Sean Michael Noble, North Carolina State University

Jason Saville, North Carolina State University

Lori L. Foster, North Carolina State University

Submitter: Sean Michael Noble, smnoble2@ncsu.edu

248. Poster: 3:30PM–4:20PM

Board 21

Are Class Quizzes Effective: A Meta-Analytic Synthesis

The authors present the results of a meta-analytic review of the literature on the effect of class quizzes on class grades. Results based on a total of 66 studies and over 10,000 students indicate that quizzes are moderately effective on average and substantially reduce failure rates in classes. Quiz performance is also highly predictive of final exam performance.

Lukas Karel Sotola, Iowa State University

Marcus Crede, Iowa State University

Submitter: Marcus Crede, mcrede@iastate.edu

249. Poster: 3:30PM–4:20PM

Board 22

Expanding Our Capacity to Respond to Natural Disasters Using Citizen Scientists

To enhance emergency response to natural disasters, citizen scientists can be trained to help monitor environmental conditions. This paper evaluated social capital gained via a training program using social network analyses of developing relationships among participants (N = 22). Results indicated the program engendered greater communication, collaboration, and affiliations among members.

Alicia Stachowski, University of Wisconsin-Stout

Sue Ann Corell Sarpy, Sarpy and Associates

Submitter: Alicia Stachowski, stachowskia@uwstout.edu

250. Poster: 3:30PM–4:20PM

Board 23

Back to the Basics of Training Evaluation: Improving Patient Safety

The primary aim of this investigation was to produce a theoretically grounded model for maximizing the results of healthcare team training design and development. Training and medical literature, and subject matter expert insight are synthesized to provide novel perspective on a traditional training evaluation framework that spotlights the desired results of team training in healthcare.

Amanda L. Woods, Rice University

Tiffany M. Bisbey, Rice University

Eduardo Salas, Rice University

William M. Southgate, Medical University of South Carolina

Submitter: Amanda L. Woods, alw13@rice.edu

251. Poster: 3:30PM–4:20PM

Board 24

Training and Justice: Role of Felt Obligation and Trainer Just and Unjust Behaviors

Based on an experimental design, trainer just and injustice behaviors influenced trainee transfer motivation and self-efficacy, but felt obligation, an integral part of the social exchange theory explanation for why just treatment results in positive employee attitudes and behaviors, did not play a role and neither did the extent to which participants endorsed the just world hypothesis.

Wei Zhuang, University at Albany, SUNY

Sylvia G. Roch, University at Albany, SUNY

Jane Park, University at Albany, SUNY

Fanshu Jin, University at Albany, SUNY

Ricardo Rashawn Brooks, University at Albany, SUNY

Submitter: Wei Zhuang, wzhuang@albany.edu

252. Poster: 3:30PM–4:20PM

Board 25

Complementary Fit and Presenteeism: Personality and Work Culture on Working When Ill

The purpose of this study was to assess how enthusiasm, organizational culture, and their interaction could be used to predict presenteeism. Results indicated that complementary fit, rather than supplemental fit, predicted presenteeism. Those high on enthusiasm were more likely to report presenteeism; however, this effect only remained in organizations with low competitiveness.

Hanna E. Hlebasko, Central Michigan University

Neil Christiansen, Central Michigan University

Leann Schneider, Plum

Submitter: Hanna E. Hlebasko, hleba1he@cmich.edu

253. Poster: 3:30PM–4:20PM

Board 26

Do Leader Departures Invoke Greater Subordinate Turnover?

The authors contribute to sparse research on whether or not "leader departures" (LD) prompt more subordinate turnover. Using Big Data, they assess LD effect on turnover among direct reports who may feel most concerned about departures by immediate superiors. Findings report strong positive LD effects on subordinate turnover, which are stronger for supervisory rather than nonsupervisory employees.

Peter W. Hom, Arizona State University

Jungmin J. Seo, California State University, Fullerton

Wei Shen, Arizona State University

Debra L. Shapiro, University of Maryland

Richard A. Guzzo, Mercer

Haig Nalbantian, Mercer

Submitter: Peter W. Hom, Peter.Hom@asu.edu

254. Poster: 3:30PM–4:20PM

Board 27

A Cultural Value Congruence Approach to Organizational Embeddedness

The authors examine (a) the association between employees' collectivist orientation and their organizational embeddedness; (b) the extent to which organizational embeddedness is influenced by the joint effects of collectivist orientation and perception of organizational collectivism. Findings of polynomial regression and response surface analysis supported a majority of the hypotheses.

Emma (Lei) Jing, University of Alberta

Nathan C. Lupton, University of Lethbridge

Mahfooz A. Ansari, University of Lethbridge

Submitter: Emma (Lei) Jing, ljing1@ualberta.ca

255. Poster: 3:30PM–4:20PM

Board 28

Teasing Apart Turnover Intentions and Satisfaction: A Class Analytic Approach

Due to statistical innovations, there has been a push to examine the dynamic effects of antecedents leading to turnover by examining 3 or more constructs simultaneously. This study examined the impact of 5 understudied constructs via latent class analysis in an effort to determine whether specific arrays of constructs will result in disparate levels of turnover and satisfaction.

William S. Kramer, University of Nebraska Omaha

Vignesh Murugavel, University of Nebraska Omaha
 Isaac Alan Lindquist, University of Nebraska Omaha
 Roni Reiter-Palmon, University of Nebraska Omaha
 Joseph A. Allen, University of Utah
 Christa Taylor, Yale University
 Zorana Ivcevic, Yale Center for Emotional Intelligence
 Submitter: William S. Kramer, wkramer@unomaha.edu

256. Poster: 3:30PM–4:20PM Board 29

Employee Tenure as a Moderator of Job Satisfaction and Turnover Intention

Employees who have a longer tenure with their organization are less likely to intend to leave their organization, and employees who intend to leave their organization report lower levels of job satisfaction. This study evaluates tenure as a moderator of the relationship between turnover intention and job satisfaction using introductory statistical methods and a sample of federal employees.

Zachary Levey, Rowan University
 Eve Sledjeski, Rowan University

Submitter: Zachary Levey, leveyzj@gmail.com

257. Poster: 3:30PM–4:20PM Board 30

Dogs in the Workplace: The Emotional, Social, and Physical Benefits to Employees

This study examined whether bringing a dog to work was associated with benefits to employees and whether pet attachment moderated the strength of these associations ($N = 544$). This study found that those who brought their dog to work ($N = 111$) had significantly ($p < .05$) higher social environment satisfaction and job satisfaction, and lower overall stress and turnover intentions.

Jennifer E. Rice, San Francisco Public Utilities Commission

Submitter: Jennifer E. Rice, jennifer.e.rice@gmail.com

258. Poster: 3:30PM–4:20PM Board 31

An Empirical Examination of Reluctant Stayers

This study tested Bowen's (1982) model consequences of employees staying on jobs they would really like to quit. Results from 1,074 nurses indicated higher absenteeism, tardiness, and rates of hospital acquired infections and lower supervisor PA ratings occurred in Reluctant Stayers, confirming Bowen's (1982) predictions. Annual expected costs of retaining Reluctant Stayers was 10.6M euros.

Craig J. Russell, University of Oklahoma

Submitter: Craig J. Russell, cruss@ou.edu

259. Poster: 3:30PM–4:20PM Board 32

How Employee Fit Intervenes Between HRM Practices and Employee Retention

Employee fit is a critical variable in employee retention. This research on employees ($N = 416$) revealed how P–O and P–J fit intervene between HRM practices (e.g., training & development, etc.) and employee retention attitudes (i.e., commitment, turnover intentions), such that P–O fit mediates the effect of HRM practices on employee retention, and P–J fit moderates this effect.

Benjamin Thomas, Radford University
 Wesley Scroggins, Missouri State University

Submitter: Benjamin Thomas, benjaminthomas@unomaha.edu

**260. Alternative Session Type with Presenters:
 4:30PM–5:50PM 201-202**

Understanding the Past, Present, and Future of LGBTQ Research
 Psychological science has played a key role in understanding and addressing issues surrounding the workplace experiences of lesbian, gay, bisexual, transgender, and queer individuals. This session presents a history of the interface between I–O psychology and LGBTQ workplace issues. Also, a panel of experts in the field will lead a conversation to discuss future directions for the field.

Arturia T. Melson-Silimon, The University of Georgia, *Co-Chair*
 Nicholas P. Salter, Hofstra University, *Co-Chair*
 Michelle (Mikki) Hebl, Rice University, *Presenter*
 Charlie Law, Florida Southern College, *Presenter*

Larry R. Martinez, Portland State University, *Presenter*
 Belle Rose Ragins, University of Wisconsin-Milwaukee, *Presenter*
 Katina Sawyer, George Washington University, *Presenter*
 Submitter: Arturia T. Melson-Silimon, atm36555@uga.edu

261. Panel Discussion: 4:30PM–5:50PM 203-204

I–O and Management Teaching Applications: Bridging Science and Practice

Since the time of Dewey, there have been concerns about making education useful and practical; the scientist–practitioner model that guides I–O should inform teaching as well. Panelists will present approaches that bridge science with practice while addressing challenges in undergraduate and graduate courses. Audience participation is strongly encouraged.

Nancy J. Stone, Missouri University of Science and Technology, *Chair*
 Elizabeth L. Shoenfelt, Western Kentucky University, *Panelist*
 Janet L. Kottke, California State University, San Bernardino, *Panelist*
 Kathie L. Pelletier, California State University, San Bernardino, *Panelist*

Submitter: Nancy J. Stone, nstone@mst.edu

262. Special Event: 4:30PM–5:50PM 402-403

SIOP Select: Best of Science Award Winners

Join us for a captivating presentation of achievement and best paper awards, including the Early Career Science Award, S. Rains Wallace Award, Schmidt-Hunter Award, Jeanneret Award, and William Owens Award. Winners of each award will present in an alternative session format where they will discuss the key ideas of their work.

Paul D. Bliese, University of South Carolina, *Presenter*
 Wendy J. Casper, University of Texas at Arlington, *Presenter*
 Klodiana Lanaj, University of Florida, *Presenter*
 Julia Levashina, Kent State University, *Presenter*
 Ning Li, University of Iowa, *Presenter*
 Nicolas Roulin, Saint Mary's University, *Presenter*
 Jasmine Vergauwe, Ghent University, *Presenter*
 Connie R. Wanberg, University of Minnesota, *Presenter*
 Meghana Warren, Western Washington University, *Presenter*
 Elijah Wee, University of Washington, *Presenter*

Submitter: Tyree D. Mitchell, tyreedmitchell@aol.com

263. Panel Discussion: 4:30PM–5:50PM 408-409

Developmental Readiness: Leaders and Preparation to Learn

This session is an exploration into developmental readiness as a critical but often overlooked step in the learning process of a leader. Topics will include defining developmental readiness, measuring developmental readiness, identifying leaders who are ready to learn, and increasing developmental readiness through assessments.

Robert McKenna, Seattle Pacific University, *Chair*
 Kirby White, Seattle Pacific University, *Co-Chair*
 Cindy McCauley, Center for Creative Leadership, *Panelist*
 Tanya Boyd, Insights, *Panelist*
 Diana L. Ecker-Jammi, Sauce Labs, *Panelist*

Submitter: Kirby White, whitek5@spu.edu

**264. Alternative Session Type with Presenters:
 4:30PM–5:50PM 502-503**

Beyond Publishing: Contributing to Academic Research Culture Through Service Roles

Panelists will discuss how they navigate unique research-based service roles at their academic institutions and within SIOP in a way that contributes to research cultures in the field. The panel session will generate dialogue that transitions to breakout table discussions, led by the panelists, regarding the challenges faced by academics in navigating research-based service roles.

Sabrina D. Volpone, University of Colorado Boulder, *Co-Chair*
 Kristen P. Jones, University of Memphis, *Co-Chair*
 Nathan T. Carter, University of Georgia, *Presenter*
 Crystal M. Harold, Temple University, *Presenter*
 Kurt Kraiger, University of Memphis, *Presenter*
 Enrica N. Ruggs, University of Memphis, *Presenter*

Submitter: Sabrina D. Volpone, sabrina.volpone@colorado.edu

265. Symposium: 4:30PM–5:50PM**Brazos****The Influence of Supervisor and Employee Dark Tetrad on Workplace Deviance**

Organizational research recently integrated workplace deviance, like abusive supervision, with dark personality factors. This symposium gives a holistic view of the workplace deviance from all perspectives: supervisor, subordinates, and coworkers, when each member has different levels of the Dark Tetrad (Machiavellianism, narcissism, psychopathy, and everyday sadism) using multiple methodologies.

Rushika De Bruin, Carilion Clinic, *Co-Chair*Lisa Finkelstein, Northern Illinois University, *Co-Chair*

Fong T. Keng-Highberger, Nanyang Technological University, Zhiyu Feng, Nanyang Technological University, Kai Chi (Sam) Yam, National University of Singapore, Xiao-Ping Chen, University of Washington, Hu Li, Nanjing University, *How Machiavellian Leaders Use Supervisor Guanxi and Follower Abusive Supervision*

Robert Moorman, Elon University, Brian D. Lyons, Elon University, Steven Grover, Macquarie University, *Coping With a Dark Triad Leader: Using Follower Resilience to Re-Engage*

Rushika De Bruin, Carilion Clinic, Lisa Finkelstein, Northern Illinois University, *Dark Tetrad Employees' Reactions to Abusive Supervision: A Justice-Based Perspective*

Suzanne Gericke, University of Pretoria, Jenny M. Hoobler, University of Pretoria, *Dark Triad Employees and Supervisor Undermining: Moderating Effect of Political Skill*

Submitter: Rushika De Bruin, rushika.debruin@gmail.com

266. Symposium: 4:30PM–5:50PM**JW Grand Salon 1****Perspectives on Organizational Integration and Dis-Integration**

Mergers and acquisitions are a fact of work life and are likely to remain common for the foreseeable future. Quantitative and qualitative presentations in this session will discuss challenges these integrations pose for employees, organizations, and workgroups tasked with implementing them, and offer suggestions for successfully integrating disparate organizations. Suitable for all SIOP attendees.

Mark A. LoVerde, CultureIQ, *Chair*Robert K. Beres, CultureIQ, *Co-Chair*

Mark A. LoVerde, CultureIQ, Diane L. Daum, CultureIQ, Robert K. Beres, CultureIQ, *The Impact of Mergers and Acquisitions on Employee Attitudes*
 Ken Pflieger, Takeda Pharmaceutical Company Ltd, Jennifer Stoll, CultureIQ, Catherine C. Maraist, CultureIQ, *Maintaining Corporate Values Through an Integration*
 Janice L. Johnson, Quaker Houghton, Paul M. Mastrangelo, CultureIQ, *Finding the Right Chemistry: Quaker Houghton's Pre- and Post-Integration Story*
 Steven J. Robison, Dow Chemical, Jennifer H. Frame, Dow Chemical Company, *Integration During Merger and Spin: When Your Wedding Has a Pre-Arranged Divorce*

Submitter: Mark A. LoVerde, Mark.LoVerde@cultureiq.com

267. Special Event: 4:30PM–5:50PM**JW Grand Salon 2****SIOP Select: Show Us How It's Done! Real-World Scientist-Practitioner Collaborations**

A lot is made in I-O psychology about the widening scientist-practitioner gap. However, guidance is rarely given for the steps we might take as academics and practitioners interested in collaborating. In this SIOP Select session, we provide a novel platform for scientist-practitioner teams to showcase and discuss their recently completed (or currently underway) collaborations.

Jay H. Hardy, III, Oregon State University, *Co-Chair*Eileen M. Linnabery, Vantage Leadership Consulting, *Co-Chair*Carter Gibson, Modern Hire, *Presenter*Jennifer A. Griffith, University of New Hampshire, *Presenter*Robert E. Ployhart, University of South Carolina, *Presenter*Thomas E. Schoenfelder, Caliper, a PSI business, *Presenter*William Shepherd, The Wendy's Company, *Presenter*

Submitter: Tyree D. Mitchell, tyreedmitchell@aol.com

268. Alternative Session Type with Presenters:**4:30PM–5:50PM****JW Grand Salon 3****Networking With Fellow Graduate Students: Develop and Practice Your Elevator Pitch**

This session blends presentation, roundtable, and open-space formats, allowing graduate students to develop networking skills by first working with a variety of professionals and network with other students. Students will first hear from a networking expert, then develop and practice their elevator pitch with at least 2 different professionals and at least 5 other students.

Kayla Bigerton, Florida Institute of Technology, *Co-Chair*Devalina Nag, University of Memphis, *Co-Chair*Katherine Rau, Florida Institute of Technology, *Co-Chair*Cristina Rubino, California State University, Northridge, *Co-Chair*James B. Taylor, Center for Organizational Effectiveness, *Presenter*

Submitter: Cristina Rubino, cristina.rubino@csun.edu

269. Alternative Session Type with Presenters:**4:30PM–5:50PM****JW Grand Salon 4****What's in a Postdoc? Experts Tell All About I-O's Best-Kept Career Secret**

Postdoctoral fellowships represent an underutilized opportunity to leverage the expertise of newly minted PhDs. This session pairs an interactive panel with structured networking to (a) illuminate the value that postdoctoral work adds to I-O research and practice and (b) foster connections between those interested in becoming and those interested in hiring postdocs.

Chelsea A. LeNoble, Embry-Riddle Aeronautical University-Worldwide, *Co-Chair*Dana C. Verhoeven, Clemson University, *Co-Chair*Danielle R. Wald, Baruch College & Graduate Center, CUNY, *Co-Chair*Gregory A. Ruark, U.S. Army Research Institute, *Presenter*Marissa L. Shuffler, Clemson University, *Presenter*Robert R. Sinclair, Clemson University, *Presenter*Christopher Wiese, Georgia Institute of Technology, *Presenter*

Submitter: Chelsea A. LeNoble, lenoblec@erau.edu

270. Alternative Session Type with multiple papers:**4:30PM–5:50PM****JW Grand Salon 5****Teaching Big Data Methods in I-O Graduate Curriculum 3.0**

To keep up with advances in Big Data, organizational scientists must be trained in Big Data analytics and related conceptual issues. Extending 2 successful sessions held at past SIOP conferences, this session presents 3 learning modules exploring cutting-edge Big Data topics and discusses their integration into courses taught in I-O graduate programs.

Samuel T. McAbee, Bowling Green State University, *Co-Chair*Feng Guo, Bowling Green State University, *Co-Chair*Andrew Samo, Bowling Green State University, *Co-Chair*

Richard N. Landers, University of Minnesota, *Curating Big Datasets From Free Online Data Sources Using APIs*

Sang Eun Woo, Purdue University, *Inductive and Abductive Approaches to Science*Mengqiao (MQ) Liu, Amazon, *Interpreting Machine Learning Models*Richard N. Landers, University of Minnesota, *Presenter*Sang Eun Woo, Purdue University, *Presenter*Mengqiao (MQ) Liu, Amazon, *Presenter*

Submitter: Samuel T. McAbee, smcabee@bgsu.edu

271. Alternative Session Type with Presenters:**4:30PM–5:50PM****JW Grand Salon 6****Virtual Reality and Assessment: Future Directions for Research and Practice**

This session will begin with 3 presentations of current research findings and 1 presentation on applications of virtual reality (VR) in organizations. Attendees will then join an interactive discussion regarding the potential uses of VR and a research agenda. To conclude, a leading scholar and practitioner will provide insights on future research and applications of VR in organizations.

Bradley Pitcher, George Washington University, *Presenter*Tara S. Behrend, George Washington University, *Presenter*Matt C. Howard, University of South Alabama, *Presenter*Lindsey M. Lee, K. Parks Consulting, *Presenter*

Sebastian Marin, University of Minnesota, *Presenter*

Lara Montefiori, Arctic Shores, *Presenter*

Submitter: Bradley Pitcher, bradpitcher@gwu.edu

272. Symposium: 4:30PM–5:50PM JW Grand Salon 7-8 Soldier or Civilian? Military Veteran Identity and the Transition Process

This session examines the aspects of identity that shape and impact the military veterans' transition and the subsequent integration into the civilian workforce. Cross-discipline presenters discuss various research studies based on various military research studies, share insights through the lens of multiple theoretical models, and offer practical recommendations for transitioning veterans.

Adam H. Kabins, Korn Ferry, *Co-Chair*

Peter J. Reiley, U.S. Air Force Academy, *Co-Chair*

Adam H. Kabins, Korn Ferry, Peter J. Reiley, U.S. Air Force Academy, *Soldier or Civilian? Military Veteran Identity and the Transition Process*

Adam H. Kabins, Korn Ferry, *Determined Transition: Leveraging Self-Determination Theory to Understand Transition*

Meredith A. Kleykamp, University of Maryland, Sidra Montgomery, Insight Policy Research, Alexis Pang, Army Research Institute, Kristin Schrader, Consultant, *The Effect of Military-Oriented Identity on Veterans' Transition Planning Behavior*

Christopher B. Stone, Wichita State University, Peter J. Reiley, U.S. Air Force Academy, *Veteran Transition Through the Expatriate Lens: Applied Theory and Recommendations*

Stacie Furst-Holloway, University of Cincinnati, Linh Khahn Nguyen, University of Cincinnati, *The Role of Resilience in Transitions for Veterans With and Without Disability*

Andrew J. Thurston, U.S. Department of Defense, Lindsay Thomas, Fors Marsh Group, Taylor Yano, Fors Marsh Group, Christopher Sander, Fors Marsh Group, *Formation of the Military/Veteran Identity Starts BEFORE Military Service*

Submitter: Adam H. Kabins, Adam.Kabins@kornferry.com

273. Panel Discussion: 4:30PM–5:50PM Lone Star Salon A Sharing Your Voice While Protecting Your Data: Privacy Compliant Employee Surveys

This panel is hosted by 2 prominent organizational survey consortia, the Mayflower Group and ITSG, to discuss implications of emerging privacy regulations for organizational surveys. Representatives from 6 companies (Allstate, Citi, Intel, Lenovo, Microsoft, Procter & Gamble) will share their lessons learned and recommendations for complying with privacy laws while meeting business needs.

Jennifer Diamond Acosta, Allstate Insurance Company, *Chair*

Michael J. Harris, Intel Corporation, *Panelist*

Lilia Hayrapetyan, Citi, *Panelist*

Kyle Lundby, Microsoft, *Panelist*

Derek R. Noether, EdD, MS, Lenovo, *Panelist*

Stacy Sim, Procter & Gamble, *Panelist*

Submitter: Jennifer Diamond Acosta, jennifer.acosta@allstate.com

274. Panel Discussion: 4:30PM–5:50PM Lone Star Salon B Human-Agent Teams Will Revolutionize the Future of Work: Implications for I-O

This session will discuss the implications of intelligent, adaptive technologies in the future workplace, focusing on how this introduction and interaction with human coworkers will affect leadership, teamwork, selection, and training with an eye toward designing these future interactions to enhance organizational performance.

Alexa Marie Harris, Northwestern University, *Co-Chair*

Arwen Hunter DeCostanza, U.S. Army Research Laboratory, *Co-Chair*

Leslie A. DeChurch, Northwestern University, *Panelist*

Noshir Contractor, Northwestern University, *Panelist*

Charlene K. Stokes, Air Force Research Laboratories (AFRL), *Panelist*

Matthias Scheutz, Tufts University, *Panelist*

Nancy Cooke, Arizona State University, *Panelist*

Elliot Alfred Loh, National Defence Canada, *Panelist*

Kara L. Orvis, Aptima, Inc., *Panelist*

Submitter: Alexa Marie Harris, alexaharris2021@u.northwestern.edu

275. Panel Discussion: 4:30PM–5:50PM Lone Star Salon C Everything Old Is New Again: The Revival of Traditional Assessment Centers

Recently, there has been a revival of traditional, in-person assessment centers. To address this "everything old is new again" phenomenon, this panel will share examples of assessment centers being implemented by organizations today, debate the revival of traditional assessment centers, and discuss best practices as well as the impact of technology on assessment center design and delivery.

Brian J. Ruggeberg, Kincentric, *Chair*

A. Silke McCance, Procter & Gamble, *Panelist*

Nathan K. Studebaker, Duke Energy, *Panelist*

Andrew Goldblatt, APTMetrics, *Panelist*

Kyle Gerjerts, Walgreens Boots Alliance, *Panelist*

Brendan G. Neuman, Basil Consultants, *Panelist*

Sarah A. Brock, Johnson & Johnson, *Panelist*

Mary Starke, Korn Ferry, *Panelist*

Submitter: Brian J. Ruggeberg, brian.ruggeberg@kincentric.com

276. Special Event: 4:30PM–5:50PM Lone Star Salon D SIOP Select: WHERE Are We Going? Future Directions in Diversity and Inclusion

As work norms and workforces change, views of diversity and inclusion must adapt. Part 1 of this session is a lighting round of image-based "visionary" presentations by experts on inclusion in work design, research and storytelling with data. SIOP President Eden King will set up the transition to Part 2: group activities on the role of I-Os in driving a more inclusive future.

Aarti Shyamsunder, Psymantics Consulting, *Chair*

Veronica L. Gilrane, Google, *Co-Chair*

Tatiana M. Arthur, SAP, *Presenter*

Mike Morrison, Michigan State University, *Presenter*

Kenneth Matos, Culture Amp, *Presenter*

Eden B. King, Rice University, *Presenter*

Alexis A. Fink, Facebook, *Presenter*

Submitter: Emily G. Solberg, emily.solberg@shl.com

277. Panel Discussion: 4:30PM–5:50PM Lone Star Salon E How Should I-O Psychologists Collect Data via MTurk?: A Discussion

There has been conflicting advice in the literature on the best MTurk requester practices for I-O psychologists, and much of the advice comes with little consideration for MTurk workers' perspectives. Panelists from a variety of backgrounds, including MTurk workers themselves, will discuss ethical requester practices and the logistics of conducting survey research on MTurk.

Kelly Dray, Texas A&M University, *Co-Chair*

Isaac E. Sabat, Texas A&M University, *Co-Chair*

Melissa G. Keith, Bowling Green State University, *Panelist*

Justin A. DeSimone, University of Alabama, *Panelist*

Kim Nimmon, University of Texas at Tyler, *Panelist*

Alex P. Lindsey, University of Memphis, *Panelist*

Jonathan Kyle Bailey, Texas A&M University, *Panelist*

Submitter: Kelly Dray, kellydray@tamu.edu

278. Panel Discussion: 4:30PM–5:50PM Lone Star Salon F At Least We're in This Together: Onboarding as a Collective Experience

An increasing number of I-O psychologists have been in firms acquired by and—collectively with their colleagues—assimilated into larger entities. This panel of 4 prominent and uniquely positioned I-O psychologists will bring personal experiences and science- and practice-based insights to promote a deeper understanding of, and stimulate future research on, this increasingly common experience.

Seymour Adler, Kincentric, *Chair*

Talya N. Bauer, Portland State University, *Panelist*

Patricia R. Pedigo, IBM, *Panelist*

Nancy T. Tippins, The Nancy T. Tippins Group, *Panelist*

Seth Zimmer, AT&T, *Panelist*

Submitter: Seymour Adler, seymour.adler@kincentric.com

Poster Session (Occupational Health & Safety):**4:30PM–5:20PM****Griffin Hall****279. Poster: 4:30PM–5:20PM****Board 1****O*NET as a Secondary Occupational Data Source**

Authors examined the utility of O*NET as a secondary data source that can be paired with large-scale studies to represent measures of occupational exposures using 2 analytical methods: CFA and ESEM. Findings indicate superior measurement of the ESEM model and overall validity of O*NET data as an imputed data source when occupational information is otherwise unavailable.

Della Agbeke, Colorado State University

Kimberly Henry, Colorado State University

Gwenith G. Fisher, Colorado State University

Submitter: Della Agbeke, dagbeke@gmail.com

280. Poster: 4:30PM–5:20PM**Board 2****Coping Styles and Burnout in American Nurses**

The study explored the predictive relationships of avoidance, problem reappraisal, and active problem solving as coping strategies of job-related burnout in a sample of American, hospital-based nurses (N = 244). Results indicated that, after controlling for affectivity, only avoidance coping strategies were predictive ($\beta = .25, p < .001$), though other styles predicted subfactors of burnout syndrome.

Bret Arnold, University of Tulsa

Phillip Borden, University of Tulsa

Elizabeth Marie Schutt, University of Tulsa

Anupama Narayan, University of Tulsa

Submitter: Anupama Narayan, anupama-narayan@utulsa.edu

281. Poster: 4:30PM–5:20PM**Board 3****Testing Predictors of Burnout in India and the US**

This study examined the relationship of emotional exhaustion to emotional labor, autonomy, and communication satisfaction in an American and Indian sample using a moderated regression analysis. Results showed some predictors to be consistent and others different across samples. This study also addressed the cross-cultural benefits of autonomy and differences in emotional labor between cultures.

Bret Arnold, University of Tulsa

Anupama Narayan, University of Tulsa

Submitter: Bret Arnold, bret-arnold@utulsa.edu

282. Poster: 4:30PM–5:20PM**Board 4****Benefits of Weekend Recovery in the Context of Leadership and Well-Being**

Authors used the job demands-resources model to examine weekend recovery experiences as moderators of the relationship between leader behaviors (abusive supervision, transformational leadership) and subordinate well-being (burnout, work engagement). Psychological detachment bolstered the positive effects on work engagement, and relaxation benefited employees with more negative leaders.

Thomas Brent Ayres, University of Tulsa

Jennifer M. Ragsdale, University of Tulsa

Submitter: Thomas Brent Ayres, thomas-ayres@utulsa.edu

283. Poster: 4:30PM–5:20PM**Board 5****Trajectories of Daily Work-Break Relaxation Experiences Across the Workweek**

Authors examined if relaxation experiences during a work break followed a predictable pattern over the work week. Daily and stable factors were included as potential moderators of the trajectory. Relaxation experiences followed an inverted U-shaped trend, peaking on Wednesday. Employee burnout was the only factor to moderate the positive linear trend of relaxation experiences during the week.

Thomas Brent Ayres, University of Tulsa

Jennifer M. Ragsdale, University of Tulsa

Anupama Narayan, University of Tulsa

Submitter: Jennifer M. Ragsdale, jen-ragsdale@utulsa.edu

284. Poster: 4:30PM–5:20PM**Board 6****Uh Oh! Experiencing Incivility at Work May Make You a Jerk on the Road**

This study examined the within-person spillover process between experiencing incivility at work and aggressive driving behaviors during the work-to-home commute as mediated by negative emotions while driving and psychological contract violation. Results showed on days when employees experience incivility in the workplace, they engaged in more aggressive driving behaviors via emotional mechanisms.

Katrina A. Burch, Western Kentucky University

Janet L. Barnes-Farrell, University of Connecticut

Submitter: Katrina A. Burch, katrina.burch@wku.edu

285. Poster: 4:30PM–5:20PM**Board 7****Hazard Exposure and Organizational Justice on ERI in High-Risk Occupations**

Authors examined the role of hazards on effort-reward imbalance (ERI) for nurses and first responders. Results show that these occupations report higher ERI than other lower risk occupations, increased hazard exposure is associated with higher ERI, and organizational justice moderated this pathway. Theoretical and practical implications are discussed.

Colleen Cui, University of Central Florida

Amanda Grinley, University of Florida

Kristin A. Horan, University of Central Florida

Submitter: Colleen Cui, colleencui@knights.ucf.edu

286. Poster: 4:30PM–5:20PM**Board 8****Job Demands and Burnout: The Buffering Role of Relative Leader-Member Exchange**

In a study of nurse managers, this study addressed whether relative leader-member exchange (RLMX) buffers against the negative effects of job demands on burnout. Results indicated that RLMX reduced the effect of role conflict on burnout and that job control mediated the effect of RLMX on the relationship between role conflict and burnout. Theoretical and practical implications are discussed.

Richard Currie, University of Central Florida

Ghada Baz, University of Central Florida

Anthony Naranjo, University of Central Florida

Barret Vermilion, University of Central Florida

Jaynelle F. Stichler, San Diego State University

Lisa M. Kath, San Diego State University

Mark G. Ehrhart, University of Central Florida

Submitter: Richard Currie, richard.currie@ucf.edu

287. Poster: 4:30PM–5:20PM**Board 9****The Polysemous Quality of Mindfulness: Mapping the Field and Identifying Research Gaps**

Authors comprehensively review research on work-related implications of mindfulness. Results reveal a new perspective of mindfulness, identify 8 prominent avenues of mindfulness research and profitable directions for future research, and summarize the varied ways in which mindfulness has been operationalized. A research agenda as well as guidelines for future research are proposed.

Carole Daniel, SKEMA Business School

Isabelle Walsh, SKEMA Business School

Jessica Mesmer-Magnus, University of North Carolina Wilmington

Submitter: Jessica Mesmer-Magnus, magnusj@uncw.edu

288. Poster: 4:30PM–5:20PM**Board 10****Uncertain, Yet Thriving: Need Uncertainty in Work Relationships and Worker Health**

Using thriving as a conceptual manifestation of the 3 basic needs satisfaction, self-determination theory provided the framework for this introductory field study examining Chinese airline pilots. Thriving mediated relationships between LMX/TMX and well-being but not physical health indicators. Further, trait uncertainty contributed to thriving but did not interact with LMX/TMX.

Stefanie Fox, Portland State University

Katharine McMahon, Portland State University

Liu-Qin Yang, Portland State University

Xin Liu, Renmin University of China

Xiaoming Zheng, Tsinghua University

Submitter: Stefanie Fox, stfox@pdx.edu

289. Poster: 4:30PM–5:20PM

Board 11

Personality and Well-Being: Testing an Integrative Model Across Retirement Status

Authors tested an integrative model based on resource theories of retirement examining whether health and wealth mediate the relationship between the Big 5 and well-being in late life. Results suggest wealth and health mediate the relationship between personality and well-being, but retirement status did not change the modeled relationships.

Jacqueline Gilberto, Rice University

Meghan Kathleen Davenport

Margaret E. Beier, Rice University

Submitter: Jacqueline Gilberto, jgilb10@gmail.com

290. Poster: 4:30PM–5:20PM

Board 12

Supervisor Ostracism and Emotional Labor: The Moderating Role of Harmony

Authors investigated the relationship between supervisor ostracism (being ostracized by one's supervisor) and employees' emotional work (i.e., emotional labor), categorized as 1 type of prosocial behaviors. Supervisor ostracism was positively related to both surface acting and deep action. Furthermore, employees' harmony values moderated these relationships.

Xixi Gu, Hofstra University

Cong Liu, Hofstra University

Kevin Nolan, Hofstra University

Jie Ma, Lanzhou University

Submitter: Xixi Gu, guxixi627@gmail.com

291. Poster: 4:30PM–5:20PM

Board 13

Leadership Influence on Safety: Psychological Safety and Safety Climate as Mediators

Leaders have a critical role in influencing employees' safety behaviors. The study used multiple mediation structural equation modeling (SEM) and found that psychological safety mediated the relationship between leadership competencies and safety climate at the individual level. Employees' perception of their manager's leadership capability to communicate decreases safety incidents and fatalities.

Shanon R. Harmon, Southern California Edison

Robert R. Miller, The Chicago School of Professional Psychology

John K. Mulholland, Southern California Edison

Jay M. Finkelman, The Chicago School of Professional Psychology

Submitter: Shanon R. Harmon, shanon.harmon@sce.com

292. Poster: 4:30PM–5:20PM

Board 14

What Are Worksite Wellness Programs and Are They Effective?

The number of wellness programs implemented in the workplace has increased. Therefore, it is important for organizational leadership to understand what is wellness and what contributes to wellness program effectiveness. This literature summarizes 266 studies and provides a state of the research literature on wellness programs.

Joungmin Hong, Texas A&M University

Stephanie C. Payne, Texas A&M University

Submitter: Joungmin Hong, hongx129@tamu.edu

293. Poster: 4:30PM–5:20PM

Board 15

Unpacking the Burnout Phenomenon: Understanding Daily Influences on Burnout Over Time

This study examined the daily work-related influences on the burnout phenomenon. Specifically, they examined the influence of daily job stress on burnout over time, as mediated by daily affective rumination about work. Results showed that employees who experienced daily job strain were more likely to engage in rumination, and over time, this relationship was significantly associated with burnout.

Emily Houk, Western Kentucky University

Katrina A. Burch, Western Kentucky University

Janet L. Barnes-Farrell, University of Connecticut

Submitter: Katrina A. Burch, katrina.burch@wku.edu

294. Poster: 4:30PM–5:20PM

Board 16

Are Values Valuable? Individual Differences on the Effects of Economic Stress

Although economic stress and financial strain have a negative impact on physical and mental well-being, little research has investigated these variables in relation to organizational outcomes. The authors study tested materialism as a moderator and financial strain as a mediator of the economic stress–organizational commitment relationship.

Elyssa Johnson, Clemson University

Robert R. Sinclair, Clemson University

Submitter: Elyssa Johnson, elyssaj@g.clemson.edu

295. Poster: 4:30PM–5:20PM

Board 17

Going Home Exhausted, Sleepless in Bed: The Power of Psychological Detachment

Authors examined the relationship between emotional exhaustion and sleep quality mediated by psychological detachment at the within-person level using multilevel structural equation modeling. Findings indicate an indirect effect of psychological detachment was significant (estimate = -0.097, 95% CI = [-0.172, -0.030]) at the within-person level. The study is an intermediate level to understand.

Boram Kim, Sogang University

Sojin Park, Sogang University

Jae Yoon Chang, Sogang University

Submitter: Boram Kim, luckey1222@gmail.com

296. Poster: 4:30PM–5:20PM

Board 18

Perceived Work Environment Change With Age and Education

The study examined how age and education influence perceived work environments and job-related mental health. The study found that age was negatively correlated with job demands and positively correlated with job-related mental health. Level of education was positively correlated with job demands, job-related mental health, and was differentially related to different types of resources.

Michelle Hyun Ji Kim, Rice University

Margaret E. Beier, Rice University

Submitter: Michelle Hyun Ji Kim, mhk7@rice.edu

297. Poster: 4:30PM–5:20PM

Board 19

Multi-Item Subjective Age as a Better Predictor of Distal Work-Related Outcomes

Authors examined the stability of the factor structure of a multi-item composite measure of subjective age (feel age, do age, interest age, look age) and assessed whether it was a better predictor of distal work-related outcomes than its single-item counterpart. Findings indicate the multi-item version is stable over time and better suited for monthly/yearly longitudinal research in organizations.

Rick Allen Laguerre, University of Connecticut

Janet L. Barnes-Farrell, University of Connecticut

James Michael Hughes, Abnormal Group, LLC

Submitter: Rick Allen Laguerre, Rick.Laguerre@uconn.edu

298. Poster: 4:30PM–5:20PM

Board 20

Resilience, Job Strain, and Well-Being of Working Cancer Survivors

Authors examined how cancer survivors' resources relate to well-being. Resilience was predicted to relate to decreased strain, attenuating negative outcomes, especially for those low in meaning. Employed cancer survivors were recruited. Resilience only related to reduced strain when meaning was low. Also, strain mediated relationships between resilience and outcomes for those low in meaning.

Alex Marbut, University of Alabama

Dianhan Zheng, University of Alabama Huntsville

Jing Zhang, California State University, San Bernardino

Louise O'Keefe, University of Alabama Huntsville

Submitter: Alex Marbut, armarbut@crimson.ua.edu

299. Poster: 4:30PM–5:20PM

Board 21

Field Examination of Occupational Driver Behaviors and Commute Times in Oil and Gas

Drivers in an oil and gas well servicing fleet demonstrated a 60% reduction in speeding events and a 50% reduction in aggressive driving

events over a 16-week baseline to intervention period. Further, drivers experienced a combined average on-duty and commute time of 15.4 hours during work days, with upwards of 3 hours of commuting time.

Andrew M. Miller, Virginia Tech Transportation Institute

Andrew Krum, Virginia Tech Transportation Institute

Submitter: Andrew M. Miller, amiller6@vt.edu

300. Poster: 4:30PM–5:20PM

Board 22

Effects of LMX and Interpersonal Justice on Emotional Exhaustion
LMX negatively influences emotional exhaustion directly and indirectly through interpersonal justice. Longitudinal data from 153 faculty members supported our proposition that high LMX is a resource, buffering against exhaustion and increasing justice perceptions, which in turn reduces exhaustion. Emotional stability was found to be a buffer against low LMX in predicting IJ.

Mike Olson, University of Houston

Nikola Fedorowicz, University of Houston

Ricardo Obasare, University of Houston

Catherine Horn, University of Houston

Mary Louise Hotze, University of Houston

Tina Zamanipour, University of Houston

L. A. Witt, University of Houston

Submitter: L. A. Witt, witt@uh.edu

301. Poster: 4:30PM–5:20PM

Board 23

Investigating the Momentary and Stable Predictors of Break Taking
Breaks allow employees to maintain their energy and to perform well at work, yet little is known about the factors shaping whether or not employees will take a break. This multiwave field study (N = 388) investigated the momentary antecedents of—and impediments to—break taking over a workday. This study also examined microbreak climate and conscientiousness as stable predictors of break taking.

Vincent Phan, University of Waterloo

James W. Beck, University of Waterloo

Submitter: Vincent Phan, v4phan@uwaterloo.ca

302. Poster: 4:30PM–5:20PM

Board 24

A Meta-Analysis of Workplace Health Intervention Programs: The What, How, and Who

This paper investigated whether the efficacy of WHIPs is dependent on the specific health domain targeted, and identify sample and intervention moderators. WHIP overall improved health across all domains examined. Analyses of intervention efficacy broken down by domain revealed that interventions improvements were apparent for interventions targeting diet, exercise measures, and mental health.

Wei Ming Jonathan Phan, University of Illinois, Urbana-Champaign

Dolores Albarracín, University of Illinois Urbana-Champaign

Sunderrajan Sunderrajan, University of Illinois, Urbana-Champaign

Submitter: Wei Ming Jonathan Phan, jonathan.phan@csulb.edu

303. Poster: 4:30PM–5:20PM

Board 25

Job Insecurity in Post-Crisis Europe: The Role of Job Preservation Motivation

Using data from Mediterranean and Northern Europe, authors examine job preservation motivation and its relationship with job insecurity and well-being. Findings indicate a stronger positive relationship between job insecurity and job preservation motivation in Mediterranean countries. In these countries job preservation motivation exacerbates the negative impact of job insecurity on well-being.

Beatrice Piccoli, University of Essex

Hans De Witte, Katholieke Universiteit Leuven

Submitter: Beatrice Piccoli, b.piccoli@essex.ac.uk

304. Poster: 4:30PM–5:20PM

Board 26

Workplace Incivility and Work–Family Conflict: Effects of Negative Rumination and Min

Authors examined the effect of workplace incivility on work-to-family conflict through negative rumination at work and negative rumination after work. Workplace incivility had a significant indirect effect with work-to-family conflict through negative rumination at work and after

work, and trait mindfulness buffered the relationship between negative rumination at work and after work.

Shivani Shah, The Graduate Center & Baruch College, CUNY

Wiston Rodriguez, The Graduate Center & Baruch College, CUNY

Ethan James Ray, The Graduate Center & Baruch College, CUNY

Xinxuan Che, Florida Institute of Technology

Zhiqing E. Zhou, The Graduate Center & Baruch College, CUNY

Submitter: Shivani Shah, shivani.shah@baruch.cuny.edu

305. Poster: 4:30PM–5:20PM

Board 27

Leadership: A Buffer From Stress and Strain

This study investigated the relations between leadership styles of the full range leadership theory and indicators of work-related stress and strain. Results suggested that certain aspects of leadership may serve as resources for reducing or coping with stress and strain, whereas other aspects of leadership may serve as a hindrance.

Wyatt E. Stahl, PSI Services LLC

Sebastiano A. Fisicaro, Wayne State University

Submitter: Wyatt E. Stahl, stahlwy@gmail.com

306. Poster: 4:30PM–5:20PM

Board 28

The Development and Validation of a Workplace Nontask Ostracism Scale

This study proposes a new construct in the workplace relationships space, workplace nontask ostracism, which describes a socially driven workplace exclusion that does not directly impede tasks. In addition, the study provides evidence of the psychometric properties, nomological network, and distinct factor structure and predictive power relative to a related workplace ostracism scale.

Aashna Matty Waiwood, University of South Florida

Joseph Regina, University of Southern Florida

Shannon Cooney, University of South Florida

Tammy D. Allen, University of South Florida

Submitter: Aashna Matty Waiwood, amwaiwood@gmail.com

307. Poster: 4:30PM–5:20PM

Board 29

Understanding Underemployment: Is It Better to Be Crafty or Stable?

Using longitudinal data, this study examined job crafting and affective dispositions (positive/negative affect) as moderators of the relationships between underemployment and work-related outcomes. Specifically, authors measured work engagement, organizational commitment, and turnover intentions. Results indicated that job crafting is a significant moderator of underemployment and the outcomes.

Gwendolyn Paige Watson, Clemson University

Robert R. Sinclair, Clemson University

Elyssa Johnson, Clemson University

Gargi Sawhney, Auburn University

Baylor Ann Graham, Clemson University

Submitter: Gwendolyn Paige Watson, gpwatson07@gmail.com

308. Poster: 4:30PM–5:20PM

Board 30

Sleep Intervention's Effects on Sleep Behavior Through a Social Mechanism

Authors examined the effectiveness of a sleep workshop on medical trainees' sleep behavior as well as the mechanism through which the effects took place. Increase ($d = .20 \sim .44$) in sleep behaviors and sleep climate were found 1 month after the workshop. Further, mediation analyses suggested that changes in sleep behaviors occurred through change in the communication dimension of sleep climate.

Tetsuhiro Yamada, University of Minnesota

Aaron M. Schmidt, University of Minnesota

Michael J. Howell, University of Minnesota

Submitter: Tetsuhiro Yamada, yamad017@umn.edu

309. Poster: 4:30PM–5:20PM

Board 31

Does Your Work Kill Your Sleep? Use Machine Learning in Predicting Sleep Quality

Authors explored the most important correlates of sleep quality using supervised machine learning, affirming and extending existing sleep research. Specifically, using lasso regression, it was found that positive

family-to-work spillover, sex, control, positive relations with others, acceptance of others, and negative affect exhibit strong effects on sleep quality.

Lu Zuo, University of Alabama

Submitter: Lu Zuo, lzuo3@crimson.ua.edu

310. Poster: 4:30PM–5:20PM

Board 32

The Immediate and Long-Term Implications of Inequality at Work on Well-Being

Authors found that workplace inequality has an immediate and long-term effect on well-being and sense of control. Specifically, the effects of workplace inequality and its change on well-being change are mediated by sense of control change. Finally, no significant sex difference was found in these relationships.

Lu Zuo, University of Alabama

Graham H. Lowman, Kennesaw State University

Justin A. DeSimone, University of Alabama

Submitter: Lu Zuo, lzuo3@crimson.ua.edu

Poster Session (JW Foyer Session F): Top Posters

6:00PM–6:50PM JW Foyer

311. Poster: 6:00PM–6:50PM

Board 1

When the Powerful Behave Unethically: The Interaction of Stability and Beneficiary

Authors conducted 2 experiments to examine the interactive effect of power stability and the intended beneficiary on powerful people's unethical behavior. Findings indicate that the powerful are more likely to behave unethically in self-serving situations when they perceive their power as unstable, whereas those with stable power are more likely to behave unethically in group-serving situations.

Xiaoxuan Wang, Zhejiang University

Nicholas Zike, Portland State University

Liu-Qin Yang, Portland State University

Fan Zhou, Zhejiang University

JinYan, Zhejiang University

Submitter: Liu-Qin Yang, liuqinyang@pdx.edu

312. Poster: 6:00PM–6:50PM

Board 2

What Does It Cost You to Get There? Effects of Emotional Journeys on Daily Outcomes

This study draws on self-regulation theories to argue that emotional changes inherent in an "affect shift" have consequences for employee resources and subsequent behavior. Authors use experience sampling methodology to demonstrate that daily affect shifts—typically regarded as beneficial to employee outcomes—come at the cost of depletion, ultimately triggering counterproductive behaviors.

Emma L. Frank, University of Georgia

Fadel K. Matta, University of Georgia

Tyler Sabey, University of Georgia

Jessica Rodell, University of Georgia

Submitter: Fadel K. Matta, fmatta@uga.edu

313. Poster: 6:00PM–6:50PM

Board 3

Genetic Influences on Work–Family Conflict: An Initial Examination

Based on twin pairs data, authors examine the role of genetic factors in explaining variation in work–family conflict. Results indicate work–family conflict has a genetic component. Specifically, genetics explains ~36% and ~26% of the variance in WIF and FIW, respectively. Personality, neuroticism in particular, acts as a partial mediator.

Tammy D. Allen, University of South Florida

Joseph Regina, University of Southern Florida

Aashna Matty Waiwood, University of South Florida

Brenton M. Wiernik, University of South Florida

Submitter: Tammy D. Allen, tallen@mail.usf.edu

314. Poster: 6:00PM–6:50PM

Board 4

Strategy Execution: Measurement and Organizational Performance

Authors present a methodology to reliably measure ($r = .75$) and track the extent to which organizational strategy is effectively communicated throughout a company in a way that truly guides behavior and local decision making (i.e., strategy execution). Further, a meaningful rela-

tionship between successful strategy communication and corresponding organizational outcomes is demonstrated ($r = .60$).

Jeffery S. Schippmann, Graham Group Ltd.

Michael Dean Schippmann, Northeastern University

Submitter: Jeffery S. Schippmann, jdschippmann@gmail.com

315. Poster: 6:00PM–6:50PM

Board 5

Examining the Role of Gender in Scholarly Collaborations in I-O Psychologists

Authors examined gender representation and publication success in I-O psychology academics by investigating the structure of gender-based disparity in collaboration. Social network analyses revealed that women were hindered by the collaboration structure of I-Os. Women were less represented in the network, had less social capital, and were particularly underrepresented as top collaborators.

Brian Alfred Eiler, Davidson College

Michele Sky Lee, Northern Arizona University

Ann H. Huffman, Northern Arizona University

Stacie Furst-Holloway, University of Cincinnati

Jocelyn Robles, Northern Arizona University

Submitter: Ann H. Huffman, ann.huffman@nau.edu

316. Poster: 6:00PM–6:50PM

Board 6

An Initial Examination of a Supervisor Interpersonal Relationship Ambiguity Scale

Research on leader–member exchange has analyzed the relationship quality of leaders and followers. However, the clarity of these relationships may also be relevant as ambiguity at work relates to undesirable outcomes. In this study, a Supervisor Interpersonal Relationship Ambiguity scale was created, tested, and correlated with occupational health outcomes to examine this new construct.

Joseph Regina, University of Southern Florida

Aashna Matty Waiwood, University of South Florida

Tammy D. Allen, University of South Florida

Submitter: Joseph Regina, JosephRegina6795@gmail.com

317. Poster: 6:00PM–6:50PM

Board 7

Leader Machiavellianism and Supervisory Behaviors: Do Employee Political Skills Matter?

Authors examine relationships between leader Machiavellianism and abusive supervision and LMX, as moderated by employee political skill to understand how Machiavellian leaders treat employees, influenced by the employees' perceived utility. Results across 2 studies show that Machiavellian leaders are less likely to abuse employees when they perceive that employees have high political skill.

Blythe L. Rosikiewicz, West Chester University

Jae Young Choi, Drexel University

Yoonhee Kim, Drexel University

Christian J. Resick, Drexel University

Submitter: Blythe L. Rosikiewicz, brosikiewicz@wcupa.edu

318. Poster: 6:00PM–6:50PM

Board 8

Perceived Leadership Behavior Variability: Capricious or Adaptable Leaders?

Authors conducted 3 studies to examine the structure, predictors, and outcomes of perceived leadership behavior variability. Study 1 uncovered this is a unidimensional construct. Study 2 revealed that greater leader variability was negatively related to group and relational outcomes but only for some followers. Study 3 showed that greater variability was not related to ratings of adaptability.

Winnie Shen, York University

Aleksandra Luksyte, The University of Western Australia

Submitter: Winnie Shen, wshen88@schulich.yorku.ca

319. Poster: 6:00PM–6:50PM

Board 9

Investigation of Compulsory Citizenship Behavior in the OCB Nomological Network

Multiphasic data from 315 employees provides evidence for convergent/divergent validity of compulsory citizenship behavior (CCB) within the OCB nomological network and separate from in-role behavior. Specifi-

cally, results support a unique contribution of CCB to the operationalization of OCB by emphasizing the employees' perceptions of whether they perform OCB discretionarily.

Rachel Pohlman, Central Michigan University

Krystal N. Roach, Central Michigan University

Kimberly E. O'Brien, Central Michigan University

Submitter: Rachel Pohlman, pohlm1rt@cmich.edu

320. Poster: 6:00PM–6:50PM

Board 10

Occupational Complexity Moderates Conscientiousness' Relation to Performance

Authors use 2nd-order meta-analyses to reexamine the claim that Conscientiousness consistently predicts moderate performance across jobs. Based on 10 meta-analyses across 8 occupations, Conscientiousness shows generalizable effects across occupations, but complexity moderates this relation. High, versus low-to-moderate, occupational complexity attenuates Conscientiousness' relation to performance.

Michael P. Wilmot, HumRRO

Deniz S. Ones, University of Minnesota

Submitter: Michael P. Wilmot, mwilmot@humrro.org

321. Poster: 6:00PM–6:50PM

Board 11

Intersectionality and Stereotype Threat During Pregnancy

This study explores the impact of intersectionality on stereotype threat (ST) for pregnant workers. Results suggest that the more intersectionality a pregnant worker possesses, the more likely she is to experience ST in general. Moreover, workers may also experience larger increases in ST as their pregnancy progresses, if they identify with more stigmatized identities.

Lindsey M. Lavaysse, Washington State University Vancouver

Tahira M. Probst, Washington State University Vancouver

Sean Palmer Marquardt Rice, Washington State University Vancouver

Submitter: Lindsey M. Lavaysse, lmavaysse@gmail.com

Our custom
assessments are
perfectly tuned
to your needs.

Swing by booth 208
to learn more.



We Know **360s**

360 Feedback is not a hobby for 3D Group—it's our specialty. Partner with us to discover what our 360 expertise can do for you.

**Assessing Relationship
Quality: Technology to
Understand Interpersonal
Interactions**

ROOM: JW Grand Salon 1
Thursday • 2 - 2:50 PM

**Innovative Applications
of 360 for Personal
Development**

ROOM: 203-204
Saturday • 11:30- 12:20PM



www.3dgroup.net

Booth #210

Modern Hire

Modern Hire helps companies continually improve hiring through more personalized, data-driven experiences for candidates, recruiters, and hiring managers across the enterprise.

Our science-powered SaaS platform modernizes every step of the hiring process, from pre-apply to offer acceptance. We enable modern hiring by delivering a compelling experience using ethical science, innovative technology, and unmatched customer service.

With Modern Hire and our tens of millions of candidate interactions, your hiring process is efficient, effective, and fair.

Stop by booth #615 to learn more.



Shaker & Montage have combined to become Modern Hire.

Make hiring personal



www.modernhire.com



Assessments International



OPPORTUNITIES DON'T HAPPEN YOU CREATE THEM



*A COMPREHENSIVE
ASSESSMENT STRATEGY TO
EXPEDITE TALENT AND
ORGANIZATION SUCCESS*

Don't see what you are looking for?

Assessments International integrates with additional assessment providers and can incorporate your companies' proprietary assessments as well. Call us to discuss how we can align our assessment portal with your assessment needs.

ASSESSMENT PORTAL

Set your organization apart. Reduce administrative complexity, simplify the user experience, and access all results with integrated assessment solutions from Assessments International.

AVAILABLE ASSESSMENTS

- **The PROFILOR® Development Series**
360 Feedback For Development
360 Progress Check
- **The PROFILOR® Employee Lifecycle Series**
Onboarding & Exit Surveys
Engagement & Pulse Surveys
- **TalentLens Assessments**
Watson-Glaser™ Critical Thinking Appraisal III
Raven's Progressive Matrices™
Workplace Personality Inventory II (WPI-II)
- **TALENTx7® Learning Agility Assessment**

ASSESSMENTSINTERNATIONALINC.COM | TEL: 952.512.2300

Driving social and economic change

Serving both business and employees

shrm.org/work



KANTAR



World Leader in People Research

- Employee Engagement Surveys
- Pulse Surveys
- Continuous Listening Programs
- Leadership Development
- Customer Experience
- Global Benchmark Data

Stop by Booth 802 for a Special Gift

EMPLOYEE INSIGHTS | Taking employee engagement to a new level.

www.tnsei.com

Ever get the feeling
no one is listening?
I don't.

Go ahead. Love your job.

GLINT

Your people at their best.

glintinc.com



322. Panel Discussion: 8:00AM–9:20AM 201-202**Starting, Funding, and Maintaining International Research Collaborations**

There has been increased interest in international research among I-O psychologists. However, there is little practical guidance for scholars on how to start and navigate such endeavors. Thus, the proposed panel session brings together 4 experienced international researchers who will share practical insights on how to establish, fund, and maintain an international research collaboration.

Gary Giumetti, Quinnipiac University, *Co-Chair*
 Carrie A. Bulger, Quinnipiac University, *Co-Chair*
 Sharon Glazer, University of Baltimore, *Panelist*
 Richard L. Griffith, Florida Institute of Technology, *Panelist*
 Catherine T. Kwantes, University of Windsor, *Panelist*
 Jose M. Peiro, University of Valencia, *Panelist*
 Submitter: Gary Giumetti, ggiumetti@gmail.com

323. Symposium: 8:00AM–9:20AM 203-204**How Implicit Personality Research Can Contribute to I-O Psychology**

Although there is an abundance of research in the I-O literature exploring explicit personality, there is a dearth in regard to implicit personality. The first goal of this symposium is to introduce research using a variety of methods to study implicit personality. The second goal is to stress how studying these implicit characteristics can contribute to knowledge of important work outcomes.

Sydney L. Reichin, Pennsylvania State University, *Co-Chair*
 James M. LeBreton, Pennsylvania State University, *Co-Chair*
 Cristina Theriault, Pennsylvania State University, Amanda Moeller, Pennsylvania State University, Yi Wang, Pennsylvania State University, *The Light and Dark Side of Affiliation*
 J. Malte Runge, Ghent University, Jonas W. B. Lang, Ghent University, *Implicit Power and the Conscientiousness/Burnout Link*
 Julie Brueckner, Dublin City University, Janine Bosak, Dublin City University, Jonas W. B. Lang, Ghent University, *What Do Male and Female CEOs Need? A Gendered Analysis of Implicit Motives*
 Sydney L. Reichin, Pennsylvania State University, James M. LeBreton, Pennsylvania State University, Jan te Nijenhuis, Dutch Ministry of Defense/University of Amsterdam, Myckel Cremers, Netherlands Defence Academy, Kitty van der Heijden-Lek, Free University, Amsterdam, *Implicit Aggression Predicting Integrity: Validity Evidence for a Dutch CRT-A*
 Paul J. Hanges, University of Maryland, *Discussant*
 Submitter: Sydney L. Reichin, sydneyreichin@gmail.com

324. Friday Seminar: 8:00AM–11:00AM 301-302**Friday Seminar 1: Python Programming for I-O Psychology: How to Start and How to Grow**

PREREGISTRATION AND ADDITIONAL FEE REQUIRED. This seminar will guide participants through the basics of programming in Python and survey specific tools that are important for I-O psychologists using relevant real-world examples. The seminar is designed to help the less experienced practitioner or academic become comfortable using a powerful general programming language to solve new problems.

Adam Cannon, Columbia University, *Presenter*
 Submitter: Kristin Weiss, kristinc@amazon.com

325. Special Event: 8:00AM–9:20AM 402-403**SIOP Select: Best of Practice Award Winners**

Join us for a captivating presentation of achievement and best paper awards, including the Early Career Practice Award, Humanitarian Award, M. Scott Myers Award, Wiley Award, Joyce and Robert Hogan Award, and Raymond Katzell Award. Winners of each award will present in an alternative session format where they will discuss the key ideas of their work.

Juliet Aiken, University of Maryland, *Presenter*
 Bethany H. Bynum, HumRRO, *Presenter*
 Lilia M. Cortina, University of Michigan, *Presenter*
 Mark G. Ehrhart, University of Central Florida, *Presenter*
 Deborah L. Gebhardt, HumRRO, *Presenter*

Michele J. Gelfand, University of Maryland, *Presenter*
 Hailey A. Herleman, IBM, *Presenter*
 Filip Lievens, Singapore Management University, *Presenter*
 Don M. Moretti, US Foods, *Presenter*
 Kristin N. Saboe, Boeing, *Presenter*
 Mahima Saxena, Illinois Institute of Technology, *Presenter*
 Submitter: Tyree D. Mitchell, tyreedmitchell@aol.com

326. Alternative Session Type with Presenters:**8:00AM–9:20AM 408-409****Stay Present: The Key to Effective EDI Training**

Mindfulness has been shown to reduce implicit bias and discriminatory behaviors. Presenters will demonstrate, through concrete training activities, how mindfulness exercises can enhance equity, diversity, and inclusion initiatives in organizations. Attendees will participate in activities and will be provided with the tools needed to incorporate the activities into their own training programs.

Jennifer C. Kiesel, Point B, *Author*
 Jessica Prior, K Parks Consulting Inc. (KPC), *Author*
 Kizzy M. Dominguez, K. Parks Consulting Inc. (KPC), *Author*
 Greg Jenkins, Greg Jenkins Consulting LLC, *Author*
 Lindsey M. Lee, K. Parks Consulting Inc. (KPC), *Presenter*
 Stephanie Tavarez, K. Parks Consulting Inc. (KPC), *Presenter*
 Submitter: Lindsey M. Lee, llee@kparksconsulting.com

327. Symposium: 8:00AM–9:20AM 502-503**LGBTQ+ at the Work/Life Interface: A Multidisciplinary Multimethod Examination**

This symposium extends research on the LGBTQ+ work/life interface via 4 studies. Research presented includes a qualitative examination of 2 LGBTQ+ work–family experiences, a measure development of stigma-based WFC, a quantitative examination demonstrating the role of disclosure and LMX for work/life outcomes, and a theoretical development to better understand LGBTQ+ work/life experiences.

Jacquelyn M. Brady, Portland State University, *Co-Chair*
 Nicholas A. Smith, Oregon Health & Science University, *Co-Chair*
 Thomas Sasso, University of Guelph, M. Gloria Gonzalez-Morales, University of Guelph, Matthew M. Gmitrowicz, Independent Researcher, *Who Decides Who's Family? Exploring Work Needs of Queer Families*
 Christian N. Thoroughgood, Villanova University, Katina Sawyer, George Washington University, *Making the Invisible, Visible: Measuring Stigma-Based WFC at Work*
 Nicholas A. Smith, Oregon Health & Science University, Jacquelyn M. Brady, Portland State University, Lisset Dumet, Oregon Health & Science University, Samuel Greenspan, Oregon Health & Science University, David Hurtado, Oregon Health & Science University, *LGBTQ+ Identity Disclosure and Work/Life Outcomes: The Importance of LMX*
 Jean-Charles Emile Languilaire, JCL Humanistic Consulting AB, *The Work/Non-work LGBTQ+ Boundary Management: A Context-Based Experience*
 Ann H. Huffman, Northern Arizona University, *Discussant*
 Submitter: Nicholas A. Smith, nicholas.smith.psu@gmail.com

328. Panel Discussion: 8:00AM–9:20AM Brazos**Novel Approaches to Organizational Feedback**

Uncertainty is rising as organizations are growing in complexity and roles are becoming more flexible. Feedback can reduce uncertainty and promote development; however, evidence suggests traditional feedback approaches are often unsuccessful in today's dynamic organizations. This panel assembles experts to discuss novel feedback approaches that have been successfully enacted in organizations.

Ketaki Sodhi, University of Akron, *Co-Chair*
 Paul E. Levy, University of Akron, *Co-Chair*
 Lauren Bidwell, SAP SuccessFactors, *Panelist*
 Anuradha Ramesh, Google, *Panelist*
 Brodie Gregory Riordan, McKinsey & Company, *Panelist*
 Stephen F. Young, Center for Creative Leadership, *Panelist*
 Submitter: Ketaki Sodhi, ks225@zips.uakron.edu

329. Panel Discussion: 8:00AM–9:20AM JW Grand Salon 1**Where Are the Men? Bringing Men Into the Mix to Push for Workplace Gender Equality**

This session will combine academic and practitioner perspectives on the role of men in achieving gender parity in the workplace to promote and retain women leaders. The discussion will include research-backed insight on the importance of men as allies, mentors, and sponsors while simultaneously providing practical strategies to bring men into the fold.

David M. Wallace, U.S. Naval Academy, *Chair*

Kira L. Barden, PepsiCo, *Panelist*

Michelle (Mikki) Hebl, Rice University, *Panelist*

Christiane Spitzmueller, University of Houston, *Panelist*

Kelly Evangeline Welsh, USN, U.S. Naval Academy, *Panelist*

Submitter: David M. Wallace, dmwallac@usna.edu

330. Symposium: 8:00AM–9:20AM JW Grand Salon 2**Working and Aging: New Insights Into Behavior, Experience, and Performance**

Global growth in the number of older workers is creating opportunities—and needs—for research on working later in life. This symposium presents new findings on several issues critical to organizations and their older workers. The presentations contain data from many countries, multiple levels of analysis, advances in theory, and practical implications.

Richard A. Guzzo, Mercer, *Chair*

Cort W. Rudolph, Saint Louis University, Eileen C. Toomey, Johnson & Johnson, Hannes Zacher, Leipzig University, *Age-Conditional Effects of Political Skill and Empathy on Emotional Labor*

Bernadeta Goštautaitė, ISM University of Management and Economics, Yiduo Shao, University of Florida, Mo Wang, University of Florida, *Worker Age, Health, and Sickness Absence: Findings From a Multicountry Study*

Richard A. Guzzo, Mercer, Haig Nalbantian, Mercer, Nicholas Andersen, Columbia University, *Employee Age and Business Performance: A Meta-Analysis*
Juergen Deller, Leuphana University of Lüneburg, Max Reinhard Wilckens, Leuphana University of Lüneburg, Anne M. Wöhrmann, Federal Institute for Occupational Safety and Health, Mo Wang, University of Florida, *Development and Validation of the Later Life Work Index*

Boris B. Baltes, Wayne State University, *Discussant*

Submitter: Richard A. Guzzo, rick.guzzo@mercer.com

331. Alternative Session Type with Presenters: 8:00AM–9:20AM JW Grand Salon 3**Data Storytelling 2.0: Taking Creativity to a New Level**

Participants learn and apply principles of data storytelling to build skills by working in teams to translate a typical I-O problem based on multiple data streams into a compelling story for different audiences. With physical “props” (e.g., Lego, silly putty), teams bring their data stories to life. They will pitch their stories to “audiences” differing in style and discuss lessons learned.

Seymour Adler, Kincentric, *Presenter*

Miriam T. Nelson, Korn Ferry, *Presenter*

Amy Dawgert Grubb, Federal Bureau of Investigation, *Presenter*

Submitter: Amy Dawgert Grubb, agrubb@fbi.gov

332. Master Tutorial: 8:00AM–9:20AM JW Grand Salon 4
Blueprint for Success: Designing the Customer Experience for Organizational Impact

This interactive session builds participant knowledge of and ability to conduct customer experience journey mapping in order to understand and improve the total customer experience through redesign of organizational structure and processes.

Donald R. Scott, DDI, *Presenter*

Tami J. Licht, DDI, *Presenter*

Submitter: Donald R. Scott, don.scott@ddiworld.com

333. Alternative Session Type with multiple papers:

8:00AM–9:20AM JW Grand Salon 5

Toolkits for Physiological Measurement, Behavioral Coding, and Computational Modeling

Innovative research methods are often intimidating to new users due to technological barriers to entry. In this session, our presenters provide “beginner’s guide” toolkits for using physiological measurement, behavioral coding and computational modeling to study organizational phenomena. Each toolkit will involve a recorded demonstration and additional resources for getting started.

Lillian T. Eby, University of Georgia, *Co-Chair*

Hayley M. Trainer, University of Georgia, *Co-Chair*

Kimberly A. French, Georgia Institute of Technology, *Physiological Measurements of Strain With a Focus on Cardiovascular Measurement*

Tori L. Crain, Colorado State University, Rebecca Marie Brossoit, Colorado State University, Shalyn Stevens, Colorado State University, *Understanding When Objective Measures of Sleep Are Not So Objective*

Hayley M. Trainer, University of Georgia, Lillian T. Eby, University of Georgia, Melissa M. Robertson, University of Georgia, David B. Fecteau, University of Georgia, *Understanding Relational Behavior Using Microbehavioral Observational Coding*

Neal Outland, DePaul University, *Hello World! Tools, Techniques, and Getting Started With Computational Modeling*

Submitter: Hayley M. Trainer, hayleytrainer15@gmail.com

334. Master Tutorial: 8:00AM–9:20AM JW Grand Salon 6
Text Analytics and NLP With R

Text is messy! Extracting information from text data is not as simple as analyzing quantitative questionnaires. This tutorial session will walk you through how to clean, describe, summarize, display, and predict outcomes from text using the powerful statistical language R. Bring your laptop for this interactive session (download session materials here: <https://bit.ly/2KKXIHQ>).

Jeff A. Jones, Korn Ferry, *Presenter*

Steven Nydick, Korn Ferry, *Presenter*

Ben Wiseman, Korn Ferry Institute, *Presenter*

Submitter: Steven Nydick, nydic001@umn.edu

335. Symposium: 8:00AM–9:20AM JW Grand Salon 7-8
The Rise of the Machines: How Machine Learning Is Changing Organizations and Research

Given the growing popularity of machine learning (ML), this symposium presents 5 papers that discuss the use and interpretation of ML for various aspects of organizational research and practice. The implications of ML will be discussed in the context of predicting work outcomes, reading text-based survey responses, clustering jobs, and reviewing the literature.

Christopher D. Nye, Michigan State University, *Chair*

Jacob C. Bradburn, Michigan State University, *Co-Chair*

Jacob C. Bradburn, Michigan State University, Christopher D. Nye, Michigan State University, Dan J. Putka, HumRRO, Anthony S. Boyce, Amazon, Nicholas R. Martin, Aon, Fabian Elizondo, K. Parks Consulting, Inc., *Personality and P-E Fit: The Potential Contribution of Machine Learning to Prediction*

Elena Auer, University of Minnesota, Khue Tran, University of Minnesota Twin Cities, Lily Dunk, University of Minnesota, Richard N. Landers, University of Minnesota, *Machine Learning in Employee Selection: A Simulation Study*
Ross Walker, Michigan State University, Robert L. Gray, Michigan State University, William Shepherd, The Wendy’s Company, Eric D. Bookmyer, MedVet, Ann Marie Ryan, Michigan State University, *Caching Feelings: Predicting Employee Engagement From Text Data*

Evan Mulfinger, Rice University, Leo Alexander, III, Rice University, Fred Oswald, Rice University, *Using the O*NET Content Model to Predict Interest Requirements of Jobs*

Feng Guo, Bowling Green State University, Michael J. Zickar, Bowling Green State University, *Exploring 100 Years’ of Research in Industrial and Organizational Psychology*

Submitter: Christopher D. Nye, nyechris@msu.edu

336. Panel Discussion: 8:00AM–9:20AM Lone Star Salon A Synthetic Validity: An Authentic Solution to Applied Problems

Synthetic validity is a powerful way to generate validity evidence in situations where other techniques cannot. Unfortunately, synthetic validity techniques are not used frequently in practice or are used but not widely discussed. This panel discussion addresses topics such as what synthetic validity is, situations where it can be used, and practical guidance for implementing synthetic validation.

Paul Agnello, Aon, *Chair*

Tara K. McClure, Aon, *Co-Chair*

Caitlin E. Blackmore, Aon, *Panelist*

Calvin C. Hoffman, Los Angeles County Sheriff's Department, *Panelist*

Jeff W. Johnson, SHL, *Panelist*

Charles A. Scherbaum, Baruch College & The Graduate Center, CUNY, *Panelist*

Michael A. Tapia, Hogan Assessments, *Panelist*

Submitter: Paul Agnello, agnellp@gmail.com

337. Symposium: 8:00AM–9:20AM Lone Star Salon B Trapped Together: Teamwork in Isolated, Confined, and Extreme Contexts

This symposium highlights the value of utilizing isolated, confined, and extreme (ICE) environments to understand the complexity of team processes to inform organizational needs, such as helping NASA understand how crew teamwork will manifest in the ICE conditions imposed by a long-distance space exploration mission to Mars.

Huiyu Yang, The State University of New York at Buffalo, *Co-Chair*

Tatem Heather Burns, DePaul University, *Co-Chair*

Katerina Bezrukova, University at Buffalo, SUNY, *Co-Chair*

Kim Binsted, University of Hawai'i, *Lessons Learned From the HI-SEAS*

Jelena Bric, University of the Fraser Valley, Peter Suedfeld, University of British Columbia, Phyllis Johnson, University of British Columbia, *Teams in Extreme Environments: Exploring Autonomy, Motivation, and Stress (TE3AMS)*

C. Shawn Burke, University of Central Florida, Justine Nicole Moavero, University of Central Florida, Tripp Driskell, Florida Maxima Corporation, James Driskell, Florida Maxima Corporation, Eduardo Salas, Rice University, *Antecedents of Team Role Enactment in Isolated, Confined Environments (ICE)*

Tatem Heather Burns, DePaul University, Huiyu Yang, The State University of New York at Buffalo, Katerina Bezrukova, University at Buffalo, SUNY, Suzanne T. Bell, DePaul University, Chester S. Spell, Rutgers University, *Faultlines in Space: Regional Culture, Affect, and Team Processes Over Time*

Jenna Van Fossen, Michigan State University, Anthony Misco, Michigan State University, Jeffrey Olenick, Michigan State University, Daniel Jacob Griffin, Michigan State University, Chu-Hsiang (Daisy) Chang, Michigan State University, Steve W. J. Kozlowski, Michigan State University, *An Idiographic Approach to Understanding Team Process Dynamics*

Submitter: Huiyu Yang, huiyuan@buffalo.edu

338. Symposium: 8:00AM–9:20AM Lone Star Salon C New Insights Into Day-Level Work–Nonwork Relationships

This symposium presents new research on day-level within-person relationships between work and nonwork variables and examines new and rarely studied antecedents, including supervisory support for recovery from work, temporal entrainment, task completion, prework strategies, and nonwork conflict, and withdrawal.

Charlotte Fritz, Portland State University, *Co-Chair*

Morgan Rose Taylor, Portland State University, *Co-Chair*

Caitlin A. Demsky, Oakland University, Greg R. Thrasher, Oakland University, Boris B. Baltes, Wayne State University, *Supervisor Support, Work–Family Conflict, and Alcohol Use: The Role of SOC Behaviors*

Charlotte Fritz, Portland State University, David E. Caughlin, Portland State University, Dana Auten, Portland State University, *Day-Level Task Completion, Sleep, and Next Morning Outcomes*

Megan T. Nolan, West Chester University of Pennsylvania, James M. Diefendorff, University of Akron, John P. Trougakos, University of Toronto, *The Effects of Prework Strategies on Psychological Engagement and Well-Being*

Nitya Chawla, University of Arizona, Allison S. Gabriel, University of Arizona, Klodiana Lanaj, University of Florida, *Guilty as Charged: Spillover Effects of Employees' Post-Work Maladaptive Interactions*

Vedant Das Swain, Georgia Institute of Technology, Gregory Abowd, Georgia In-

stitute of Technology, Munmun De Choudhury, Georgia Institute of Technology, Kari Nies, Institute for Software Research, Manikanta Dornala Reddy, Georgia Institute of Technology, Greg R. Thrasher, Oakland University, *Temporal Entrainment of Work–Nonwork Routines*

Submitter: Charlotte Fritz, fritzcc@pdx.edu

339. Panel Discussion: 8:00AM–9:20AM Lone Star Salon D Choose Your Own Adventure Consulting III: Unique Solutions to Common Challenges

Many common organizational challenges can be approached through various consulting methods. This panel brings together consultants from different I-O areas to offer practical, unique solutions for a fictional client's problematic recruiting and selection system and high turnover, each focusing on one of the following areas: assessment, recruitment, training and development, and employee well-being.

Nataliya Baytalskaya, Caliper, a PSI business, *Co-Chair*

Trevor J. Shylock, Caliper, a PSI business, *Co-Chair*

Patricia E. Grabarek, Workr Beeing/Infor Talent Science, *Panelist*

Shareefa Amari, Routematch Software, *Panelist*

Alissa D. Parr, PSI Services LLC, *Panelist*

Erica N. Drew, DaVita, *Panelist*

Submitter: Nataliya Baytalskaya, nataliya.baytalskaya@gmail.com

340. Panel Discussion: 8:00AM–9:20AM Lone Star Salon E Nudges: All Shapes and Sizes

In this session, I-O psychologists from five large companies (Capital One, Deloitte, General Mills, Glint, and PepsiCo) will discuss their nudge efforts to influence behavior. The panel will share their definition of nudging, examples, key learnings, and provide advice to others interested in nudging at their own companies.

Christina Fleck, Deloitte, *Chair*

Hong Yu, Microsoft, *Co-Chair*

Richard J. Chambers, II, General Mills, *Panelist*

Roza Jankovic, PepsiCo, *Panelist*

Michael Litano, BetterUp, *Panelist*

Rick H. Pollak, Glint, now a part of LinkedIn, *Panelist*

Submitter: Christina Fleck, crfleck4@yahoo.com

341. Panel Discussion: 8:00AM–9:20AM Lone Star Salon F Organizational Leadership: What Is Now Needed in a Changing World?

How does a rapidly changing business world affect organizational leadership? Do we need different types of leaders to lead successful organizations in the future? Do leadership requirements, characteristics, predictors and criteria also need to change? Five experienced leadership experts present and discuss their views, address audience questions, and make recommendations for moving forward.

Rob F. Silzer, HR Assessment & Development/ Baruch College, CUNY, *Chair*

David V. Day, Claremont McKenna College, *Panelist*

Stephen J. Zaccaro, George Mason University, *Panelist*

William A. Schiemann, Metrus Group, Inc., *Panelist*

Jürgen Bank, BTS USA, *Panelist*

Submitter: Rob F. Silzer, robsilzer@prodigy.net

342. Panel Discussion: 8:00AM–9:20AM Lone Star Salon G Diamond in the Rough? Neurodiversity Inclusion in Practice

Four panelists present contemporary issues in the neurodiversity inclusion agenda: included conditions, identity, balancing medical and social models; inclusion of people with autism and developmental disabilities; the Stanford Neurodiversity project; and appropriating guidance from wider disability research. Participant discussion to explore how I-O research can support neurodiversity practice.

Nancy Elizabeth Doyle, Birkbeck, *Co-Chair*

Eric Patton, St. Joseph's University, *Co-Chair*

Valentina Bruk-Lee, Florida International University, *Panelist*

Susanne M. Bruyere, Cornell University, *Panelist*

Lawrence Fung, Stanford University, *Panelist*

Submitter: Nancy Elizabeth Doyle, n.doyle@bbk.ac.uk

343. Panel Discussion: 8:00AM–9:20AM Lone Star Salon H New Advances in Social Network Science and Practice in Organizations

Social network analysis remains a hot topic in I-O psychology. This session brings together leading network researchers and practitioners to discuss latest applications in areas such as leadership, teamwork, innovation, conflict, and state-of-the-art network analytics. The panelists will also address critical issues needing attention when implementing network frameworks in organizations.

James D. Westaby, Teacher's College, Columbia University, *Chair*
Prasad Balkundi, University of Buffalo, *Panelist*
Noshir Contractor, Northwestern University, *Panelist*
Travis J. Grosser, University of Connecticut, *Panelist*
David Krackhardt, Carnegie Mellon University, *Panelist*

Submitter: James D. Westaby, jdw43@columbia.edu

344. Friday Seminar: 8:00AM–11:00AM 310-311

Friday Seminar 3: Conducting Pay Equity Analyses: The Essentials

PREREGISTRATION AND ADDITIONAL FEE REQUIRED. Two consultants and an employment attorney will help the audience understand the essentials of conducting pay equity analyses. The seminar will cover how to interpret wage gap statistics, include a discussion of relevant laws and regulations regarding pay, and finish with a tutorial and hands-on exercises in conducting a pay equity analysis.

Mike G. Aamodt, DCI Consulting Group, Inc., *Presenter*
David Cohen, DCI Consulting Group, Inc., *Presenter*
Michelle Duncan, Jackson Lewis, P.C., *Presenter*

Submitter: Ho Kwan Cheung, hcheung@albany.edu

345. Friday Seminar: 8:00AM–11:00AM 303-304

Friday Seminar 2: ML Powered Talent Assessments: Vision Practicalities and Techniques

PREREGISTRATION AND ADDITIONAL FEE REQUIRED. This seminar introduces how machine learning may be used to enhance efficiency, accuracy, and experience of talent assessments. Three questions are covered: What could be done? What are key considerations? What techniques are most relevant?

Anthony S. Boyce, Amazon, *Presenter*
Tracey Tafero, Amazon, *Presenter*
Mengqiao (MQ) Liu, Amazon, *Presenter*

Submitter: Jessica Blackburn, blackburn.jessica@gmail.com

Poster Session (Counterproductive Behavior): 8:30AM–9:50AM Griffin Hall

346. Poster: 8:30AM–9:20AM Board 1

Affective Pathways Linking Perceived Overqualification to Behavioral Outcomes

The authors examined anger and boredom as mediators in the lagged relationship between perceived overqualification (POQ) and employee behavior (i.e., cyberloafing and CWB), and job crafting as a moderator in this process. Results suggest that POQ is differentially related to cyberloafing and CWB via distinct emotions, and that job crafting mitigates some of these effects.

Stephanie A. Andel, Indiana University, Purdue University Indianapolis
Shani Pindek, University of Haifa
Maryana Arvan, University of Central Florida

Submitter: Stephanie A. Andel, sandel@mail.usf.edu

347. Poster: 8:30AM–9:20AM Board 2

Workplace Harassment and Upward Displaced Aggression

Research on displaced aggression assumes that displaced aggression happens from a victim to less powerful others. Integrating the trickle-up effect notion with the theory of psychological contracts, "upward" displaced aggression is highlighted, whereby employees harassed by their coworkers because of their gender in turn behave aggressively toward their supervisor, whom they hold responsible.

Olivier Dorian Boncoeur, University of Texas at Dallas
Riki Takeuchi, University of Texas at Dallas
Phillip S. Thompson, Case Western Reserve University
Orlando Richard, University of Texas at Dallas

Submitter: Olivier Dorian Boncoeur, dorian.boncoeur@utdallas.edu

348. Poster: 8:30AM–9:20AM

Board 3

Meta-Analysis of Risk Factors for Counterproductive Work Behaviors
The authors conducted a meta-analytic review of risk factors related to counterproductive work behaviors (CWBs) among U.S. military personnel. Variables investigated in this study include both individual factors (e.g., personality, mental health, job attitudes) and contextual factors (e.g., military experiences, rank, and leadership) frequently implicated as risk factors for engaging in CWBs.

Lisa L. Brady, The University of Alabama

Marcus Crede, Iowa State University

Peter D. Harms, University of Alabama

Paul B. Lester, Army Analytics Group Research Facilitation Laboratory

Submitter: Lisa L. Brady, lisabradyl1@gmail.com

349. Poster: 8:30AM–9:20AM

Board 4

Rebels With a Cause: The Role of Moral Identity in Workplace Deviance

The interactive effects of moral disengagement (MD) and moral identity (MI) in predicting employees' self-reported counterproductive work behavior (CWB) and prosocial rule breaking (PSRB) were examined. PSRB was highest when MD and MI were high, but the effect on CWB was attenuated under the same conditions. Results highlight moral mechanisms driving workplace deviance.

David Cassell, Hofstra University

Kevin Nolan, Hofstra University

Submitter: David Cassell, davidscassell@gmail.com

350. Poster: 8:30AM–9:50AM

Board 5

Proud of Being Creative: Behavioral Consequences of Pride in the Workplace

Using 2 field samples, authors found that engaging in creativity was positively related to both authentic pride and hubristic pride. However, authentic pride promoted helping behavior and inhibits cheating behavior whereas hubristic pride did the opposite. Also, average peer creativity weakens the positive effect of creativity on hubristic pride but not on authentic pride.

Mo Chen, University of Science and Technology of China

Chao-chuan Chen, Rutgers University

Lufeng He, University of Science and Technology of China

Submitter: Mo Chen, mochen@ustc.edu.cn

351. Poster: 8:30AM–9:20AM

Board 6

When Competition Leads to CWB: Emotional Stability and Intimidation

Competitive work environments (CWE) have often been proposed to increase employee productivity. Despite this, the authors examined whether CWE influenced the use of intimidation and CWBI. A sample of 193 employees suggest that CWE increases the use of intimidation and CWBI. Additionally, this relationship was moderated by emotional stability.

Nga Do, Central Michigan University

Kyle Joseph Mann, Central Michigan University

Mansik Yun, Central Michigan University

Kimberly E. O'Brien, Central Michigan University

Submitter: Kyle Joseph Mann, Kjm2160gs@gmail.com

352. Poster: 8:30AM–9:20AM

Board 7

From Conflict to Undermining: The Role of Abusive Supervision and Personality

This investigation addresses several gaps in the work deviance literature by testing a 3-way integrative model of antecedents of social undermining based on transactional theory of stress. Authors argue for task conflict as antecedent of social undermining and adopt a context-person perspective to examine abusive supervision (context) and positive affectivity (personality) as potential moderators.

Gabi Eissa, San Diego State University

Scott W. Lester, University of Wisconsin–Eau Claire

Submitter: Gabi Eissa, geissa@sdsu.edu

353. Poster: 8:30AM–9:20AM

Board 8

Employee Perceptions of and Engagement in Constructive and Destructive Deviance

Constructive deviance is debated as representing either positive or negative behavior. Authors directly assessed how organizational deviance acts were perceived, observed, reported, and were engaged in by employees. Results indicated that constructive deviance acts were viewed more positively than destructive deviance acts, but that they were still viewed negatively and reported to organizations.

Emily Frye, Florida Institute of Technology
Michael Sawdy, Florida Institute of Technology
Michael McFerran, Florida Institute of Technology
Rob Allen Miller, Florida Institute of Technology
Gary N. Burns, Florida Institute of Technology

Submitter: Emily Frye, efrye2018@my.fit.edu

354. Poster: 8:30AM–9:20AM

Board 9

MSEM to Examine Protective Factors Against Sexual Harassment in the Military

In a multilevel structural equation model, the effect of leader trust through inclusion and group cohesion on sexual harassment was examined in a military context. Specifically, the relationships were examined at the unit level. Results indicated that trust in leadership was significantly negatively related to sexual harassment through feelings of inclusion but not group cohesion.

Jessica Gladfelter, Virginia Tech
Brandon E. Sholar, JHT, Inc.
Christopher Rodeheffer, U.S. Navy

Submitter: Jessica Gladfelter, jag92@vt.edu

355. Poster: 8:30AM–9:20AM

Board 10

Daily Prevention Focus and CWB: The Moderating Role of Prosocial Identity

This study tested the proposition that daily shifts in prevention focus influence daily shifts in CWB, and that this relationship is moderated by employee prosocial identity. Support was found for these relationships using multilevel modeling in an experience sampling study. Findings suggest that regulatory focus can fluctuate on a daily basis and that this fluctuation can influence CWB.

C. Allen Gorman, East Tennessee State University
Jonah Devaney, East Tennessee State University
Brooke Mende, East Tennessee State University

Submitter: C. Allen Gorman, gormanc@etsu.edu

356. Poster: 8:30AM–9:20AM

Board 11

The Effects of Commuting on Self-Regulatory Depletion and Unethical Behavior

Two studies tested a mediation model where commuting stress leads to self-regulatory depletion, which subsequently leads to engaging in unethical behavior. Findings support the notion that driving does deplete self-regulatory resources and that reduced self-regulation leads to a higher likelihood to engage in unethical behavior.

Matthew D. Griffith, University of Texas at El Paso

Submitter: Matthew D. Griffith, mdgriffith@utep.edu

357. Poster: 8:30AM–9:20AM

Board 12

The Gossip on Workplace Gossip: A Latent Profile Analysis

Authors examined gossip profiles using data from 253 employee with a 3-wave longitudinal design. Three gossip (active, inactive and positive) profiles emerged. Proactive personality, abusive supervision, and co-worker conflict at Time 1 significantly predicted employee gossip profile at Time 2, which shaped employee job performance, innovation, job satisfaction, and turnover intentions at Time 3.

Daroon Jalil, Old Dominion University
Xiaohong (Violet) Xu, Old Dominion University
Wenqin Zhang, Nanjing University of Finance & Economics

Submitter: Daroon Jalil, djali001@odu.edu

358. Poster: 8:30AM–9:20AM

Board 13

Heavy Identities: Carrying the Load of Weight-Based Mistreatment at Work

Authors examined the extent to which overweight employees in the US are bullied at work because of their weight. 89% of overweight employees report ever experiencing some form of mistreatment, and 39% report it within the past 6 months. Antecedents of and contexts in which weight-based mistreatment thrives are explored, as well as its consequences, in a sample of over 1,400 respondents.

Jaclyn M. Jensen, DePaul University
Grace Lemmon, DePaul University
Goran Kuljanin, DePaul University

Submitter: Jaclyn M. Jensen, jjense10@depaul.edu

359. Poster: 8:30AM–9:20AM

Board 14

Reciprocal Relationship Between Workplace Incivility and Deviant Silence

This study explores the reciprocal relationship between workplace incivility and deviant silence. Authors suggest that experiencing incivility at work leads to employee opting for deviant silence, which in turn may predict further incivility. also, it was hypothesized that individual's level of moral attentiveness buffers the linkage between workplace incivility and deviant silence.

Rahman Khan, Universite de Pau et Pays de l'Adour
Ghulam Murtaza, Universite de Pau et Pays de l'Adour
Alexander Newman, Deakin University
Jean P. Neveu, UPPA University in Bayonne, France

Submitter: Jean P. Neveu, jp.neveu@univ-pau.fr

360. Poster: 8:30AM–9:20AM

Board 15

The Impact of Workplace Gossip on Gossiper Power and Retention

Authors examine how workplace gossip benefits gossipers. Results showed that negative and positive workplace gossip about organizations increases gossipers' coercive and expert power, respectively. Also, employees enhancing expert power through the gossip tended to not voluntarily leave the organization. Findings offer implications regarding how to manage gossip and voluntary turnover.

Andrea Kim, Sungkyunkwan University
Jinhee Moon, Sungkyunkwan University

Submitter: Andrea Kim, vivahr.andy@gmail.com

361. Poster: 8:30AM–9:20AM

Board 16

Implication of Downward Envy in a Job Search Context

This conceptual paper introduces downward job search envy. It is argued that upward job search envy is more related to constructive behavior but downward job search envy is related to avoidant and deviant behavior. Research proposes that both support from one's developmental network and core self-evaluations can reinforce the desirable effects of envy and weaken the detrimental effects of envy.

Jaewoo Kim, University of Houston
Leanne E. Atwater, University of Houston
Ho-Jung Yoon, Sejong University

Submitter: Jaewoo Kim, dalhana47@gmail.com

362. Poster: 8:30AM–9:20AM

Board 17

Bullying in Korean Hotel Restaurant Kitchens: Why Is Everybody Always Picking on Me?

Workplace bullying is often prevalent in organizations especially in hotel kitchen restaurants. To investigate the antecedents and outcomes of bullying, a moderated mediation model is tested. Results support that acquiescent silence predicts counterproductive work behavior and defensive silence via bullying. Furthermore, temporary workers retaliated less aggressively in response to bullying.

Ki Ho Kim, Central Michigan University
Eugene Roh, Central Michigan University
Samuel A. Spralls, III, Central Michigan University
Young Jeong Kim, Dongguk University

Submitter: Ki Ho Kim, kimkiho412@gmail.com

363. Poster: 8:30AM–9:20AM

Board 18

How Status Influences Individuals' Responses to Approach- and Avoidance-Oriented CWB

Authors extend research on the importance of distinguishing between approach and avoidance forms of aggression by demonstrating that the 2 types of aggression exhibit different interaction patterns with the same moderating variable: status. High status individuals react most negatively to approach-oriented CWB, whereas low status individuals will react most negatively to avoidance-oriented CWB.

Hun Whee Lee, Michigan State University

Lance Ferris, Michigan State University

Russell E. Johnson, Michigan State University

Submitter: Hun Whee Lee, leehun@broad.msu.edu

364. Poster: 8:30AM–9:20AM

Board 19

Perpetrator-Targeted Reciprocated Incivility: Moderating Role of Agreeableness

This study examined perpetrator-targeted reciprocated incivility using content analytic procedures. Multilevel regression results from 2,667 text responses to vignettes describing uncivil behaviors indicated perceived incivility predicts reciprocated incivility, and agreeableness moderates the relationship. Results support the idea of an "incivility spiral."

Juseob Lee, University of Central Florida

Alison M. Rada-Bayne, APTMetrics

Charlotte R. Holden, University of Central Florida

Steve M. Jex, University of Central Florida

Submitter: Juseob Lee, juseob.lee@knights.ucf.edu

365. Poster: 8:30AM–9:20AM

Board 20

Neutralization, Moral Disengagement, and Workplace Outcomes: A Meta-Analysis

Measures of moral disengagement and techniques of neutralization measure the same underlying construct: moral neutralization. In this analysis, 75 correlations of moral neutralization with workplace outcomes were averaged across 64 samples and a listwise sample of 18,847. The outcomes with the strongest correlations with moral neutralization were unethical pro-organizational behavior and CWBs.

Samuel Lee, University of Minnesota

Nathan R. Kuncel, University of Minnesota

Submitter: Samuel Lee, Leex7833@umn.edu

366. Poster: 8:30AM–9:20AM

Board 21

Coping With Success: Effects of Coworker Relationship Quality on Outperformer

The authors examined the effects of coworker relationship quality on responses to outperformance. Across 2 studies, outperformers in high-quality coworker relationships intended to show affiliative behaviors toward the coworker via interpersonal concern. In contrast, outperformers in low-quality coworker relationships intended to show antisocial behaviors via feelings of superiority.

Soohyun (Ashley) Lee, The Graduate Center & Baruch College, CUNY

Anne E. Kato, The Graduate Center & Baruch College, CUNY

Kristin Sommer, The Graduate Center & Baruch College, CUNY

Submitter: Soohyun Lee, soohyun.ashley@gmail.com

367. Poster: 8:30AM–9:20AM

Board 22

The Need to Belong: How to Reduce Workplace Ostracism

The need to belong is a basic human motivation, the understanding of how and when the need to belong influences workplace ostracism is notably limited. Based on belongingness theory, this study examines the negative relationship between the need to belong and workplace ostracism by focusing on the mediating role of organizational deviance and the moderating role of in-role performance.

Miaomiao Li, Tongji University

Ho Kwong Kwan, China Europe International Business School (CEIBS)

Xiangfan Wu, Xinjiang University of Finance and Economics

Xiaofeng Xu, Tongji University

Submitter: Xiangfan Wu, xiangfanwu@hotmail.com

368. Poster: 8:30AM–9:20AM

Board 23

"Yes, Chef": Exploring the Negative Impact of Workplace Bullying Among Chefs

This study explored the impact of workplace bullying on counterproductive work behavior (CWB) and turnover intention among chefs. Despite the traditionally competitive and aggressive nature of the occupation, results indicated that 3 types of workplace bullying—psychological bullying, threat to professional status, and social isolation—positively impact CWB and intent to turnover.

Alexandra E. MacDougall, Central Michigan University

Eugene Roh, Central Michigan University

Young Jeong Kim, Dongguk University

Byunggil Chun, Dongguk University

Submitter: Alexandra E. MacDougall, alix.macdougall@cmich.edu

369. Poster: 8:30AM–9:20AM

Board 24

Say It to My Face: Online Disinhibition Predicts Cyber Incivility in Telecommuters

Online disinhibition reflects an individual tendency toward counternormative behavior in online contexts. Its relevance to instigated cyber incivility (ICI) was demonstrated in a survey of remote workers ($n = 159$), with results supporting the theoretical argument that attitudes associated with online disinhibition propagate uncivil behavior but only in online contexts.

Alexander Francis Moore, Clemson University

Fred S. Switzer, III, Clemson University

Submitter: Alexander Francis Moore, Afrm2@g.clemson.edu

370. Poster: 8:30AM–9:20AM

Board 25

Go Faster! Slow Work Progress Increases Shortcut Behaviors

Shortcuts can lead to undesirable outcomes, yet few studies have examined why people take shortcuts at work. Authors argue that people take shortcuts to increase their rate of progress while performing work tasks. Results from a lab experiment indicated that slow progress caused pessimism and frustration. In turn, frustration (but not pessimism) had downstream effects on shortcut behaviors.

Midori Nishioka, University of Waterloo

Vincent Phan, University of Waterloo

James W. Beck, University of Waterloo

Submitter: Midori Nishioka, mnishiok@uwaterloo.ca

371. Poster: 8:30AM–9:20AM

Board 26

Exploring Workplace Victimization: The Role of the Dark Triad, CWBs, and OCBs

Authors examined how workplace victimization influences the occurrence of counterproductive work behavior (CWBs) and organizational citizenship behavior (OCBs) and whether workplace victimization interacts with the Dark Triad. Support was found for a partial mediation: Workplace victimization mediates the relationship between Machiavellianism and CWBs, and between Machiavellianism and OCBs.

James N. Parker, Middle Tennessee State University

Alexander T. Jackson, Middle Tennessee State University

Michael B. Hein, Middle Tennessee State University

Andrea Cecilia Meggison, Middle Tennessee State University

Stacey Madison Stremic, Middle Tennessee State University

Macie Ellis Mussleman, Middle Tennessee State University

Richard G. Moffett, III, Middle Tennessee State University

Submitter: Alexander T. Jackson, alexander.jackson@mtsu.edu

372. Poster: 8:30AM–9:20AM

Board 27

Breaking the Destructive Cycle of Abuse and Deviance: A Structural Approach

Authors examined the role structure plays in the relationship between abusive supervision and responses of employee deviance. Study 1 found support for the enabling view (as opposed to the coercive view) of structural theory, which suggests structure mitigates responses of deviance to abuse. Study 2 results show that this mitigating effect occurs through the mechanism of enhanced role clarity.

Manuela Priesemuth, Villanova University

Marshall Schminke, University of Central Florida

Marie S. Mitchell, University of Georgia
 Ryan M. Vogel, Temple University
 Bailey A. Bigelow, University of Central Florida
 Submitter: Bailey A. Bigelow, bailey.bigelow@ucf.edu

373. Poster: 8:30AM–9:20AM Board 28

The Influence of Adult Attachment Orientation on Organizational Commitment and CWB

Authors examined how anxiety and avoidant attachment influence affective commitment (AC) and interpersonal/organizational counterproductive work behavior (CWB-I/CWB-O). Findings showed both attachment styles associated with increased CWB-I and CWB-O, and decreased AC. AC fully mediated the avoidant/CWB-I relationship and partially mediated avoidant/CWB-O and anxious/CWB-O relationships.

Bertha Rangel, Washington State University Vancouver
 Erica Lynn Bettac, Washington State University
 Submitter: Erica Lynn Bettac, erica.bettac@wsu.edu

374. Poster: 8:30AM–9:20AM Board 29

The Effect of Desire for Revenge and Negative Reciprocity on Customer-Directed CWB

This study examines desire for revenge as a mechanism explaining customer-directed counterproductive work behaviors in service employees who have been mistreated by customers. Desire for revenge mediated the relationship between customer mistreatment and customer-directed counterproductive work behaviors in employees who were more likely to endorse negative reciprocity belief.

Agnieszka Shepard, Mercer University
 Kimberly E. O'Brien, Central Michigan University
 Lilah Irene Donnelly, Mercer University
 Submitter: Agnieszka Shepard, shepard_a@mercer.edu

375. Poster: 8:30AM–9:20AM Board 30

Can We Reduce Positive Employment Recommendations for High-Performing Jerks?

In an experiment, it was found that by signaling their value of civility and unwillingness to let high performance compensate for incivility, organizations may be able to increase reference provider attention to incivility—and reduce attention to in-role performance—so that reference providers are less willing to recommend their rude yet high-performing colleagues.

Benjamin M. Walsh, University of Illinois at Springfield
 Dana B. Kabat-Farr, Dalhousie University
 Russell A. Matthews, University of Alabama
 Benjamin D. Schulte, University of Illinois at Springfield
 Submitter: Benjamin M. Walsh, bwals2@uis.edu

376. Poster: 8:30AM–9:20AM Board 31

Why and When Team Members Display Pro-Group Unethical Behavior: Trickle In Effects of

Drawing on social information processing theory, authors examined and supported the trickle-in effect of ambidextrous environment on team pro-group unethical behavior and identified the mediating role of managers' bottom line mentality and the moderating role of top managers' high-performance expectations in 120 stores in China.

Mengxi Yang, Tsinghua University
 Zheng Zhu, Renmin University of China
 Xiaorong Wang, The Chinese University of Hong Kong
 Submitter: Mengxi Yang, yangmx.15@sem.tsinghua.edu.cn

377. Poster: 8:30AM–9:20AM Board 32

A Dyadic Theory of Customer Mistreatment

An advanced theoretical model of the evolution of customer mistreatment during a service encounter is presented. In this model, service employees' and customers' experiences are reciprocally related. Explanations of how customer mistreatment leads to either functional or dysfunctional outcomes are based on the 2 parties' appraisals, emotions, and behavioral responses to the initial mistreatment.

Jiani Zhu, Georgia Institute of Technology
 Kyoungjo (Jo) Oh, University of Connecticut
 Eugene Kim, Georgia Institute of Technology
 Submitter: Jiani Zhu, jianizhu@gatech.edu

378. Symposium: 10:00AM–10:50AM

201-202

All Work, All Play: Examining Play and Gamification Across Levels of the Organization

Scholarship on play and games at work is gaining traction and offering exciting new avenues for researchers and practitioners. This symposium introduces upcoming research on the topic of play at work to consider how playfulness, playful engagement, and a form of gamification can have benefits and detrimental effects for work performance at different levels of analysis within the organization.

Nicole Amanda Celestine, University of Western Australia, *Co-Chair*
 Simon Restubog, University of Illinois at Urbana-Champaign, *Co-Chair*
 Claire Aislinn Petelczyc, The Australian National University, Simon Restubog, University of Illinois at Urbana-Champaign, Alessandra Capezio, The Australian National University, Lu Wang, University of New South Wales, *Playfulness at Work: When Can It Help and When Can It Harm?*

Nicole Amanda Celestine, University of Western Australia, Gillian B. Yeo, University of Western Australia, *Playful Engagement: Scale Validation and Nomological Network Analysis*

Sebastian Marin, University of Minnesota, Yilei Wang, University of Minnesota, Twin Cities, Jiayin Qu, University of Minnesota, Richard N. Landers, University of Minnesota, *The Effects of Leaderboards: A Meta-Analysis*
 Sabine Sonnentag, University of Mannheim, *Discussant*

Submitter: Nicole Amanda Celestine, nicole.celestine@research.uwa.edu.au

379. Symposium: 10:00AM–10:50AM

203-204

Managing Workplace Mental Health: Implications for Employees and Employers

Diverse research methods provide insight into the intersections among work, mental health, and mental illness. This intermediate-level symposium addresses a gap in the I-O literature related to workplace mental health—how employers can protect employee mental health before, during, and after mental illness disclosure. This symposium offers practical suggestions for future research and practice.

Jennifer K. Dimoff, University of Ottawa, *Co-Chair*
 Timothy Oxendahl, Portland State University, *Co-Chair*
 Lev El-Askari, Willamette University, Jacquelyn M. Brady, Portland State University, Leslie B. Hammer, Portland State University, *Impact of Role Ambiguity on the Health of Veterans in the Workplace*

Kayla Dawn Finuf, Hofstra University, Nicholas P. Salter, Hofstra University, *The Relationship Between Mental Illness and Work-Related Outcomes*
 Silvia Bonaccio, University of Ottawa, Laurent M. Lapiere, University of Ottawa, Yanhong Li, University of Ottawa, Jane O'Reilly, University of Ottawa, *Disclosing Mental Health Challenges at Work: Building Theory From the Ground Up*
 Nick Turner, University of Calgary, Zhanna Lyubikh, University of Calgary, Tara C. Reich, Surrey Business School, Samantha Batten, Queen's University, *Employee Disability Disclosure and Managerial Prejudice in the Return to Work Context*
 Julian I. Barling, Queen's University, *Discussant*

Submitter: Jennifer K. Dimoff, jdimoff@pdx.edu

380. Special Event: 10:00AM–10:50AM

402-403

SIOP Select: Living Wage, Workplace Well-Being: Contributions From Project GLOW

The director-general of the ILO has called for fresh perspectives on living wages and work well-being. SIOP and AOP members have done so via Project GLOW (Global Living Organizational Wage). Melding presentation with Q&A, panelists share fresh breakthroughs in evidence-based well-being policy, monitoring work precariousness, and enabling decent work along global supply chains.

Stuart C. Carr, Massey University/Project Glow, *Chair*
 Bimal Arora, Aston University, *Presenter*
 Lisa Hopfgartner, University of Innsbruck, *Presenter*
 Divya Jyoti, Aston University, *Presenter*
 Ishbel McWha-Hermann, University of Edinburgh, *Presenter*
 Mahima Saxena, Illinois Institute of Technology, *Presenter*
 Rosalind H. Searle, University of Glasgow, *Presenter*
 Christian Seubert, University of Innsbruck, *Presenter*

Submitter: M. Gloria Gonzalez Morales, gonzalez.morales@uoguelph.ca

381. Community of Interest: 10:00AM–10:50AM 408-409**Personalized Career Pathing at Scale**

All are invited to join us for a COI on individualized career development and career paths on a large scale. Discussed will be I-O's perspectives and research on creating personalized career development plans for all individuals rather than the "high-potential" few, deploying these methods in organizations, and more. All are encouraged to share experiences, research, and ideas at this COI.

Kyle D. McNeal, Johnson & Johnson, *Host*

Alison L. O'Malley, BetterUp, *Host*

Eileen C. Toomey, Johnson & Johnson, *Coordinator*

Submitter: Eileen C. Toomey, eileen.toomey@slu.edu

382. Symposium: 10:00AM–10:50AM 502-503**The Role of Time for Creativity: Expanding the Lens in Creativity Research**

The role of time with creativity has largely been implicitly considered, leaving little understanding on how time explicitly impacts creativity. This symposium focuses on the role of time for creativity using various methodological approaches in order to highlight work on time and creativity and inspire future research on this nascent area of research.

Alexander S. McKay, Virginia Commonwealth University, *Co-Chair*

Melissa Gutworth, Montclair State University, *Co-Chair*

Tin Nguyen, Pennsylvania State University, *Co-Chair*

Adam Damadzic, University of Nebraska at Omaha, Kelsey E. Medeiros, University of Nebraska, Omaha, *The Balancing Act: Constraints, Idea Generation, and Time*

Logan M. Steele, University of South Florida, Jay H. Hardy, III, Oregon State University, Eric A. Day, University of Oklahoma, *When Creative Self-Efficacy Is Positively Related to Creativity and When It Isn't*

Wendelien van Eerde, University of Amsterdam, Flora Beeftink, Technical University Eindhoven, Christel G. Rutte, Tilburg University, *Managing One's Creativity? A Diary Study on Time Management and Creativity*

Alexander S. McKay, Virginia Commonwealth University, Melissa Gutworth, Montclair State University, Tin Nguyen, Pennsylvania State University, *Pressed for Creative Time: A Meta-Analysis of Time Pressure and Creativity*

Roni Reiter-Palmon, University of Nebraska-Omaha, *Discussant*

Submitter: Alexander S. McKay, asmckay@vcu.edu

383. Panel Discussion: 10:00AM–10:50AM Brazos
Surviving and Thriving: Improving Residents' Clinical Learning Environment

Panel will discuss research, best practices, areas for improvement, and practical implications of clinical learning environments focusing on the medical residents. Along with multidisciplinary perspectives, opportunities for I-O psychologists to critically advance these programs will be discussed as well. Intermediate sophistication of clinical training environments will support the discussion.

Nastassia M. Savage, Virginia Commonwealth University, *Chair*

Riley L. Pegram, Clemson University, *Co-Chair*

Grace Hickam, Virginia Commonwealth University Health System, *Panelist*

Christopher S. Reina, Virginia Commonwealth University, *Panelist*

Donald Wiper, Prisma Health, *Panelist*

Nicholas Yaghmour, Accreditation Council for Graduate Medical Education, *Panelist*

Stephanie A. Zajac, UT MD Anderson Cancer Center, *Panelist*

Submitter: Nastassia M. Savage, nastassia.savage@vcuhealth.org

384. Alternative Session Type with Presenters: 10:00AM–10:50AM JW Grand Salon 1
Breadcrumbs in the Maze: Unlocking Access to Leadership for Women

Although the difficulty for women to rise to leadership positions has been historically called a "glass ceiling," experts have more recently described the phenomenon as a labyrinth. The purpose of this session is to outline the various techniques that can be utilized to help women be successful. The session will begin with a panel discussion before moving into smaller, round table groups.

Stefanie A. Mockler, Vantage Leadership Consulting, *Chair*

Caitlynn Sendra, SAP Success Factors, *Co-Chair*

Livia Macedo, DDI, *Presenter*

Victoria P. Mattingly, Mattingly Solutions, LLC, *Presenter*

Bahareh Soltani, Paradigm, *Presenter*

Submitter: Caitlynn Sendra, ga5707@wayne.edu

385. Panel Discussion: 10:00AM–10:50AM JW Grand Salon 2
Are You In or Out? Conducting Surveys In-House Versus Using a Consultant

Practitioners from 5 technology companies (Google, ServiceNow, Qualcomm, VMware, and NXP) will discuss the pros and cons of conducting employee surveys in-house compared to using a third-party consultant. This introductory session will cover topics such as how survey items are developed, how insights are delivered, and the amount of resources it requires to execute a survey program.

Micah D. Lueck, Qualcomm, *Co-Chair*

Bryan Aasen, Qualcomm, *Co-Chair*

Mary Kate Stimmler, Google, *Panelist*

Shawn M. Del Duco, VMware, *Panelist*

Pete Hudson, NXP Semiconductors, *Panelist*

Michael C. King, ServiceNow, *Panelist*

Submitter: Bryan Aasen, aasenbryan@gmail.com

386. Ignite: 10:00AM–10:50AM JW Grand Salon 3
Performance Management Transformation: Lessons Learned and Next Steps

Seven performance management (PM) practitioners and scholars will come together to do a lightning session on recent transformation in PM. Presentations include case studies from leading organizations and current and future research.

Mariangela Battista, IGT, *Co-Chair*

Elaine D. Pulakos, PDRI, an SHL Company, *Co-Chair*

Heidi M. Glickman, Heidi Glickman Executive Coaching & HR/Talent/

Org Strategy Consulting, *Presenter*

Sergey Gorbato, AbbVie, *Presenter*

Christopher P. Mason, KeHE, *Presenter*

Jeffrey W. Orlando, Deloitte, *Presenter*

Matthew R. Walter, Medtronic, *Presenter*

Submitter: Mariangela Battista, battistam@optonline.net

387. Symposium: 10:00AM–10:50AM JW Grand Salon 4
Addressing Job Insecurity Across the Globe: The Role of Resources

Job insecurity continues to be an issue that many organizations struggle to effectively address. This symposium highlights the role of various types of resources that can help reduce job insecurity cognitions and mitigate its negative effects. These resources include economic, social, job, personal, and health resources, which can serve to help individuals cope with perceived job threats.

Anthony Naranjo, University of Central Florida, *Co-Chair*

Mindy K. Shoss, University of Central Florida, *Co-Chair*

Lixin Jiang, University of Auckland, Xiaohong (Violet) Xu, Old Dominion University,

Elena Zubielevitich, University of Auckland, Chris Sibley, University of Auckland,

Winners Take All: Reciprocal Relations Between Resources and Job Insecurity

Anthony Naranjo, University of Central Florida, Mindy K. Shoss, University

of Central Florida, *Examining Predictors of Cognitive Job Insecurity: A*

Machine Learning Approach

Sean Palmer Marquardt Rice, Washington State University Vancouver, Tahira M.

Probst, Washington State University Vancouver, *Job Insecurity and Well-Being*

Outside the Workplace: Directional Effects Over Time

Lara C. Roll, Lingnan University, Hans De Witte, Katholieke Universiteit Leuven,

Sebastian Rothmann, North-West University, *Job Insecurity and Job Performance in Higher Education*

Submitter: Anthony Naranjo, anaranj2@gmail.com

388. Symposium: 10:00AM–10:50AM JW Grand Salon 5
Level Up: Exploring Implementation Level in Intervention Research

Workplace interventions can be implemented at various levels. Individual-level interventions seek to give employees tools to address health or

safety issues, whereas organizational-level interventions seek to change the environment. This symposium promotes awareness of diverse implementation strategies at the individual, team, and supervisor level.

Leslie B. Hammer, Portland State University, *Co-Chair*

Kristin A. Horan, University of Central Florida, *Co-Chair*

Lauren R. Locklear, University of Central Florida

Dana Joseph, University of Central Florida, *A Meta-Analytic Review of Positive Psychology Interventions at Work*

Kristin A. Horan, University of Central Florida, Clint A. Bowers, University of Central

Florida, Madeline R. Marks, University of Central Florida, Jessica A Ruiz, Univer-

sity of Central Florida, Annelise Cunningham, University of Central Florida, *Team*

and Organizational Factors as Context for Intervention Outcomes

Shalene Allen, Oregon Health & Science University, Jacquelyn M. Brady, Portland

State University, Leslie B. Hammer, Portland State University, James D. Lee,

Portland State University, Cynthia D. Mohr, Portland State University, *Supportive*

Supervisor Intervention on Veteran Anger: Sleep Hygiene as a Moderator

Submitter: Kristin A. Horan, Kristin.Horan@ucf.edu

389. Ignite: 10:00AM–10:50AM JW Grand Salon 6

Lessons Learned: Fads, Fashions, and Folderol in I-O Psychology

This IGNITE session provides examples of current and past practices in I-O psychology that relate to Marv Dunnette's (1966) definition of Fads, Fashions and Folderol. Stressing evidence-based psychology, this session provides examples of lessons learned from using the MBTI for selection, phenology and graphology, T Groups, employee engagement, emotional intelligence, learning agility, and grit.

Ronald C. Page, Assessment Associates International, *Presenter*

Wayne F. Cascio, University of Colorado Denver, *Presenter*

Nancy T. Tippins, The Nancy T. Tippins Group, *Presenter*

Paul C. Green, Paul C. Green Ph.D., Inc., *Presenter*

Allen I. Kraut, Baruch College/Kraut Associates, *Presenter*

Deniz S. Ones, University of Minnesota, *Presenter*

Jürgen Bank, BTS USA, *Presenter*

Milt Hakel, SIOP Foundation, *Presenter*

Submitter: Ronald C. Page, ronald.page@aai-assessment.com

390. Panel Discussion: 10:00AM–10:50AM JW Grand Salon 7-8

More Than a Number: Managing Selection and Recruitment in the Digital Age

Although they can be tremendously advantageous for narrowing candidate pools and applying standardized selection decisions, advanced technology tools in selection and recruitment can often leave candidates feeling as if they are unable to fully showcase their skills and talents. Panelists will share insights and experiences with various applications of technology used in selection and recruitment.

Monica D. Elcott, PSI Services LLC, *Chair*

Allison N. Besl, Amazon, *Panelist*

Don M. Moretti, US Foods, *Panelist*

Kevin R. Reindl, San Diego Gas & Electric, *Panelist*

Andrew L. Solomonson, Delta Air Lines, *Panelist*

Kelsey M. Stephens, Macy's Inc., *Panelist*

Submitter: Monica D. Elcott, melcott@psionline.com

391. Panel Discussion: 10:00AM–10:50AM Lone Star Salon A

Unstructured Data in Organizational Research

This session will present first-hand experiences of using unstructured data sources to answer a variety of research questions. Topics discussed will focus on the use of unstructured data sources, experiences integrating structured and unstructured analyses, pros and cons of such types of data, and the types of research areas "uncovered" by using unstructured data compared to traditional methods.

Cavan J. Gray, PDRI, an SHL Company, *Co-Chair*

Alan D. Mead, Talent Algorithms, Inc. *Co-Chair*

Michael C. Campion, University of Texas Rio Grande Valley, *Panelist*

Noshir Contractor, Northwestern University, *Panelist*

Frederick R. Stilson, Lockheed Martin, *Panelist*

Submitter: Cavan J. Gray, cavangray@gmail.com

392. Panel Discussion: 10:00AM–10:50AM Lone Star Salon B

Bringing Indigenous Voices to Industrial-Organizational Psychology

I-O has traditionally paid little attention to the perspectives of Indigenous employees and employers, both with respect to the challenges faced in the workplace but also the opportunities that Indigenous perspectives can bring to an organization and a workspace. This panel of Indigenous and non-Indigenous scholars will discuss how a greater collaboration can inform I-O theory and practice.

Catherine T. Kwantes, University of Windsor, *Co-Chair*

Adam T. Murry, University of Calgary, *Co-Chair*

Wendi Adair, University of Waterloo, *Panelist*

Jeffery Hewitt, York University, *Panelist*

Adam T. Murry, University of Calgary, *Panelist*

Theodore Latta, City of Portland, *Panelist*

Submitter: Catherine T. Kwantes, ckwantes@uwindsor.ca

393. Special Event: 10:00AM–10:50AM Lone Star Salon C

SIOP Select: SIOP's Leading Edge Consortium: Highlights and Lessons From the 2019 LEC

The 2019 SIOP Leading Edge Consortium (LEC) focused on the evolving state of assessment practice and science, and managing the disruption associated with the implementation of new technologies in organizations. Presenters summarize highlights from this event and reflect on the LEC as a unique vehicle for professional growth and how it can serve as a component of SIOP's value to the profession.

Douglas H. Reynolds, DDI, *Co-Chair*

John C. Scott, APTMetrics, *Co-Chair*

Tracy Kantrowitz, PDRI, an SHL Company, *Presenter*

Fred Oswald, Rice University, *Presenter*

Eric D. Heggstad, University of North Carolina at Charlotte, *Presenter*

Lynn Collins, BTS USA, *Presenter*

Submitter: Douglas H. Reynolds, doug.reynolds@ddiworld.com

394. Symposium: 10:00AM–10:50AM Lone Star Salon D

Trust and the Artificial Intelligence–Human Interface at Work

Artificial intelligence (AI) solutions are increasingly being utilized in businesses to help humans face complex decisions. Nonetheless, people prefer to rely on their own judgment. Authors present 3 papers that explore factors that influence workers' trust in AI at work. Findings contribute to theory and have practical implications for AI design and implementation.

Riley Hess, University of Georgia, *Co-Chair*

Tara S. Behrend, George Washington University, *Co-Chair*

Edgar E. Kausel, Pontificia Universidad Católica de Chile, *Punishing Naughty Machines? The Dynamic Nature of Algorithmic Advice Utilization*

Samantha R. Dubrow, George Mason University, Andrew M. Naber, Gartner, *Evaluating the Adaptive Workspace for Analyst Knowledge and Engagement*

Riley Hess, University of Georgia, Nathan T. Carter, University of Georgia,

Assessing Warmth and Competence in Artificial Intelligence Assistants

Submitter: Riley Hess, rileyhess96@gmail.com

395. Panel Discussion: 10:00AM–10:50AM Lone Star Salon E

Translating the Hype: Evaluating Trends for Business Partners

HR business partners look to I-Os for a professional opinion on whether popular workplace trends are all hype or are grounded in scientific reality. Panel facilitators will play the role of "business partners" asking panelists about trends (e.g., grit, AI). Panelists will critically evaluate these trends and model best practices in communicating these conclusions back to business partners.

Kate LaPort, Amazon, *Co-Chair*

John Capman, Amazon, *Co-Chair*

Pamela Lipp-Hendricks, JPMorgan Chase, *Panelist*

Tiwi D. Marira, Facebook, *Panelist*

Landon J. Mock, U.S. Department of the Interior, *Panelist*

Jeffrey A. Ryer, Aon, *Panelist*

Kayo Sady, Amazon, *Panelist*

Submitter: Kate LaPort, kate.laport@gmail.com

396. Panel Discussion: 10:00AM–10:50AM Lone Star Salon F Innovative Cognitive Ability Assessment: Advancing Theory, Technology, and Measurement

Five hiring assessment experts will discuss novel ways in which to measure cognitive ability using recently developed theories of cognitive ability and groundbreaking technology. Additionally, the panel will discuss how these new measures address the issue of adverse impact as well as contemporary issues such as mobile versus computer administration.

Donna Kingry, PDRI, an SHL Company, *Chair*

Darrin Grelle, SHL US LLC, *Panelist*

Ted B. Kinney, PSI Services LLC, *Panelist*

Jacob Seybert, Imbellus, *Panelist*

Daly Vaughn, Modern Hire, *Panelist*

Ken Yusko, University of Maryland, College Park, *Panelist*

Submitter: Donna Kingry, donna.kingry@gmail.com

397. Panel Discussion: 10:00AM–10:50AM Lone Star Salon G Organizational Approaches to Effective Management of an Age-Diverse Workforce

This session presents evidence-based advice on how organizational practices need to change in response to an increasingly age-diverse workforce. Topics will include reducing barriers, modifying work, and maximizing the advantages of age diversity. Authors focus on practical advice stemming from ongoing research and practice and discuss how applied intervention research can stimulate this field.

Daniela M. Andrei, Curtin University, *Co-Chair*

Gretchen A. Petery, Centre for Transformative Work Design/CEPAR, *Co-Chair*

David Cadiz, Portland State University, *Panelist*

Jeanette N. Cleveland, Colorado State University, *Panelist*

Gwenith G. Fisher, Colorado State University, *Panelist*

Barbara Griffin, Macquarie University, *Panelist*

Submitter: Daniela M. Andrei, daniela.andrei@curtin.edu.au

398. Panel Discussion: 10:00AM–10:50AM Lone Star Salon H Got My Degree, Now What?: Lessons Learned From New Practitioners

New I-O psychology practitioners tend to experience challenges with transitioning from an academic to applied work setting. This panel will discuss how practitioners in their early career can best acclimate to their environment and apply evidence-based solutions to complex issues. Panelists will discuss challenges, lessons learned and advice on applying classroom knowledge to their client work.

Thuy Hoang Truong, FMP Consulting, *Chair*

Angelica Garza, FMP Consulting, *Co-Chair*

Mary Katherine Lamir, Accenture, *Panelist*

Kimberly Lepore, U.S. Office of Personnel Management, *Panelist*

Caitlin Meyer, PepsiCo, *Panelist*

Peter W. Seely, Centers for Disease Control and Prevention, *Panelist*

Submitter: Thuy Hoang Truong, thuytruong7@gmail.com

Poster Session (Inclusion, Work-Family): 10:30AM–11:20AM Griffin Hall

399. Poster: 10:30AM–11:20AM Board 1

The Paradox of Communication Technology in the Work-Family Interface

This study assessed the impact of (a) accessibility and availability, and (b) flexibility through communication technology, on the experience of work-to-family conflict, family-to-work conflict, and work-family balance. Data were collected from the employee and their spouse/partner. The study extends previous research connecting communication technology variables to work-family outcomes.

Nahren Cama, I/O Solutions, Inc.

Roya Ayman, Illinois Institute of Technology

Submitter: Nahren Cama, ncama@iosolutions.com

400. Poster: 10:30AM–11:20AM

Board 2

Work-Family Effects of Unethical Pro-Organizational Behavior

This study explains why and when engaging in unethical pro-organizational behavior positively influences actors' work-family positive spillover and work-family conflict by focusing on the mediating roles of organization-based self-esteem and work stress, and on the moderating role of performing tensions. Empirical results from a 3-wave survey with 214 samples supported most of the hypotheses.

Haixiao Chen, Shanghai University of Finance and Economics

Ho Kwong Kwan, China Europe International Business School (CEIBS)

Jie Xin, Shandong University

Xiangfan Wu, Xijiang University of Finance and Economics

Submitter: Xiangfan Wu, xiangfanwu@hotmail.com

401. Poster: 10:30AM–11:20AM

Board 3

Reattachment to Work in the Morning and Day-Level Leader Outcomes

Based on daily survey data, authors examined leader reattachment to work (i.e., mentally reconnecting) and its relationship with leader outcomes. Results indicate that reattachment to work in the morning is associated with higher anticipated task focus and activated positive affect, and subsequent transformational leader behavior and vitality throughout the workday.

Charlotte Fritz, Portland State University

Dana Auten, Portland State University

David E. Caughlin, Portland State University

Submitter: Charlotte Fritz, fritzcc@pdx.edu

402. Poster: 10:30AM–11:20AM

Board 4

Family-Supportive Supervisory Behaviors and Perceived Benevolent Intent

Authors hypothesized that employees' pre-existing perceptions of the supervisor influenced beliefs about their supervisors' benevolent goals and ulterior motives, and that these goal attributions are central to the quality of the social exchange relationship. A 3-wave longitudinal field study of 254 employees found support for this general hypothesis.

Yeong-hyun Hong, University of Alabama

Michael T. Ford, University of Alabama

Xiaochuan Song, Misericordia University

Submitter: Yeong-hyun Hong, yh5349@gmail.com

403. Poster: 10:30AM–11:20AM

Board 5

Being Depleted, Down, Displaced: What Links Commute Incivility and Workplace Conflict?

Authors examined commute incivility and workplace conflict among 148 employees on 451 days. There were positive direct effects of commute incivility on ego depletion, negative affect, and relationship conflict. Hypothesized indirect effects of commute incivility on workplace conflict and the interaction commute incivility x negative events were not found. Content's sophistication is intermediate.

Dana Unger, Norwich Business School

Anita Starzyk, NEOMA Business School

Anne-Grit Albrecht, Leuphana Universität Lüneburg

Katrin Böttcher, Berlin School of Economics and Law

Submitter: Dana Unger, d.unger@uea.ac.uk

404. Poster: 10:30AM–11:20AM

Board 6

Linking Boundary Management and Career Success: The Role of Work Goals and Exhaustion

Authors explore how boundary management affects career success in a 3-wave online study (N = 371). Employees with a preference to segment work and home engaged in home-to-work transitions less frequently. Home-to-work transitions, in turn, acted as a double-edged sword for subjective success through an increase in both work goal attainment and exhaustion. Content's sophistication is intermediate.

Dana Unger, Norwich Business School

Angelika Kornblum, ETH Zurich

Gudela Grote, Swiss Federal Institute of Technology, Zurich

Andreas Hirschi, University of Bern

Submitter: Angelika Kornblum, akornblum@ethz.ch

405. Poster: 10:30AM–11:20AM

Board 7

Applying Self-Expansion to Work–Family Conflict and Enrichment

This study applied self-expansion theory as a framework for studying work–family conflict (WFC) and enrichment (WFE). In a 2-wave survey, self-expansion at work was negatively related to WFC and positively related to WFE. Degree of work involvement moderated both relationships. Research and practical implications are discussed.

Danielle Nicole Woods, Navy Federal Credit Union

Valerie J. Morganson, University of West Florida

Submitter: Danielle Nicole Woods, daninicolewoods@gmail.com

406. Poster: 10:30AM–11:20AM

Board 8

Double Jeopardy? Gender Safety Cues and Asian American and White Women

Gender safety cue effects (feelings of belonging, procedural justice, attraction to organization) were examined in White and Asian American women. No differences between groups were found, failing to support the double jeopardy hypothesis. Further, it was expected that perceived SDO of the organization would mediate effects, but this was not supported; however, authenticity served as a mediator.

Caitlin Q. Briggs, Michigan State University

Ann Marie Ryan, Michigan State University

Submitter: Caitlin Q. Briggs, briggs25@msu.edu

407. Poster: 10:30AM–11:20AM

Board 9

Do Gender and Sexual Orientation Stereotypes Differentially Impact Job Applicants

This study examines whether gay and lesbian applicants with varying leadership styles are evaluated similarly to heterosexual applicants. Authors examine whether the gender and sexual orientation of the applicant moderates the relationship between hireability and hiring criteria. The results suggest that the impact of competence and social skills on hireability was moderated by applicant type.

Kinsey Blue Bryant-Lees, Northern Kentucky University

Mary Kite, Ball State University

Submitter: Kinsey Blue Bryant-Lees, bryantleek1@nku.edu

408. Poster: 10:30AM–11:20AM

Board 10

Gender and the Psychological Experience of Negotiation: A Field Sample

Realtors were profiled to capture their psychological experience of negotiation. Profiles were based on individual differences critical to gender influences and performance in negotiation. Findings revealed 2 unique psychological profiles, which suggest that profiles are context dependent and important to understanding negotiator job performance.

Tatem Heather Burns, DePaul University

Alice F. Stuhlmacher, DePaul University

Submitter: Tatem Heather Burns, tatemburns@gmail.com

409. Poster: 10:30AM–11:20AM

Board 11

Identifying as LGB at Work: Implications of Disclosure Within Work Teams

Much of the work done in today's organizations is completed in teams, making it more likely that lesbian, gay, or bisexual employees will disclose their sexual orientation to members of their team. Yet, there has been little research on the outcomes associated with disclosure in work teams. This study examined the impact of disclosure on team conflict and withdrawal.

Jesse Caylor, Florida Institute of Technology

Jessica L. Wildman, Florida Institute of Technology

Submitter: Jesse Caylor, jcaylor2016@my.fit.edu

410. Poster: 10:30AM–11:20AM

Board 12

The Relationship Between Demographic Faultlines and Collective Voluntary Turnover

Authors examine the relationship between demographic faultlines and collective voluntary turnover using a sample of 356 strategic business units. Findings indicate a positive relationship ($\beta = 0.128$), which is moderated by unit tenure ($\beta = -0.026$).

Silvia Clark, University of South Carolina

Robert E. Ployhart, University of South Carolina

Jonathan Hendricks, University of South Carolina

Submitter: Silvia Clark, silvia.clark@grad.moore.sc.edu

411. Poster: 10:30AM–11:20AM

Board 13

A Multilevel Process Model of Research on Fatherhood and Impression Management

Based on cognitive depletion theory and a thorough review of the literature, this paper aims to develop a theoretically driven multilevel model to explain the process by which fathers manage their professional image if and when they feel stigmatized upon the impact of societal and organization influences and how these affect personal and work-related outcomes.

Shanna Daniels, Florida State University

Pamela L. Perrewe, Florida State University

Yufan Deng, Florida State University

Submitter: Shanna Daniels, srdaniels@fsu.edu

412. Poster: 10:30AM–11:20AM

Board 14

HIV+ Workers Facing Stigma: The Roles of Negative Affect and CD4 Count

Authors examined the role of HIV stigma in predicting negative psychological states and job performance among HIV positive employees. Drawing on COR theory, they tested a moderated-mediated model, with CD4 count, a measure of HIV progression, as the moderator. Data were collected from 211 HIV positive employees at 2 time points, 3 months apart. All theoretical predictions were supported.

Anthony Decoste, De La Salle University

Simon Restubog, University of Illinois at Urbana-Champaign

Yueyang Chen, University of Illinois at Urbana-Champaign

Submitter: Anthony Decoste, mail@adecoste.com

413. Poster: 10:30AM–11:20AM

Board 15

Encouraging Women to Identify With Male Exemplars in STEM and Non-STEM Organizations

Across 2 studies, authors explored a new strategy to recruit women in male-dominated domains. Teaching women about masculine stereotypes increased empathy for and identification with a male exemplar, as well as enhanced both interest in working with the male exemplar and attraction to his organization regardless of whether in a STEM (Experiment 1) or non-STEM field (Experiment 2).

Montana Lyn Drawbaugh, University of Akron

Evava S. Pietri, Indiana University-Purdue University Indianapolis

Victoria Colvin, University of Florida

India Johnson, Elon University

Submitter: Montana Lyn Drawbaugh, mld168@ziips.uakron.edu

414. Poster: 10:30AM–11:20AM

Board 16

A Target-Centered Approach for Determining How to Confront Workplace Sexism

The authors examined how differences in confronting sexism (timing of confrontation, location of confrontation, etc.) affect female targets' workplace outcomes. Results demonstrated that confronting elicited beneficial outcomes compared to not confronting, regardless of the confrontation style or the number of confronters.

Kelly Dray, Texas A&M University

Isaac E. Sabat, Texas A&M University

Submitter: Kelly Dray, kellydray@tamu.edu

415. Poster: 10:30AM–11:20AM

Board 17

Perceived Fairness of Workplace Accommodation: The Role of Controllability

Authors examined whether coworkers perceived disability, religion, or caregiving duties in need of accommodation as differentially controllable and fair via an experimental paradigm. Disability was perceived as the least controllable reason for accommodation, and that perceived controllability was an important predictor of accommodation fairness perceptions.

Danielle M. Gardner, Michigan State University

Ann Marie Ryan, Michigan State University

Submitter: Danielle M. Gardner, gardn333@msu.edu

416. Poster: 10:30AM–11:20AM

Board 18

Improving Third-Party Reactions Toward Preferential Treatment**Affirmative Actions**

This experiment shows that followers are less willing to work with a minority leader selected through a racial preferential treatment (as opposed to an identity-blind) affirmative action policy, indirectly via their negative affective state toward the selection procedure. Minority leaders can ameliorate this negative outcome by enacting proactive bids for leadership.

Varsha Gurumurthy, Nanyang Technological University

SinHui Chong, Nanyang Technological University

Submitter: SinHui Chong, sinhui.chong@ntu.edu.sg

417. Poster: 10:30AM–11:20AM

Board 19

Why Did They Stay? The Impact of Race-Based Discrimination on Work-Related Outcomes

This study examined why African Americans stay in organizations after experiencing racial discrimination and the impact of discrimination on work outcomes. In addition to lack of alternatives, employees stayed when their organization dealt with the discrimination satisfactorily and to keep seniority and benefits. Experiencing discrimination significantly related to multiple outcome variables.

Taniyia Jauntae-Lee Harvey, George Washington University

Lynn R. Offermann, George Washington University

Abbey Salvas, George Washington University

Submitter: Taniyia Jauntae-Lee Harvey, taniyaharvey@yahoo.com

418. Poster: 10:30AM–11:20AM

Board 20

Opt-Out Choice Framing Attenuates Gender Differences in the Decision to Compete

In most organizations, employees must apply (i.e., opt-in) to compete for promotions. In this study, authors examine how choice architecture (opt-in vs. opt-out framing) affects women's willingness to compete. Although women are less likely than men to choose to compete under opt-in framing, there is no gender difference when the choice to compete is described using opt-out framing.

Joyce He, University of Toronto

Sonia Kang, University of Toronto

Nicola Lacetera, University of Toronto

Submitter: Joyce He, joyce.he@rotman.utoronto.ca

419. Poster: 10:30AM–11:20AM

Board 21

Climate of Inclusion: A Necessary Ingredient for a Successful Diversity Climate?

Authors examined whether a climate of inclusion (COI) moderated the relationship between diversity climate (ODC) and organizational outcomes, via justice (OJ). Results indicated that ODC related positively to OJ ($\beta = 0.21$), which in turn affected organizational outcomes. Also, COI buffered the ODC–OJ relationship ($\beta = -0.17$), such COI predicted positive outcomes regardless of the level of ODC.

Melissa R. Jenkins, Washington State University

Tahira M. Probst, Washington State University Vancouver

Submitter: Melissa R. Jenkins, M.S., melissa.jenkins@wsu.edu

420. Poster: 10:30AM–11:20AM

Board 22

Intergroup Contact and Islamophobia: Psychological Threat and Religious Identity as M

Since the 9/11 attacks, Islamophobia has increased worldwide. This study focused on intergroup contact that may reduce Islamophobia. It is hypothesized that intergroup contact is negatively related to Islamophobia under low psychological threat, and under low religious identity. Results from 121 non-Muslim employees showed that psychological threat was a moderator but not religious identity.

Tamoor Khan, Live Nation Entertainment

Nurcan Ensari, Alliant International University

Submitter: Nurcan Ensari, nensari@alliant.edu

421. Poster: 10:30AM–11:20AM

Board 23

How Positive Attitudes Toward Asians Impact Perceptions of Subtle Microaggressions

Results showed that positive attitudes toward Asians diminished one's ability to perceive the negative effects of experiencing subtle forms of

microaggressions (as opposed to blatant forms of microaggressions). This was the especially true when the subtle microaggressions were based on positive stereotypes of Asians. The negative effects of acting on positive group stereotypes are discussed.

Jennifer Y. Kim, Los Andes Universidad (Bogotá, Colombia)

Caryn J. Block, Teachers College, Columbia University

Hong Yu, Microsoft

Submitter: Jennifer Y. Kim, j.kim@uniandes.edu.co

422. Poster: 10:30AM–11:20AM

Board 24

A Taxonomy of Challenging Cross-Cultural Situations in the Workplace

Though diversity can pose a challenge for organizations, it is not yet known which types of cultural situations are actually viewed by individuals as challenging. This study focuses on the development of a taxonomy illustrating the different types of cultural situations cited as challenging by employees. Analysis of over 500 incidents yielded 9 categories of challenging cultural situations.

Jennifer L. Klafehn, Educational Testing Service

Harrison J. Kell, Educational Testing Service

Submitter: Jennifer L. Klafehn, jklafehn@ets.org

423. Poster: 10:30AM–11:20AM

Board 25

Why Do You Need an Accommodation?: Controllability and Fairness Perceptions

Managers were surveyed to examine whether accommodation reasons (i.e. disability, religion, or caregiving duties) are differentially perceived by coworkers as controllable and fair. Religion was perceived as most controllable and that controllability is an important mechanism connecting accommodation reason with fairness perceptions and subsequent OCB-I.

Sarah Kuang, Michigan State University

Danielle M. Gardner, Michigan State University

Ann Marie Ryan, Michigan State University

Submitter: Sarah Kuang, kuangsar@msu.edu

424. Poster: 10:30AM–11:20AM

Board 26

The Effects of Income Mobility on Personal Control and Leadership Attainment

Authors examined the relation between changes in an individual's level of income (i.e., income mobility) and amount of control they feel they can exert on their environment. Findings suggest that individuals experiencing greater levels of downward mobility report precipitous declines in personal sense of control, which subsequently limits their likelihood of attaining positions of leadership.

Andrew C. Loignon, Louisiana State University

David Scheaf, University of North Carolina at Charlotte

Submitter: Andrew C. Loignon, andrew.loignon@gmail.com

425. Poster: 10:30AM–11:20AM

Board 27

An Intersectional Approach to Ambivalent Sexism, Race, Sexuality, and Self-Esteem

The authors examined how a surface-level characteristic (racial background) and a deep-level characteristic (sexual orientation) influence the relationship between ambivalent sexism and self-esteem. Findings indicate that both race and sexual orientation significantly moderate this relationship, such that individuals of a racial or sexual minority experience greater negative effects.

Joie Magalona, California State University, Long Beach

Kelly Anne Van Geffen, California State University, Long Beach

Julia Britt, California State University, Long Beach

Elyse Holman, California State University, Long Beach

Lauren Hester, Dr. Amy Wax Psychology

Sarai Mendoza Michel, California State University, Long Beach

Catherine Rehmann, California State University, Long Beach

Amy Wax, California State University, Long Beach

Submitter: Joie Magalona, joiemagalona@gmail.com

426. Poster: 10:30AM–11:20AM

Board 28

Women-Exclusive Professional Development Programs Cause Inadvertent Backlash

Professional development programs (PDPs) that are provided exclusively to women offer many benefits but may have unintended costs of

backlash. As predicted, a female applicant was rated more negatively when she had participated in women-exclusive versus all-inclusive PDPs. Results suggest that women-exclusive PDPs elicit backlash but that backlash may be reduced by framing PDPs as all-inclusive.

Amanda Mosier, Indiana University, Purdue University Indianapolis

Submitter: Amanda Mosier, aemosier@iu.edu

427. Poster: 10:30AM–11:20AM

Board 29

Blocked by the Bamboo Ceiling? Meta-Analysis of Asian-Americans' Perceived Leadership

This study was conducted to develop an introductory understanding of the relationships between race and perceptions of race and leadership perceptions. Using meta-analytic procedures, the relationship between race perceptions and individual leadership attributes/traits and race perceptions and measures of global leadership was compared.

Amanda Mouton, St. Mary's University

Cody B. Cox, St. Mary's University

Submitter: Amanda Mouton, amandamouton@utexas.edu

428. Poster: 10:30AM–11:20AM

Board 30

Organizational Identification: A Mechanism for Organizational Transformation?

Strengthening social connections via organizational identification (OI) can potentially affect organizational transformation. A full structural equation model provided support for 4 key determinants of OI and organizational outcomes. Moreover, the positive relationship between inclusion climate and OI was stronger for women than men. Theoretical and practical implications are discussed.

Patrick J. Rosopa, Clemson University

Arelis Moore de Peralta, Clemson University

Alena Hofrova, Clemson University

Jamie M. Fynes, Department of Defense

Phoebe Xoxakos, Clemson University

Katherine Brown D'Souza, Clemson University

Sarah Winslow, Clemson University

Submitter: Patrick J. Rosopa, prosopa@clemson.edu

429. Poster: 10:30AM–11:20AM

Board 31

Psychological Ownership and Decent Work: A Multiwave Study

Authors extend psychology of working theory by integrating social identity theory and incorporating psychological ownership into the model. Hypotheses were tested in a sample of 240 LGBTQ+ employees using a 3-wave design. The majority of hypotheses were supported, highlighting the need for further refinement of psychology of working theory.

Rachel Williamson Smith, Louisiana State University

Lisa Baranik, University at Albany, SUNY

Ryan D. Duffy, University of Florida

Submitter: Rachel Williamson Smith, rsmith3@lsu.edu

430. Poster: 10:30AM–11:20AM

Board 32

Issues of Veterans in Non-Military Organizations

This paper categorizes and summarizes current literature on military veterans in non-military organizations, identifies gaps in the research, and provides directions for future research using a theory elaboration approach (Fisher & Aguinis, 2017). This review is primarily focused on post military-transition topics from an organizational perspective.

Sarah Villanueva, University of Texas at El Paso

Submitter: Sarah Villanueva, sjvillanueva@miners.utep.edu

431. Alternative Session Type with Presenters:

11:00AM–12:20PM

201-202

Promoting Diversity in I-O Graduate Programs: Walking the Talk

I-O psychologists strive to promote diversity and inclusion within organizations. I-Os must also develop and use best practices to promote D&I within the field, and within SIOP, by focusing on the pipeline. This alternative session focuses on practices and strategies for promoting diversity in graduate (master's and doctoral) program recruiting, admissions, training, and placement.

Marcus W. Dickson, Wayne State University, *Chair*

Afra S. Ahmad, George Mason University, *Presenter*

Juliet Aiken, University of Maryland, *Presenter*

Jimmy Davis, RHR International, *Presenter*

Neil M. A. Hauenstein, Virginia Tech University, *Presenter*

Submitter: Marcus W. Dickson, marcus.dickson@wayne.edu

432. Symposium: 11:00AM–12:20PM

203-204

Cross-Sectional and Longitudinal Person-Centered Models in Organizational Research

This symposium highlights ways in which person-centered mixture models can be applied in organizational research. Specifically, this symposium illustrates the application of (a) latent profile analysis, (b) multiple-group analysis of similarity in latent profile solutions, (c) longitudinal latent profile and transition analyses, and (d) mixture regression analyses.

Ann-Renée Blais, Department of National Defence, *Co-Chair*

Alexandre J.S. Morin, Concordia University, *Co-Chair*

Kelley Arredondo, University of Akron, Andrea F. Snell, University of Akron, *Perceptions of Leadership Styles: Interpersonal Traits and Task-Oriented Behaviors*

Ann-Renée Blais, Department of National Defence, Simon Houle, Concordia

University, Michael R. Frone, University at Buffalo, The State University of New

York, *A Person-Centered Perspective on Work Fatigue: Profiles, Protective Factors, Outcomes*

Simon Houle, Concordia University, Alexandre J.S. Morin, Concordia University

Claude Fernet, Université du Québec à Trois-Rivières, *A Latent Transition*

Analysis of Continuity and Change in the Commitment of Directors

Leandre-Alexis Chenard Poirier, Université de Montréal, Jean-Sebastien

Boudrias, University of Montreal, Nicolas Gillet, Université de Tours, *The Com-*

Combined Effects of Destructive and Constructive Leadership

Kelley Arredondo, The University of Akron, *Presenter*

Leandre-Alexis Chenard Poirier, Université de Montréal, *Presenter*

Simon Houle, Concordia University, *Presenter*

Submitter: Ann-Renée Blais, arblais@gmail.com

433. Symposium: 11:00AM–12:20PM

402-403

Myths and Urban Legends About Work-Related Relational Phenomena

Organizational research can be affected by myths and urban legends—incorrect, overly simplistic, or distorted assumptions about what is true or best practice. Presenters will discuss prevalent myths about work-related relational phenomena that permeate the popular press, practice, and the research literature. Topics covered include the work/family interface, mentoring, leadership, and teams.

Melissa M. Robertson, University of Georgia, *Co-Chair*

David B. Fecteau, University of Georgia, *Co-Chair*

Tammy D. Allen, University of South Florida, *Myths and Urban Legends About the Work and Family Interface*

Lillian T. Eby, University of Georgia, Melissa M. Robertson, University of Georgia, David

B. Fecteau, University of Georgia, *Myths and Urban Legends Related to Mentoring*

Russell E. Johnson, Michigan State University, *Myths That Exist in Contemporary Leadership Literature*

John E. Mathieu, University of Connecticut, *Some Common Urban Legends in Teams Research*

Submitter: Melissa M. Robertson, melmitch@uga.edu

434. Community of Interest: 11:00AM–11:50AM

408-409

Making the Qualitative, Quantitative With Text Analytics

COI facilitators invite practitioners, researchers, and students to join for a conversation about working with qualitative data. Best practices, including data collection methods (interviews, focus groups) and data analysis approaches (text mining, content and sentiment analysis) will be discussed. Participants are encouraged to bring their experiences and questions to this interactive session.

Sabrina D. Volpone, University of Colorado Boulder, *Host*

Maurice Johnson, CUNA Mutual Group, *Host*

Katharine O. Murray, American Family Insurance, *Coordinator*

Submitter: Katharine O. Murray, kmurray@amfam.com

435. Symposium: 11:00AM–12:20PM

502-503

Promoting a Culture of Reporting Health Concerns

Across 4 different contexts (academic, athletic, medical, and the military), researchers present the relative importance of a culture of reporting to the prediction of reporting behavior and corresponding outcomes.

Together the studies reveal the importance of culture to mitigating the well-documented phenomenon of under-reporting health concerns that plagues all industries.

Stephanie C. Payne, Texas A&M University, *Chair*

Stefan Val Dumlao, Texas A&M University, *Co-Chair*

Chloe Wilson, Clemson University, Thomas W. Britt, Clemson University, Gargi Sawhney, Auburn University, Kristen Jennings Black, University of Tennessee at Chattanooga, *Unit Climate and Help Seeking Among Employees in High Risk Occupations*

Ann H. Huffman, Northern Arizona University, Heidi A. Wayment, Northern Arizona University, Brian Alfred Eiler, Davidson College, Patrick C. Doyle, University of Georgia, *Market Culture and Organizational Injury Rates*

Victoria L. Kennel, University of Nebraska Medical Center, *Reporting and Learning From Assisted Patient Falls Over Time*

Stephanie C. Payne, Texas A&M University, Stefan Val Dumlao, Texas A&M University, Delbert Benny Holland, Texas A&M University, Health Science Center, Yimin He, Texas A&M University, Jose J. Hernandez-Muñoz, Texas A&M University, Angela Mulcahy, Texas A&M University, *Reporting and Disclosing Medical Errors: The Role of a Just Culture*

Tahira M. Probst, Washington State University Vancouver, *Discussant*

Submitter: Stephanie C. Payne, scp@tamu.edu

436. Symposium: 11:00AM–12:20PM **Brazos** Work Environment and Individual Characteristic Interaction Effects on Work Outcomes

The existence of the work environment is usually ignored or explained away in organizational research, limiting the scientific and practical impact of research. This symposium presents research examining how the work environment interacts with individual characteristics (personality, experience, psychological needs) to predict outcomes such as job performance, job satisfaction, and motivation.

Jeff W. Johnson, SHL, *Chair*

Susannah Leigh Ivory, Pennsylvania State University, Rustin D. Meyer, Pennsylvania State University, *New Perspectives on Situational Strength: Job Satisfaction and Reactions to Misfit*

Melanie K. Prengler, Texas A&M University, Murray R. Barrick, Texas A&M University, Young Eun Lee, Texas A&M University, *Motivational Strivings: Bridge From Personality and Job Characteristics to Behavior*

Robert P. Tett, University of Tulsa, Neil Christiansen, Central Michigan University, Dan V. Simonet, Montclair State University, Margaret Judith Toich, Montclair State University, Shane Sizemore, Central Michigan University, *Confirmatory Strategy and Situational Specificity in Personality–Performance Linkages*

Jeff W. Johnson, SHL, *Interaction Effects of Personality, Experience, and Context on Leader Performance*

Benjamin Schneider, University of Maryland/University of Southern California, *Discussant*

Submitter: Jeff W. Johnson, jeff.johnson@shl.com

437. Master Tutorial: 11:00AM–12:20PM **JW Grand Salon 1** Missing Guidance on Missingness: Dealing With Missing Data in Applied Research

Missing data are an unavoidable reality in most research. Authors present a conceptual introduction to modern missing-data methods (e.g., FIML estimation and multiple imputation), demonstrate how these methods can be used in applied research, describe solutions to problems researchers may encounter while using these methods, and familiarize attendees with planned-missingness designs.

Jeffrey A. Dahlke, HumRRO, *Presenter*

Michael G. Hughes, HumRRO, *Presenter*

Matthew C. Reeder, HumRRO, *Presenter*

Martin C. Yu, HumRRO, *Presenter*

Submitter: Jeffrey A. Dahlke, jeffrey.dahlke@gmail.com

438. Panel Discussion: 11:00AM–12:20PM **JW Grand Salon 2** The Upside to Ipsative Scoring: A Consideration of Benefits in Modern Practice

Self-report personality assessment scoring may be ipsative or normative. Despite potential advantages, the psychometric characteristics of ipsative scores have been called into question, as has their use in high-stakes employment

testing. Panelists discuss the use and features of ipsative scoring, legal considerations of their use, and application of machine learning methods.

Kayo Sady, Amazon, *Chair*

Anne Scaduto, Capital One, *Panelist*

Emilee B. Tison, DCI Consulting Group, Inc., *Panelist*

Greg Haudek, Suited, *Panelist*

Robert W. Stewart, Amazon, *Panelist*

Submitter: Kayo Sady, kayosady@amazon.com

439. Alternative Session Type with Presenters: 11:00AM–12:20PM **JW Grand Salon 3** Creating a Diverse and Inclusive Workplace: An Exercise in Collective Wisdom

This session includes a highly interactive group activity and a panel discussion based on 4 real-life D&I-related scenarios. The hope is that, through the group activity and the following panel discussion, attendees will be able to identify actions critical to ensuring that their D&I initiatives make an impact and add value.

Bharati B. Belwalkar, American Institutes for Research, *Chair*

Richard F. Tonowski, University of Maryland Baltimore County, *Presenter*

Kizzy M. Dominguez, K. Parks Consulting Inc. (KPC), *Presenter*

Lyndon U. Llanes, Verizon, *Presenter*

Alexandra I. Zelin, University of Tennessee at Chattanooga, *Presenter*

Submitter: Bharati B. Belwalkar, bharati.belwalkar@gmail.com

440. Alternative Session Type with Presenters: 11:00AM–12:20PM **JW Grand Salon 4** Top Trends Roundtable Forum and Communities of Engagement Kickoff

Hosted by SIOP's Membership Committee, this session will allow division members of all levels to participate in discussions moderated by accomplished I-O scholars and practitioners, in addition to networking with members engaged in similar topics. Attendees will select 3 areas of interest prior to attending the session. The research themes span 10 I-O topics, identified as the 2019 top trends.

Kristy Kay, Aptima, Inc., *Co-Chair*

Amatia Golbodaghi, Live Nation Entertainment, *Co-Chair*

Tiffany R. Poeppelman, LinkedIn, *Co-Chair*

James G. Field, West Virginia University, *Presenter*

Emily D. Champion, Old Dominion University, *Presenter*

Nathan J. Mondragon, HireVue, Inc., *Presenter*

Wendy R. Boswell, Texas A&M University, *Presenter*

Marcus M. Butts, Southern Methodist University, *Presenter*

Charles C. Calderwood, Virginia Tech University, *Presenter*

Autumn D. Krauss, SAP SuccessFactors, *Presenter*

Kristen P. Jones, University of Memphis, *Presenter*

Lisa M. Kath, San Diego State University, *Presenter*

Jeffrey J. McHenry, Rainier Leadership Solutions, *Presenter*

Kara L. Orvis, Aptima, Inc., *Presenter*

Lynn M. Shore, Colorado State University, *Presenter*

Darlene J. Thompson, Key Bank, *Presenter*

Kelsey E. Medeiros, University of Nebraska, Omaha, *Presenter*

Submitter: Kristy Kay, kristymkay@gmail.com

441. Panel Discussion: 11:00AM–12:20PM **JW Grand Salon 5** A Tale of Two Pay Gaps: An All-Female Expert Pay Equity Panel All of us have seen the term “pay gap” in the media. This panel convenes I-O psychologists and employment lawyers for discussion of challenges in conducting pay equity studies. Presenters will define what the pay gap is, explain the differences between the adjusted and unadjusted gap, review what the research suggests are the causes, and connect to broader topics of pay equity and EEO.

Joanna L. Colosimo, DCI Consulting Group, Inc., *Chair*

Elizabeth Bradley, Fortney & Scott, LLC, *Panelist*

Lisa Grant Harpe, DCI Consulting Group, *Panelist*

Kathryn Mantoan, Orrick, Herrington & Sutcliffe LLP, *Panelist*

Submitter: Joanna L. Colosimo, JColosimo@dciconsult.com

442. Panel Discussion: 11:00AM–12:20PM JW Grand Salon 6**Do You Know Who Your “Talent” Is? An Exploration of the Meaning of Talent at Work**

Despite the importance of “talent” to organizations, there exists conceptual confusion about what talent means. This panel will provide a framework and examples of the talent construct from leading talent organizations, its implications for talent practices and outcomes, and how our notions of talent may evolve in the future.

Gunnar Schrah, McKinsey & Company, *Chair*

Traci Conner, Comcast, *Panelist*

Lorraine M. Dawson, PepsiCo, *Panelist*

Maren Dollwet, Walmart, *Panelist*

Stefanie Putter, Comcast, *Panelist*

Submitter: Gunnar Schrah, gunnarschrah@gmail.com

443. Panel Discussion: 11:00AM–12:20PM JW Grand Salon 7-8**Modern Validity Arguments Meet Artificial Intelligence in Assessment**

The panel will address several questions that juxtapose modern perspectives on validity with developments in AI-enabled assessment. The session will conclude with potential ways forward that harness the power of AI without sacrificing the state of the art in validity argumentation. The multidisciplinary panel reflects thought leaders in AI-enabled assessment and validity.

Dan J. Putka, HumRRO, *Chair*

David W. Dorsey, HumRRO, *Co-Chair*

Joshua P. Liff, HireVue, Inc., *Panelist*

Evan F. Sinar, BetterUp, *Panelist*

Stephen G. Sireci, University of Massachusetts Amherst, *Panelist*

Eric J. Sydel, Modern Hire, *Panelist*

Kelly Trindel, pymetrics, *Panelist*

Submitter: Dan J. Putka, dputka@humro.org

444. Alternative Session Type with Presenters:

11:00AM–12:20PM

Lone Star Salon A

Modern Problems Require Modern Solutions: New Approaches to Personality Assessment

In this IGNITE/Panel hybrid session, 5 panelists from academic and applied backgrounds will deliver an IGNITE presentation providing an overview of their innovative approach to personality assessment. Next, a moderated and open discussion will focus on similarities in the seemingly different approaches, creating future directions for research and practice, and answering audience questions.

Timothy J. Bartkoski, Aon, *Chair*

Evan R. Theys, Aon, *Presenter*

Adam W. Meade, North Carolina State University, *Presenter*

Sara Lambert Gutierrez, SHL, *Presenter*

Jeff Foster, Missouri State University, *Presenter*

Tianjun Sun, University of Illinois at Urbana-Champaign, *Presenter*

Submitter: Timothy J. Bartkoski, tjbf39@mail.umsl.edu

445. Alternative Session Type with multiple papers:

11:00AM–12:20PM

Lone Star Salon B

Contemporary Barriers to the Recruitment and Inclusion of Persons With Disabilities

Although strategies to support the labor market outcomes of persons with disabilities have been developed, barriers persist at various stages of the employment cycle. In this session, 5 empirical papers are presented on contemporary barriers to the recruitment (prehire) and workplace inclusion (posthire) of persons with disabilities, followed by group discussion on this topic.

Daniel Samosh, Queen's University, *Co-Chair*

Brent J. Lyons, York University, *Co-Chair*

David C. Baldrige, Oregon State University, *Co-Chair*

Sandra L. Fisher, Münster University of Applied Sciences, Paola Giroto, Clarkson University, Catherine E. Connelly, McMaster University, Silvia Bonaccio, University of Ottawa, *AI Recruitment and Selection Tools: Impact on Applicants With Disabilities*

Alecia M. Santuzzi, Northern Illinois University, Robert Thomas Keating, North-

ern Illinois University, Jesus Martinez, Northern Illinois University, *Response Options Affect Psychological Reactions and Disability Disclosure Rates*
Daniel Samosh, Queen's University, Addison Daniel Maerz, Queen's University, Matthias Spitzmuller, Queen's University, Stephan Boehm, St. Gallen University, *Does Respect Matter? A Study of Accommodation-Focused Interpersonal Justice*
Kayla B. Follmer, West Virginia University, Joy Beatty, University of Michigan, Dearborn, *Anticipated Discrimination, Authenticity, and Counterproductive Work Behaviors*

Alyssa K. McGonagle, University of North Carolina at Charlotte, Enrica N. Ruggs, University of Memphis, *Does Video Training Help Reduce Bias Against Job Applicants With Disabilities?*

Sandra L. Fisher, Münster University of Applied Sciences, *Presenter*

Alecia M. Santuzzi, Northern Illinois University, *Presenter*

Kayla B. Follmer, West Virginia University, *Presenter*

Alyssa K. McGonagle, University of North Carolina at Charlotte, *Presenter*

Submitter: Daniel Samosh, dan.samosh@utoronto.ca

446. Alternative Session Type with Presenters:

11:00AM–12:20PM

Lone Star Salon C

Know Your Worth: Results From the 2019 SIOP Salary Survey

This session will discuss the results of SIOP's 2019 salary survey, including results of past iterations and trends over time. Discussion topics include SIOP members' average income levels, as well as professional, educational and demographic variables associated with income disparities. The session will close with Q&A and information gathering to inform additional analyses and reporting efforts.

Chantale Wilson Antonik, Modern Hire, *Presenter*

Kristl Davison, Appalachian State University, *Presenter*

Amy DuVernet, Training Industry, Inc., *Presenter*

Alyssa Kaszycki, *Presenter*

Scott H. Oppler, HumRRO, *Presenter*

Submitter: Amy DuVernet, amyduv@gmail.com

447. Special Event: 11:00AM–12:20PM

Lone Star Salon D

SIOP Select: Distinguished Scientific Contributions Award Winners

Every year SIOP honors individuals who have made distinguished empirical and/or theoretical scientific contributions to the field of I-O psychology. Join us for a captivating and insightful take on lessons learned from top researchers in the field.

Mindy E. Bergman, Texas A&M University, *Presenter*

Dov Eden, Tel Aviv University, *Presenter*

Allen I. Kraut, Baruch College/Kraut Associates, *Presenter*

Philip M. Podsakoff, University of Florida, *Presenter*

Denise M. Rousseau, Carnegie Mellon University, *Presenter*

Submitter: Tyree D. Mitchell, tyreedmitchell@aol.com

448. Symposium: 11:00AM–12:20PM

Lone Star Salon E

Assessment-Based Leadership Development Programs: The State of the Art (and Science)

Presenters will discuss cutting-edge assessment-based leadership development programs (LDPs) developed by premier organizations and consulting firms in I-O psychology. In-depth descriptions of the LDPs will be provided, including specific assessment components, delivery systems, development solutions, and data-based studies assessing the impact and effectiveness of these programs.

William Shepherd, The Wendy's Company, *Chair*

Robert E. Lewis, APTMetrics, Inc., Brett W. Guidry, PepsiCo, Kimberly Happich, PepsiCo, *Developing Organizational and Individual Excellence Through Assessment Centers*

Andrea Valentine, Merck & Co, Ken Yusko, University of Maryland, College Park, Elliott C. Larson, Siena Consulting, Harold W. Goldstein, The Graduate Center & Baruch College, CUNY, *Impact of an Assessment-Based Global Leadership Development Program*

Sandra Hartog, BTS USA, *Assessment as a Driver for Accelerated Development*

Kyle D. McNeal, Johnson & Johnson, John Fernandez, Johnson & Johnson, *Impact of Feedback Source on Perceptions of Assessment Experience*

Eric P. Braverman, Lutron Electronics Co., Inc., *Discussant*

Submitter: Ken Yusko, kyusko@sienaconulting.com

449. Panel Discussion: 11:00AM–12:20PM Lone Star Salon F **Automation (In)Equality and the Future of Work: Interdisciplinary Perspectives**

Emerging technologies have sparked important questions and debate about equal opportunity and employment. Too often, discussions remain in disciplinary silos, precluding the cross-pollination of ideas and resulting synergies. This panel of leaders in I-O psychology, economics, policy, law, business, and technology will offer unique perspectives on pressing questions about the future of work.

Lori L. Foster, North Carolina State University, *Chair*

David Autor, MIT, *Panelist*

Eric M. Dunleavy, DCI Consulting Group, Inc, *Panelist*

Frida E. Polli, pymetrics, *Panelist*

Jenny Yang, Urban Institute, *Panelist*

Submitter: Lori L. Foster, lfoster@ncsu.edu

450. Alternative Session Type with Presenters:

11:00AM–12:20PM

Lone Star Salon G

Hear It From the Experts: How to Successfully Apply for Graduate Fellowships

This session provides attendees with information about applying for various external graduate fellowships, including the NSF GRFP, SIOP Joyce-Thayer, and Eisenhower fellowships. A panel of experts consisting of fellowship recipients and experienced fellowship reviewers will offer recommendations and interactively assist audience members in curating their unique application selling points.

Amber N. Schroeder, University of Texas at Arlington, *Co-Chair*

Traci Bricka, The University of Texas at Arlington, *Co-Chair*

Courtney M. Bryant, Michigan State University, *Presenter*

Chu-Hsiang (Daisy) Chang, Michigan State University, *Presenter*

Alissa D. Parr, PSI Services LLC, *Presenter*

Denise L. Reyes, Rice University, *Presenter*

Gwendolyn Paige Watson, Clemson University, *Presenter*

Submitter: Traci Bricka, traci.bricka@mavs.uta.edu

451. Alternative Session Type with Presenters:

11:00AM–12:20PM

Lone Star Salon H

(Get Fired Up for Research!) Fireside Chat: New Directions in Gender and Work–Life

Five gender and work–life experts will discuss the current and futures directions of their research. They will discuss topics including gender differences, intersectional identities, and sociopolitical influences in work–life with the goal of inspiring research ideas. Attendees will participate in collective idea generation through forming a shared repository of ideas.

Linnea Ng, Rice University, *Co-Chair*

Christine L. Nittroer, University of Houston-Downtown, *Co-Chair*

Allison S. Gabriel, University of Arizona, *Presenter*

Alicia A. Grandey, Pennsylvania State University, *Presenter*

Ellen E. Kossek, Purdue University, *Presenter*

Russell A. Matthews, University of Alabama, *Presenter*

Kristen M. Shockley, University of Georgia, *Presenter*

Submitter: Linnea Ng, ln4@rice.edu

Do you have the right talent to drive your company to success?

We can help identify and develop great people that are right for your business!



Visit us @ Booth 204

bts.com/ap



**PSI is the world's leading
Talent Management
organization,
focusing on insightful
assessment and
inspirational
development.**

**Visit PSI at
Booths 212 & 612**




Onsite Live Screen Printing

Thursday, April 23
10 am - 5:30 pm

Choose your print and get a free
t-shirt created LIVE at the booth!

→ **Where people meet potential.**

psionline.com/talent



Thinking. Ahead.

Yet Again:
Lee Hecht Harrison
is recognized by
ALM Intelligence as
a Vanguard Leader
in Talent & Leadership
Consulting for 2019.

In particular, ALM saluted our leadership assessment capabilities — our ability to identify leaders who will blaze trails, knock down walls and drive success. We'll help build a pipeline of them, turning accurate assessments and insights into informed, objective decisions on who to hire, who to promote, and who to develop and how. The result? You've got leaders equipped to succeed, you're accelerating high potentials, key roles are filled, succession is planned for — voilà, you're ahead.

If being ahead sounds good to you, let's talk.
Call 800-611-4LHH or meet us online at LHH.com

LHH

CAREER TRANSITION • TALENT & LEADERSHIP DEVELOPMENT • CAREER DEVELOPMENT • CHANGE MANAGEMENT



worth publishers
Macmillan Learning

**Where students can experience
what the world of I/O psychology is *really* like.**

new!

INDUSTRIAL/ ORGANIZATIONAL PSYCHOLOGY

Understanding the
Workplace



SIXTH EDITION

PAUL E. LEVY

Industrial/Organizational Psychology

Understanding the Workplace

PAUL F. LEVY, University of Akron

Sixth Edition ©2020

978-1-319-10739-0

Written by a leading researcher in one of the nation's top I/O programs, Paul Levy's text has long been acclaimed for its concise, research-based approach and personable writing. With this thoroughly updated new edition, students have ample opportunities to explore what's happening in I/O psychology today, through voices directly from the field (Practitioner Forum), brief takes on current events issues (I/O Today), applied practice (Taking it to the Field), and critical and applied exercises at the end of each chapter. Supplementary resources include a thorough Instructors Manual with additional practice activities as well as teaching tips, lecture slides, and a robust test bank.

For your review copy, contact your local
Macmillan Learning representative or visit
macmillanlearning.com/levy

FEATURES

I/O Today: Brief articles tackling current events issues, emerging developments, innovative research, and current debates in the field.

Practitioner Forum: Applied lessons written by individuals working in I/O now; these articles provide the students with a unique window into the field, from I/O psychologists who are currently practicing.

Taking it to the Field: Hypothetical scenarios that give students the opportunity to practice the concepts from the chapter in an applied setting.

IN THE NEW EDITION

Chapter 5 has been retitled Performance Management (formerly Performance Appraisal), signifying the broad topic under which Performance Appraisal falls.

Several new Practitioner Forums have been added to the text, covering topics such as the I/O psychologists' role in litigation settlements, innovations in leadership development programs, and Verbal 360 performance appraisals.

Several new I/O Today articles have been added, covering topics such as diversity and performance, the debate about eliminating performance ratings, and gamified microlearning.

452. Panel Discussion: 12:30PM–1:20PM 201-202**Real Examples of Worker Upskilling and Reskilling: Lessons Learned**

This panel will discuss unique and practical ways of upskilling talent, including how assessments can identify new career paths. The discussion will focus on practical examples of both employer and nonemployer programs that highlight implications and best practices for upskilling or reskilling in the talent-driven economy.

Nate T. Dvorak, The Gallup Organization, *Chair*

Aaron J. Kraus, Liberty Mutual Insurance, *Panelist*

Ellyn Charlotte Maese, The Gallup Organization, *Panelist*

Cheryl Oxley, OutMatch, *Panelist*

Victoria J. Smoak, PepsiCo, *Panelist*

Submitter: Nate T. Dvorak, nathaniel.dvorak@gmail.com

453. Alternative Session Type with Presenters:**12:30PM–1:20PM 203-204****Continuing Discussions Regarding Sexual Harassment of Teenage Workers**

Sexual harassment of teenage workers appears to be an overlooked topic. This introductory roundtable/conversation hour will discuss the rights and responsibilities of teenage workers; focus on psychological, physical, and behavioral effects on teenage victims; share examples of lawsuits filed by young workers; and generate ideas for future research and organizational actions.

Susan M. Stewart, Western Illinois University, *Presenter*

Kristl Davison, Appalachian State University, *Presenter*

Submitter: Susan M. Stewart, sm-stewart2@wiu.edu

454. Special Event: 12:30PM–1:20PM 402-403**SIOP Select: Cultivating an Inclusive and Diverse SIOP:****Interrogating the Status Quo**

Sponsored by the CEMA, LGBT, and WIN Committee Chairs, this session brings together Eden King, Lilia Cortina, Stefanie Johnson, Steven Rogelberg, and Derek Avery to discuss the positive diversity and inclusion changes they have seen in SIOP, where current gaps exist, and propose changes and directions for SIOP to take that will improve the experiences of IO psychologists.

Enrica N. Ruggs, University of Memphis, *Co-Chair*

Alexandra I. Zelin, University of Tennessee at Chattanooga, *Co-Chair*

Fred G. Macoukji, Walmart, *Co-Chair*

Derek R. Avery, Wake Forest University, *Presenter*

Lilia M. Cortina, University of Michigan, *Presenter*

Eden B. King, Rice University, *Presenter*

Stefanie K. Johnson, University of Colorado Boulder, *Presenter*

Steven G. Rogelberg, University of North Carolina at Charlotte, *Presenter*

Submitter: Alexandra I. Zelin, alexandra-zelin@utc.edu

455. Community of Interest: 12:30PM–1:20PM 408-409
Rigor in People Analytics: How Much Is Practical in Organizations?

The value of people analytics as a competitive advantage has become clear. However, practicality and ethical questions remain barriers to successful implementation. This session will target how data analytic teams can best overcome these obstacles to deliver rigorous insights to their stakeholders that are practical, actionable, and ethical.

Michael B. Armstrong, Google, *Host*

Stephanie A. Zajac, UT MD Anderson Cancer Center, *Coordinator*

Submitter: Stephanie A. Zajac, zajac.stephanie@gmail.com

456. Symposium: 12:30PM–1:20PM 502-503**Unique Perspectives and Populations: Resilience Beyond the Nine to Five**

Within management, resilience research has primarily focused on stressors that employees face in an organization. However, there is a sizable portion of adults who are not employed in traditional structures. This symposium investigates resilience in individuals who work outside of the traditional "9 to 5" realm, highlighting the unique experiences of these understudied populations.

Dominique Burrows, Rice University, *Co-Chair*

Danielle D. King, Rice University, *Co-Chair*

Isabel Maria Bilotta, Rice University, Eden B. King, Rice University, Scott Tonidandel, University of North Carolina at Charlotte, Abigail R. Corrington, Rice University, Danielle D. King, Rice University, Michelle (Mikki) Hebl, Rice University, *Minority Students' Resilience in STEM*

James P. O'Brien, Saint Mary's University, Mitchell Rothstein, University of Western Ontario, *Student Interpretation of Adverse Academic Experiences as a Component Resilience*

Matthew J. W. McLarnon, Mount Royal University, *Bouncing Back: Resiliency and Its Dynamic Nature During the Job Search Process*

Robert R. Sinclair, Clemson University, *Discussant*

Submitter: Dominique Burrows, dominiquenicoleburrows@gmail.com

457. Alternative Session Type with Presenters:**12:30PM–1:20PM Brazos****I-Os Are From Mars, Business Leaders Are From Venus**

I-O psychologists are grounded in evidence-based tools; but, if solutions are not attractive to business audiences, they lose practical significance and value. The panel will discuss experiences as internal and external consultants that have led I-Os to think critically about how they present research findings and incorporate best practices from experience, data visualization, and user experience.

Jerilyn Hayward, ServiceMaster, *Chair*

Amy Sarraf Renshaw, Hogan Assessments, *Presenter*

Cameron G. Brown, Southern Company, *Presenter*

Sarah Evans, ServiceMaster, *Presenter*

Erica I. Desrosiers, Johnson and Johnson, *Presenter*

Meisha-Ann Martin, Servicemaster, *Presenter*

Submitter: Jerilyn Hayward, jhayward02@yahoo.com

458. Symposium: 12:30PM–1:20PM JW Grand Salon 1**To Equivalency and Beyond: New Discoveries in the Mobile Assessment Realm**

As technology evolves and provides opportunities for innovative HR practices, research must keep pace. This symposium explores dynamics between high-fidelity assessments and devices on which they are taken. Topics include scoring and applicant reaction differences between leaders/nonleaders, device optimized/nonoptimized assessments, mobile cognitive, and latest trends in mobile assessment usage.

Jason N. Jaber, SHL, *Chair*

Eoin O'Callaghan, Aon, Marinus van Driel, Aon, Nicholas R. Martin, Aon, *The Latest International Trends in Mobile Assessment Usage*

Justin Rossini, DDI, Breanna R. Wexler, DDI, *Leader-Level Versus Entry-Level Candidate Device Usage Trends*

Paul M. Fursman, SHL, Jason N. Jaber, SHL, *Exploring the Equivalence of a Mobile Optimized Cognitive Ability Assessment*

Submitter: Jason N. Jaber, jason.jaber@shl.com

459. Panel Discussion: 12:30PM–1:20PM JW Grand Salon 2
Assessments in a Healthcare Setting: Challenges and Opportunities

This session will present advice and guidance on developing and implementing assessments in a healthcare setting from a panel of I-O professionals with varying backgrounds and experiences. Discussed topics will focus on the unique challenges posed by practicing I-O psychology in a healthcare setting and guidance on overcoming them.

Matthew S. Prewett, Central Michigan University, *Chair*

John D. Arnold, Center for Physician Leadership Excellence, *Panelist*

Michael T. Brannick, University of South Florida, *Panelist*

Aimee K. Gardner, Baylor College of Medicine, SurgWise Consulting, *Panelist*

Evgeniya E. Pavlova Miller, GoHealth Urgent Care, *Panelist*

Submitter: Evgeniya E. Pavlova Miller, jenny.pavlova@gmail.com

460. Alternative Session Type with Presenters:**12:30PM–1:20PM JW Grand Salon 3****The Blend of Art and Science: Creative Interviewing Approaches**

Four I-O professionals, 2 internal and 2 external, will share best practices, strategies, and lessons learned pertaining to 1 of 4 topic areas

associated with creative interviewing. Participants of this introductory session will hear experiences from all roundtable hosts and be encouraged to share their own experiences.

Kelsey M. Stephens, Macy's Inc., *Chair*
 Da A. Bologna, Procter & Gamble, *Presenter*
 Michael C. Heil, Aon, *Presenter*
 Emily A. Crowe, BTS USA, *Presenter*
 Tyler Smith, Macy's Inc., *Presenter*

Submitter: Kelsey M. Stephens, kmstephens328@gmail.com

461. Alternative Session Type with multiple papers: 12:30PM–1:20PM JW Grand Salon 4 Work–Life Support for 21st Century Families: Academic and Industry Perspectives

Academics and practitioners present research on the effects of contemporary family caregiving scenarios on work–life outcomes, utilization and perceptions of caregiver-friendly practices, and the role of caregiving-specific work–life policies in predicting organizational outcomes. An expert panel discusses perspectives and solutions to problems facing working caregivers and their employers.

Tracy L. Griggs, Winthrop University, *Co-Chair*
 Melissa M. Robertson, University of Georgia, *Co-Chair*
 Rachel T. Hill, VMware, *Co-Chair*
 Grace Boudjalis, Wayne State University, Reed J. Bramble, Pluralsight, Boris B. Baltes, Wayne State University, Emma K. Duerk, Wayne State University, *The Sandwich Generation and Family-to-Work Conflict: A Multigroup Comparison*
 Melissa M. Robertson, University of Georgia, Lillian T. Eby, University of Georgia, *Grandchild Care and Work–Family Conflict: A Cross-Lagged Panel Approach*
 Christopher K. Adair, Kincentric, *Parenting Status and the Relationship With Engagement and Voluntary Turnover*
 Eleni V. Lobene, Aon, *Presenter*
 Maura A. Stevenson, MedVet, *Presenter*

Submitter: Tracy L. Griggs, Griggst@winthrop.edu

462. Ignite: 12:30PM–1:20PM JW Grand Salon 5 Diversity and Inclusion in Action: Approaches to IGNITE Inclusive Workplaces

This IGNITE session brings together practitioners from different organizations to discuss the innovative approaches they are using to address diversity and inclusion (D&I). These strategies include leveraging engagement survey results to inform D&I initiatives, creating diverse candidate pools, incorporating minority employee journeys, and leveraging personality measures to promote diversity.

Amber L. Burkhart, Hogan Assessments, *Chair*
 Matthew L. Arsenault, Walmart, *Presenter*
 Laura C. Lomeli, BetterUp, *Presenter*
 Kimberly S. Nei, Hogan Assessments, *Presenter*
 Melissa Stiksma, Humu, *Presenter*
 LeClaire Teets, Eli Lilly and Company, *Presenter*

Submitter: Amber L. Burkhart, asmittick@hoganassessments.com

463. Panel Discussion: 12:30PM–1:20PM JW Grand Salon 6 When Culture Counts: Multilevel Insights Into the Global Workforce

The study of cultural values offers both researchers and practitioners a lens to understand the increasingly global organization. Although culture can be considered a property of national collectives, individual cultural values reside within and are exhibited by individuals. This panel's goal is to bring together experts to discuss these values, with particular emphasis on the level of analysis.

Marc Cubrich, Modern Hire, *Co-Chair*
 Joelle D. Elicker, University of Akron, *Co-Chair*
 Catalina Flores, University of Akron, *Co-Chair*
 Miriam Erez, Technion, *Panelist*
 Paul J. Hanges, University of Maryland, *Panelist*
 Piers Steel, University of Calgary, *Panelist*
 Mary Sully de Luque, Arizona State University, *Panelist*

Submitter: Marc Cubrich, mmc140@zips.uakron.edu

464. Ignite: 12:30PM–1:20PM JW Grand Salon 7-8 Machine Learning and Selection: Accessible Foundations for I-Os

Increasingly often, I-O practitioners are being approached about machine learning or asked to vet assessment vendors who use machine learning in their solutions. This session offers accessible foundations and best practice recommendations on a topic that can be intimidating.

Alison E. Carr, Modern Hire, *Chair*
 Josh W. Allen, Walmart, *Presenter*
 Adam S. Forman, Epstein Becker Green, *Presenter*
 Nick C. Koenig, Modern Hire, *Presenter*
 Adam T. Myer, Johnson & Johnson, *Presenter*
 Fred Oswald, Rice University, *Presenter*

Submitter: Alison E. Carr, alison.carr@modernhire.com

465. Alternative Session Type with Presenters: 12:30PM–1:20PM Lone Star Salon A Rejecting the Dull: Teaching Students to Know and Love Statistics

This session will provide perspectives and tips for I-O psychology educators who teach statistics. IGNITE! talks by faculty from varied institutions and departments, and with students at different levels and varying majors, will cover how to teach students to love statistics.

Kristen Jennings Black, University of Tennessee at Chattanooga, *Co-Chair*
 Alice M. Brawley Newlin, Gettysburg College, *Co-Chair*
 Shawn Bergman, Appalachian State University, *Presenter*
 Justin A. DeSimone, University of Alabama, *Presenter*
 Drake John Doumit, Louisiana Tech University, *Presenter*
 Patrick J. Rosopa, Clemson University, *Presenter*

Submitter: Alice M. Brawley Newlin, abrawley@gettysburg.edu

466. Panel Discussion: 12:30PM–1:20PM Lone Star Salon B Sell Outs: I-O Psychologists Who Sell!

This session will explore what it is like to have a sales-related career as an I-O psychologist. Topics will include the challenges involved in selling I-O related products and services, who is best and least suited to sell and why, and strategies to succeed at selling within our field.

Stephanie J. Sands, YSC Consulting, *Chair*
 Spencer Goracke, Quantum Workplace, *Panelist*
 Thomas Henriksen, A'HEAD Executive, *Panelist*
 Levi R. Nieminen, BetterUp, *Panelist*
 Lauren J. Weivoda, SOLVE, *Panelist*
 Brett M. Wells, Perceptyx, *Panelist*

Submitter: Stephanie J. Sands, stephanie.sands@ysc.com

467. Panel Discussion: 12:30PM–1:20PM Lone Star Salon C Making Headlines: Corporate Scandals and Employee Trust

There's no shortage of corporations making the headlines for scandalous behavior. Although the aftermath of corporate scandals often focus on regaining the public trust, less attention is paid to employee trust and how corporate scandals are created. This panel will discuss what factors enable scandals to occur, how scandals affect employee trust, and how corporations can regain employee trust.

Jessie Sanchez, Wayne State University, *Co-Chair*
 Joseph E. Mroz, Denison Consulting, *Co-Chair*
 Marcus W. Dickson, Wayne State University, *Panelist*
 Daniel Engster, University of Houston, *Panelist*
 Carl Robinson, Vantage Leadership Consulting, *Panelist*
 L. A. Witt, University of Houston, *Panelist*

Submitter: Jessie Sanchez, Jessie.Sanchez@wayne.edu

468. Symposium: 12:30PM–1:20PM Lone Star Salon D Evolving the Operationalization of the Pulse Survey Method

Pulse surveys have emerged as one of the most commonly applied employee listening mechanisms in organizations today. This symposium brings together practitioners who have implemented and researched various approaches to conducting pulse surveys in large organizations. This session will be most applicable to practitioners familiar with the implementation of organizational surveys.

Benjamin P. Granger, Qualtrics, *Chair*

Nicole Boyko, Liberty Mutual Insurance, *Liberty Mutual's Data-Driven Approach to a New Pulse Survey Program*

Shelby Wise, Ford Motor Company, *Prioritizing Change, Not Measurement: Iterating a 25-Year-Old Survey Strategy*

Daniel L. Bonilla, NBA, *Finding Our Rhythm at the NBA: Employee Engagement Measurement Cadence*

Submitter: Benjamin P. Granger, bgrangersr@yahoo.com

469. Panel Discussion: 12:30PM–1:20PM Lone Star Salon E CHRO Panel on Changing Leadership in a VUCA world

Four CHROs with I-O psychology PhDs discuss the challenge of identifying & developing organizational leaders for a rapidly changing VUCA world. What leader characteristics are needed to be successful and are they changing? Audience questions will be encouraged. Their CHRO experience is from 10 companies such as AT&T, Merck, Sara Lee, BankOne, Burger King, Baxter International, and MicroStrategy.

Rob F. Silzer, HR Assessment & Development/ Baruch College, CUNY, *Chair*

Miriam M. Graddick-Weir, Weir Group, LLC., *Panelist*

Stephen J. Cerrone, SJC Advisors, *Panelist*

Richard T. Cober, MicroStrategy, *Panelist*

Jeanne K. Mason, Baxter International Inc., *Panelist*

Submitter: Rob F. Silzer, robsilzer@prodigy.net

470. Panel Discussion: 12:30PM–1:20PM Lone Star Salon F Can Cognitive Psychology and Neuroscience Answer Problems in Performance Management?

Performance management (PM) is broken. Cog psych and neuroscience research has relevance for finding solutions for the problems that need to be addressed in PM. The goal of this panel is to critique the current use of cog psych and neuroscience research in PM, discuss current research that could be applied to PM, and provide actionable suggestions for both research and practice.

Kajal Rajan Patel, The Graduate Center and Baruch College, CUNY, *Co-Chair*

William Becker, Virginia Tech University, *Co-Chair*

Alessa Natale, The Graduate Center CUNY & Baruch College, *Co-Chair*

Angelo S. DeNisi, Tulane University, *Panelist*

Paul E. Levy, University of Akron, *Panelist*

Christopher T. Rotolo, PepsiCo, *Panelist*

Submitter: Kajal Rajan Patel, patelk39@tcnj.edu

471. Panel Discussion: 12:30PM–1:20PM Lone Star Salon G Talent Management in Law Enforcement: How Can We Help?

In this panel, a diverse group of professionals will discuss how they have applied their knowledge and skills to improve talent management in the law enforcement field. Panelists will discuss the unique challenges of working with law enforcement and their experiences adapting and implementing I-O best practices in the areas of recruitment, hiring, and retention.

Emily S. Medvin, HumRRO, *Chair*

Lance E. Anderson, HumRRO, *Panelist*

Mike McLennan, HumRRO, *Panelist*

William O'Toole, Self-Employed, *Panelist*

Gabriela Orozco-Atienza, Los Angeles County Sheriff's Department, *Panelist*

Submitter: Emily S. Medvin, emedvin@humrro.org

472. Panel Discussion: 12:30PM–1:20PM Lone Star Salon H Multiple Choices, One Common Theme: Careers in Occupational Testing

Is your perception of a career in testing "nerdy and boring"? Well, you're half right. A panel of 5 I-O psychologists who have carved out distinct paths through the testing industry will share their experiences and insights. Topics will include how they ended up in testing, how they made the most of opportunities, and how they made it fun! The audience is encouraged to participate.

Kimberly Acree Adams, LeadPath Solutions, *Chair*

Alexander Alonso, Society for Human Resource Management (SHRM), *Panelist*

Liberty J. Munson, Microsoft, *Panelist*

Lorin M. Mueller, Federation of State Boards of Physical Therapy, *Panelist*

Alexa J. Doerr, Towson University, *Panelist*

Submitter: Kimberly Acree Adams, kadams6006@gmail.com

Poster Session (Technology, Org Culture, Health & Safety):

12:30PM–1:20PM

Griffin Hall

473. Poster: 12:30PM–1:20PM

Board 1

Effects of Harassment and Reporting Climate on Suicide Prevention
This study examined the effects of discrimination, harassment, and negative reporting climate on each other and suicide ideation. Results indicated that discrimination and bullying were the only significant construct-level predictors of suicidality. At the question level, sex-based discrimination and psychological bullying displayed the strongest positive relationships with suicide ideation.

James Alexander Adaryukov, JHT, Inc.

Christopher Rodeheffer, U.S. Navy

Brandon E. Sholar, JHT, Inc.

Submitter: James Alexander Adaryukov, iacomus42@gmail.com

474. Poster: 12:30PM–1:20PM

Board 2

Psychological Safety, Ethical Leadership, and Perceived Combat Readiness in Soldiers

This study examined the mediating relationship of psychological safety between ethical leadership and perceived combat readiness prior to deployment in U.S. Army soldiers. Cross-sectional survey data indicated that psychological safety partially mediated the relationship between ethical leadership and perceived combat readiness.

Alexxa Bessey, Clemson University

Janna Mantua, Walter Reed Army Institute of Research

Walter Sowden, U.S. Army

Thomas W. Britt, Clemson University

Ashlee McKeon, Walter Reed Army Institute of Research

Submitter: Alexxa Bessey, afbessey@gmail.com

475. Poster: 12:30PM–1:20PM

Board 3

Climate Strength: Antecedents, Moderating Roles, and Boundary Conditions

Mean climate strength was meta-analytically examined as a moderator of work climate–workgroup performance relationships. Findings supported climate strength as a moderator of relationships between work climate and productivity-related outcomes. Results also indicated that cultural individualism–collectivism, group size, and climate scale reliability, were the best predictors of climate strength.

Maura I. Burke, HumRRO

Michael J. Burke, Tulane University

Kristin Smith-Crowe, Boston University

Etti Doveh, Technion

Shuhua Sun, Tulane University

Submitter: Maura I. Burke, mauraburke504@gmail.com

476. Poster: 12:30PM–1:20PM

Board 4

Hospice Nurses Workplace Social Support, Compassion Fatigue, and Work–Family Balance

The purpose of this initial study was to examine the relationship among workplace social support, compassion fatigue, and burnout, in addition to the mediating role of satisfaction with work–family balance, among hospice nurses. Results found that satisfaction with work–family balance fully mediated the relationship between workplace social support and burnout.

Christina Cantu, Louisiana Tech University

Michael D. Barnett, The University of Texas at Tyler

Frank P. Igou, Louisiana Tech University

Submitter: Christina Cantu, can2c33@gmail.com

477. Poster: 12:30PM–1:20PM

Board 5

Effects of Climate and Core Self-Evaluations on Citizenship Behaviors
Authors proposed and tested a psychological process to explain the effects of diversity climate and coworker support on organizational citizenship behavior (OCB). Data gathered longitudinally from 250 personnel indicated that (a) the effect of diversity climate on OCB is indirect through coworker support, and (b) core self-evaluations affect all 3 paths in the model.

Nikola Fedorowicz, University of Houston

Tina Zamanipour, University of Houston

Mike Olson, University of Houston
L. A. Witt, University of Houston
Catherine Horn, University of Houston

Submitter: Nikola Fedorowicz, nfedorow@central.uh.edu

478. Poster: 12:30PM–1:20PM Board 6

The Impact of Ethical Leadership Depends on Climate Strength

Ethical leadership research has established that employees who see their leaders as more ethical tend to experience more positive outcomes. This study builds on previous research by examining the relationship between shared perceptions of ethical leadership and OCBs and affective commitment at the group level and exploring whether this relationship depends on ethical leadership climate strength.

Kira Foley, George Washington University
Evan R. Hughes, Consortium Research Fellows Program
Jessica M. Badger Darrow, U.S. Army Research Institute

Submitter: Kira Foley, kirafoley@gwu.edu

479. Poster: 12:30PM–1:20PM Board 7

LPA to Examine Climates Protective Against Sexual Harassment in the Military

This study examined individual psychological and unit climate from a pattern perspective to identify protective climate factors against sexual harassment in a military context. The profiles with high levels of trust in leadership, group cohesion, and inclusion were optimal, with having a connection to the lowest levels of sexual harassment-related unwanted workplace experiences.

Jessica Gladfelter, Virginia Tech
Brandon E. Sholar, JHT, Inc.
Christopher Rodeheffer, U.S. Navy

Submitter: Jessica Gladfelter, jag92@vt.edu

480. Poster: 12:30PM–1:20PM Board 8

How to Induce Error Management Culture: Experimental Evidence From Newly Formed Teams

The question how an error management culture can be induced and if the beneficial effect on performance found in field studies can also be replicated in experimental settings remains unanswered. In 2 experiments with newly formed teams, authors successfully manipulated error management culture and experimentally replicated the beneficial effect of error management culture on performance.

Dorothee Horvath, Technical University of Darmstadt
Alexander Klamar, Leuphana University of Lüneburg, Germany
Nina Keith, Technical University of Darmstadt
Michael Frese, Asia School of Business

Submitter: Dorothee Horvath, horvath@psychologie.tu-darmstadt.de

481. Poster: 12:30PM–1:20PM Board 9

Inclusion as a Moderating Factor of Perceptions of the Reporting Climate

Authors examined inclusion as a moderating factor of the relation between unwanted workplace experiences and perceptions of the reporting climate for sexual assault in the military at the unit level. Findings indicate that inclusion has no moderating relation but a negative relation ($\beta = -.635$) with negative perceptions of the reporting climate for sexual assault.

Kenzie J. Hurley, University of West Florida
Brandon E. Sholar, JHT, Inc.
Christopher Rodeheffer, U.S. Navy

Submitter: Kenzie J. Hurley, kenziejhurley@gmail.com

482. Poster: 12:30PM–1:20PM Board 10

Using Actual Executive Values in Value Congruence Measurement

This study establishes a theoretical basis for using actual executive values as the organizational target in value congruence research. The goal of this research is to advance the measurement of value congruence by clarifying the organizational target of congruence. This clarification will, hopefully, increase the potential for finding meaningful effects in congruence research.

Leah S. Tecle, University of Tulsa

Submitter: Leah S. Tecle, lst075@utulsa.edu

483. Poster: 12:30PM–1:20PM

Board 11

Development of a Multidimensional Political Behavior Scale

The purpose of this research was to create a new behaviorally based measure of organizational politics. Two studies were conducted to generate new items and examine the psychometric properties of the measure. Results demonstrated that the new measure expands current models by expanding the covered dimensions and definition of organizational politics.

Amanda L. Thomas, Express Scripts
John P. Meriac, University of Missouri-St. Louis
Sarah E. Hill, Express Scripts

Submitter: Amanda L. Thomas, amandaethomas@gmail.com

484. Poster: 12:30PM–1:20PM

Board 12

Work Hard, Play Hard: Investigating Workaholism, Work–Leisure Conflict, and Stress

Relationships among workaholism, work–leisure conflict, and work stress were examined. The sample consisted of 346 working adults in the United States. Workaholism positively correlated with work stress. Additionally, work leisure conflict positively related to both workaholism and work stress. Moreover, work–leisure conflict was a significant mediator between workaholism and work stress.

Emily Meier, East Carolina University
Shahnaz Aziz, East Carolina University

Submitter: Shahnaz Aziz, azizs@ecu.edu

485. Poster: 12:30PM–1:20PM

Board 13

Perfectionism and Health: Longitudinal Meditational Effects of Drug Use

This study investigates the interaction of perfection, general health, and drug use, as well as the mediating effects of drug use on the relationship between perfectionism cluster and general health in a time-lag design. Findings indicate that perfectionism type influences general health and alcohol use.

Sarah Nelsen, South Dakota State University
Kyle J. Page, American Family Insurance
Alper Kayaalp, South Dakota State University

Submitter: Alper Kayaalp, akayaalp99@gmail.com

486. Poster: 12:30PM–1:20PM

Board 14

Positive Psychology and Safety Performance: A Longitudinal Model of PsyCap and PERMA

This study examined the bidirectional longitudinal associations between positive psychological functioning and safety performance and incidents in the workplace. Results suggest that psychological capital positively impacts performance, and safety incidents negatively impact psychological flourishing over time. PsyCap in particular should be included in future total worker health interventions.

Sean Palmer Marquardt Rice, Washington State University Vancouver
Tahira M. Probst, Washington State University Vancouver

Submitter: Sean Palmer Marquardt Rice, sean.rice@wsu.edu

487. Poster: 12:30PM–1:20PM

Board 15

Recovery During Downtime: Are All Leisure Activities Equal, and for Everyone?

This study extends understanding of the relationship between nonwork leisure activities and well-being (i.e., happiness) using data from the 2013 American Time Use Survey. Results of an ANCOVA (controlling for hours worked) revealed certain activities were associated with higher well-being. There was not a main effect for gender nor an interaction between activity and gender on happiness.

Alicia Stachowski, University of Wisconsin-Stout
Mihyang An, University of Wisconsin-Stout
Marcy Young Illies, St. Cloud State University

Submitter: Alicia Stachowski, stachowskia@uwstout.edu

488. Poster: 12:30PM–1:20PM

Board 16

An Empirical Investigation of Rideshare Driver Motivation and Work Outcomes

The ridesharing environment consists of favorable work characteristics, yet a number of negative work outcomes have been reported. Exploring contextual moderators of these relations, results indicated that work essentiality and resources helped explain why positive job attributes may

not be producing favorable work outcomes. Findings have important implications for rideshare work design.

Traci Bricka, University of Texas at Arlington
Amber N. Schroeder, University of Texas at Arlington
Submitter: Traci Bricka, traci.bricka@mavs.uta.edu

489. Poster: 12:30PM–1:20PM Board 17
Influencing the Influencer: A Proposed Model of Social Media Influencer Effectiveness

Social media influencing is a recent technology-based phenomenon, but less is known about influencers as employees, particularly regarding the antecedents of influencer effectiveness. Authors propose a theoretical model delineating how personal, behavioral, and contextual factors may predict work effectiveness. Practical implications and future research directions are discussed.

Traci Bricka, University of Texas at Arlington
Amber N. Schroeder, University of Texas at Arlington
Sumbul Hameed, University of Texas at Arlington
Submitter: Traci Bricka, traci.bricka@mavs.uta.edu

490. Poster: 12:30PM–1:20PM Board 18
Classifying and Predicting Voluntary Turnover on Twitter With Machine Learning

Despite many theories of voluntary turnover, its prediction and explanation using traditional methods are often hindered by inadequate sample size and criterion differentiation. This study shows robust predictive models of different voluntary turnover types can be built based upon Twitter data and machine learning. Predictors of different turnover types can also be inferred from language features.

Chulin Chen, University of Minnesota
Darius K-S Chan, The Chinese University of Hong Kong
Submitter: Chulin Chen, clc051591@gmail.com

491. Poster: 12:30PM–1:20PM Board 19
Acoustic Analysis of the Performance of Online Content Creators
Acoustic analysis is applied to the emerging work model of online content creators, specifically professional YouTubers. Results show that a number of acoustic voice features are significant predictors of objective performance metrics. These findings have implications for online content creators and for our broader understanding of effective communication skills in a work context.

Joseph DiGrazia, SHL
James C. Meaden, SHL
Submitter: James C. Meaden, james.meaden@gmail.com

492. Poster: 12:30PM–1:20PM Board 20
Development and Validation of the Digital Readiness Model
A new digital readiness (DR) competency framework was developed and evaluated. A meta-analysis with 7 criterion validation studies was conducted, and scores on the DR competencies had significant positive relationships with the composite DR performance scores. Consistent with research on work-related DR (Lokuge et al., 2019), the study highlights the importance of assessing individual DR.

Leah Ellison, Aon
Manuel F. Gonzalez, Baruch College & Graduate Center, CUNY
Maria Schuchinsky, Aon
Lena Justenhoven, Aon
Tina Pilipovic, Aon
Tara K. McClure, Aon
Levi Sassaman, University at Albany, SUNY
Submitter: Leah Ellison, leah.ellison@aon.com

493. Poster: 12:30PM–1:20PM Board 21
Fear, Rejoice, or Ignore? Employee Perceptions of and Reactions to Automation at Work

This study explores the effects of employee awareness of and appraisal of automation likelihood as threatening or empowering on workplace relevant attitudes, well-being, and performance. Furthermore, the effects of automation-related appraisals on developmental attitudes and behaviors are examined, providing insight into ways employees might prepare for impending automation.

Anna F. Godollei, University of Waterloo
James W. Beck, University of Waterloo
Submitter: Anna F. Godollei, afgodoll@uwaterloo.ca

494. Poster: 12:30PM–1:20PM Board 22
Reliability Checks on an Automated System: Effects on Behavioral Trust
Automation is expected to affect nearly every job in some way within 2 decades. Evidence (N = 197) was found that automation trust is actively adjusted by users through "reliability checks." Researchers can intentionally influence the use of reliability checks to alter behavioral trust to levels appropriate to the reliability of the automated system to ensure maximum

Abraham Haskins, Wright State University
Debra Steele-Johnson, Wright State University
Aaron Buchanan, Wright State University
Nicholas Kovacs, PRADCO
Gary N. Burns, Florida Institute of Technology
Submitter: Abraham Haskins, haskins.19@wright.edu

495. Poster: 12:30PM–1:20PM Board 23
The Virtual Reality Problem: Unequal Effects of Virtual Reality Sickness
Virtual reality programs can produce feelings called VR sickness. A meta-analysis was performed on the relationship between VR sickness and potential antecedents. VR sickness produces unequal effects across individual differences, these effects appear resilient across applications, and further research is needed to develop theory and identify explanatory mechanisms.

Matt C. Howard, University of South Alabama
Elise Van Zandt, University of South Alabama
Submitter: Elise Van Zandt, ecv1821@jagmail.southalabama.edu

496. Poster: 12:30PM–1:20PM Board 24
Do LinkedIn Portraits Affect Hiring Decisions? Examining Gender and Facial Competence

Effect of candidate sex and facial competence on hiring decisions was examined. 704 participants were randomly assigned to LinkedIn profiles of either 2 female or 2 male candidates. Each participant viewed 2 portraits (1 high and 1 low in competence). Results showed no main effects; however, an interaction effect was significant.

Alexandra Luong, University of Minnesota Duluth
Kwesi O Adjei, University of Minnesota Duluth
Alisa Schutz, University of Minnesota Duluth
James Clairmont, University of Minnesota Duluth
Lauren A. Brown, University of Minnesota Duluth
Michaela Wurdelman, University of Minnesota Duluth
Submitter: Alexandra Luong, aluong@d.umn.edu

497. Poster: 12:30PM–1:20PM Board 25
Bringing Artificial Intelligence Into the Firm: Developing Sociotechnical Capital

As artificial intelligence (AI) continues to grow in use in organizations, a stronger theoretical framework is needed to successfully integrate AI systems with employees. Authors build upon literature on organizational socialization to develop a framework and discuss models of AI integration. Collaborations can lead to a competitive advantage through the development of sociotechnical capital.

Erin Makarius, University of Akron
Debmalya Mukherjee, University of Akron
Joseph Fox, University of Akron
Alexa Fox, University of Akron
Submitter: Erin Makarius, makarius@uakron.edu

498. Poster: 12:30PM–1:20PM Board 26
Job Characteristics and Turker Motivation: Amazon Mechanical Turk Crowdsourcing Study

Authors examined traditional theories relevance in gig work while also exploring gig specific variables for MTurk workers. Findings indicate that job characteristics were related to job attitudes, and this relationship was mediated by worker's motivation. Moderated mediation of worker seriousness was not fully supported, indicating that work characteristics can be important for all gig workers.

Michael McFerran, Florida Institute of Technology
 Gary N. Burns, Florida Institute of Technology
 Submitter: Michael McFerran, mwmcferran@gmail.com

499. Poster: 12:30PM–1:20PM Board 27

Procedural Justice Perceptions of Automated Resume Screening
 Participants (N = 332) reviewed a hiring procedure involving human or automated resume screening and judged its fairness on 11 procedural justice rules. Automated resume screening worsened perceptions of 5 justice rules, improved 1 rule, and did not significantly affect 5 rules. Perceived threat of robots moderated several effects.

Sean Michael Noble, North Carolina State University
 Lori L. Foster, North Carolina State University
 Submitter: Sean Michael Noble, smnoble2@ncsu.edu

500. Poster: 12:30PM–1:20PM Board 28

Assessing the Accuracy and Validity of Facebook Ratings in the Selection Context

Limited research exists on the accuracy and validity of Facebook in selection processes. To assess this, 3 trained raters evaluated 197 Facebook profiles. Findings suggest that Facebook ratings of personality, cognitive ability, and risk taking may reliably reflect trait scores but lack predictive validity. Further, similarity and attractiveness may also interfere with rating quality.

Rachel Pohlman, Central Michigan University
 Nga Do, Central Michigan University
 Robert Loy, Central Michigan University
 Stephen M. Colarelli, Central Michigan University
 Submitter: Rachel Pohlman, pohlm1rt@cmich.edu

501. Poster: 12:30PM–1:20PM Board 29

A Multilevel Analysis of Transformational Face-to-Face and Online Teaching

This study examined the effect of transformational teaching behaviors on learning outcomes at varying hierarchical levels. Results showed that transformational teaching was positively associated with learner performance and reactions. Course delivery method moderated the relationship, such that online instruction weakened the relationship between transformational teaching and course evaluation.

Jiayin Qu, University of Minnesota
 Richard N. Landers, University of Minnesota
 Sebastian Marin, University of Minnesota
 Submitter: Jiayin Qu, quxxx179@umn.edu

502. Poster: 12:30PM–1:20PM Board 30

An Instrument for Measuring Electronic Performance Monitoring Practices
 Electronic performance monitoring (EPM) is a popular organizational practice, yet tools for measuring EPM implementation are outdated. Authors developed a new tool that includes recent technological innovations. Findings show that acceptance of EPM depends on the purpose, context, and individual being monitored, in addition to the technology itself.

David L. Tomczak, George Washington University
 Sarah Zarsky, George Mason University
 Peter Joseph Mancarella, George Washington University
 Tara S. Behrend, George Washington University
 Submitter: David L. Tomczak, davetomczak@gwu.edu

503. Poster: 12:30PM–1:20PM Board 31

Revisiting Mobile Assessment: Demographics and Impact on the Assessment Process

This study examined the impact of device choice (i.e., mobile or non-mobile) on demographic characteristics, job level, and issues during assessment administrations. Findings indicate significant relationships between device choice and the gender, race, ethnicity, and job level applicants applied to. Mobile applicants were also more likely to exit the testing session or lose Internet connection.

Zachary Warman, Wonderlic, Inc.
 Chris Bialko, Wonderlic, Inc.
 Michael Grossenbacher, Wonderlic, Inc.
 Submitter: Zachary Warman, zach.c.warman@gmail.com

504. Poster: 12:30PM–1:20PM Board 32

Algorithmically Creating Progressive Matrices Items

The effectiveness of using GMA assessments in personnel selection is widespread. Some of the most common item choices to reduce translation cost are progressive matrices style questions. However, the cost and time to create progressive matrices items can be prohibitive. A method to algorithmically create progressive matrices style questions for cost effective item bank generation is presented.

Scott A. Withrow, Infor
 Jeffery Partyka, Infor

Submitter: Scott A. Withrow, scott.withrow@infor.com

505. Panel Discussion: 1:30PM–2:20PM 201-202

Applicant Reactions to Assessment Tools Across the Overall Recruitment Experience

This session addresses the relevance of better understanding candidate experience with assessment tools in the current market. The panel will explore how applicants respond to various assessment tools, both traditional and more innovative and technology based, addressing the need of a better alignment across tools throughout the selection process to ensure candidate “delight.”

Gema Ruiz de Huydobro, HireVue, *Chair*
 Melissa Marie Fakler, HireVue, *Panelist*
 Christina M. Banister, Raymond James, *Panelist*
 Benjamin P. Granger, Qualtrics, *Panelist*
 Emily A. Ingalls, Psychological Associates, *Panelist*
 Timothy C. Lisk, Facebook, *Panelist*

Submitter: Gema Ruiz de Huydobro, gema@hirevue.com

506. Alternative Session Type with Presenters:

1:30PM–2:20PM 203-204

Connecting to Build the Business Case for Evidence-Based Coaching Interventions

Although coaching is a highly effective leader development intervention, many practitioners face resistance when attempting to implement it throughout the enterprise as they must justify the cost and quantify the business impact. In this interactive session, scientist-practitioners from 5 organizations share their organizations' varying perspectives on responsibly demonstrating ROI.

Alison L. O'Malley, BetterUp, *Co-Chair*
 Ashley M. Guidroz, BetterUp, *Co-Chair*
 Angela K. Geffre, Jones Lang LaSalle (JLL), *Presenter*
 Lilly Lin, Deloitte Consulting LLP, *Presenter*
 Ellen F. Lovell, Dell Technologies, *Presenter*
 Adam J. Massman, Jones Lang LaSalle (JLL), *Presenter*
 Samantha A. Morris, Northwestern Mutual, *Presenter*
 Stephanie L. Murphy, Dell Technologies, *Presenter*
 Submitter: Ashley M. Guidroz, ashley.yousufzai@betterup.co

507. Alternative Session Type with Presenters:

1:30PM–2:20PM 402-403

Thinking Outside the Box: I-Os Improving Employment for Neurodiverse Individuals

This presentation will bring together a diverse group of professionals to discuss the challenges neurodiverse individuals face when seeking and transitioning into paid employment, and provide concrete examples of what I-Os are doing to change the face of disability employment. The goal of the session is to raise awareness and interest in what I-Os can do in this area of diversity and inclusion.

Kristin Sanderson Allen, SHL, *Co-Chair*
 Valentina Bruk-Lee, Florida International University, *Co-Chair*
 Sara Lambert Gutierrez, SHL, *Presenter*
 Laura Heron, Florida International University, *Presenter*
 Rose A. Mueller-Hanson, Community Interface Services, *Presenter*
 Christine L. Nittroer, University of Houston-Downtown, *Presenter*
 Garret Leonard Rosiek, Elmhurst College, *Presenter*
 Submitter: Kristin Sanderson Allen, kristin.allen@shl.com

508. Community of Interest: 1:30PM–2:20PM 408-409**Will It Work in Practice? Challenges for the Development of Training Programs**

Among the top challenges for training and development professionals are delivering consistent training, evaluating learning and skills application, and demonstrating program value to leadership. This COI will address issues organizations face when creating and evaluating the success of different interventions. The aim is to provide opportunities for collaboration between research and practice.

Christina N. Lacerenza, University of Colorado, Boulder, *Host*

Victoria P. Mattingly, Mattingly Solutions, LLC, *Host*

Stephanie A. Zajac, UT MD Anderson Cancer Center, *Coordinator*

Submitter: Stephanie A. Zajac, zajac.stephanie@gmail.com

509. Panel Discussion: 1:30PM–2:20PM 502-503**Demystifying the Spousal Hiring Process: Perspectives From Seekers and Administrators**

This session brings together established panelists who have been involved in the spousal hiring process to share their anecdotes and recommendations. Themes include lessons learned from spousal hiring experiences, disclosure decisions, timeline expectations, process preparation, and institutional approaches to address spousal hiring needs. The audience will have opportunities to ask their questions.

Kimberly A. French, Georgia Institute of Technology, *Chair*

Soner Dumani, American Institutes for Research (AIR), *Co-Chair*

Lauren Kuykendall, George Mason University, *Co-Chair*

Charles C. Calderwood, Virginia Tech University, *Panelist*

Reeshad S. Dalal, George Mason University, *Panelist*

Debra A. Major, Old Dominion University, *Panelist*

Winnie Shen, York University, *Panelist*

Rong Su, University of Iowa, *Panelist*

Submitter: Kimberly A. French, KFrench0429@gmail.com

510. Symposium: 1:30PM–2:20PM Brazos**Why Is Work so Hard? Exploring the Roles of Work Stressors on Health and Well-Being**

Work is emotional, depleting, and, at times, exhausting. A series of 4 talks highlight the importance of understanding the dynamic relationships between work stressors and workers' health. These presentations provide a complementary perspective for understanding the role of work events, physiological responses, recovery, and health behaviors that are critical for health and well-being.

Kelsey L. Merlo, University of South Florida, *Chair*

Emily Macias, University of Central Florida, Logan M. Steele, University of South Florida, Jane Jorgenson, University of South Florida, Maryana Arvan, University of Central Florida, *The Good, the Bad, and the Ambivalent: Female Leaders' Identity Asymmetry Experiences*

Paul Werth, Dartmouth-Hitchcock Medical Center, Ilda B. Molloy, Dartmouth-Hitchcock Medical Center, David S. Jevsevar, Dartmouth-Hitchcock Medical Center, *Psychological Detachment and Psychophysiological Strain With Surgeons*

Emily Alexis Rost, Virginia Tech, Trevin Glasgow, Virginia Tech, Charles C. Calderwood, Virginia Tech, *Active Today, Replenished Tomorrow? How Daily Physical Activity Diminishes Depletion*

Keaton A. Fletcher, Georgia Institute of Technology, Claire Burnett, Georgia Institute of Technology, *Leadership and Follower Health Behaviors: A Systematic Review*

Submitter: Kelsey L. Merlo, kmerlo@usf.edu

511. Symposium: 1:30PM–2:20PM JW Grand Salon 1
Weight No More: Strategies for Estimating and Communicating Relative Weights

Relative importance analysis is widely used to assess relative strength of predictors in multiple regression. This symposium highlights (a) estimation issues within relative importance analysis, including choice of estimation method and the effects of sampling and measurement error on estimation accuracy; and (b) the value in using this analysis to communicate results to nontechnical audiences.

Oren R. Shewach, Human Resources Research Organization (HumRRO), *Co-Chair*
Matthew C. Reeder, HumRRO, *Co-Chair*

Oren R. Shewach, HumRRO, Matthew C. Reeder, HumRRO, Michael Ingerick, HumRRO, *Comparison of Dominance and Relative Weights: An Applied Examination*

Leo Alexander, III, Rice University, Michael T. Braun, DePaul University, Fred Oswald, Rice University, Patrick D. Converse, Florida Institute of Technology, *Dominance Analysis: An Open-Source, Interactive, Web-Based R Shiny Tool*

Charlene Zhang, University of Minnesota, Sean Robson, The RAND Corporation, *Dominance Analysis as a Tool to Communicate Predictor Importance*

Dan J. Putka, HumRRO, *Discussant*

Submitter: Oren R. Shewach, oshewach@humrro.org

512. Panel Discussion: 1:30PM–2:20PM JW Grand Salon 2
SIOP Advocacy 101: Making Your Voice Heard Where It Matters

This panel discusses how participants may contribute their expertise and will in developing member-driven advocacy under the umbrella of SIOP advocacy. Panelists raise awareness of the importance of I-O science and research in policy discussions, educating federal and congressional policy makers, and discuss how SIOP members can use their voice in our nation's capital and at the grassroots level.

Alexander Alonso, Society for Human Resource Management (SHRM), *Chair*

Elizabeth O'Hare, Lewis-Burke Associates LLC, *Panelist*

Bill Ruch, Lewis-Burke Associates, LLC, *Panelist*

Kristin N. Saboe, Boeing, *Panelist*

Submitter: Alexander Alonso, alexander.alonso@shrm.org

513. Alternative Session Type with Presenters:

1:30PM–2:20PM

JW Grand Salon 3

A Conversation on Executive Assessment: Sharing Best Practices and Experiences

This mashup provides a forum for practitioners and academics to discuss varied approaches to executive assessment. A case study from Walmart will highlight considerations regarding the design of 2 different executive assessment programs used for both selection and development. Audience members will share similar stories regarding how executive assessment is handled in their own organizations

Abigail E. Reiss-Carnow, APTMetrics, *Presenter*

Fred G. Macoukji, Walmart, *Presenter*

Caitlin J. Jacobson, APTMetrics, *Presenter*

Elizabeth A. Ritterbush, DDI, *Presenter*

Submitter: Abigail E. Reiss-Carnow, aebreiss@gmail.com

514. Panel Discussion: 1:30PM–2:20PM JW Grand Salon 4
Policy Capturing 2.0: New Questions and Insights

This session will present current research on methodological best practices academics and applied practitioners should consider when conducting experimentally rigorous policy capturing studies. The panelists will provide their insights on important methodological details that are currently not discussed in the literature and for which limited research exists.

Elisa M. Torres, George Mason University, *Co-Chair*

Deborah DiazGranados, Virginia Commonwealth University, *Co-Chair*

Seth A. Kaplan, George Mason University, *Panelist*

Ronald P. Vega, Fors Marsh Group, *Panelist*

Ze Zhu, George Mason University, *Panelist*

Submitter: Elisa M. Torres, elisatorres1189@gmail.com

515. Panel Discussion: 1:30PM–2:20PM JW Grand Salon 5
Translating I-O Psychology Knowledge for the Public in New Media

This session features a panel of I-O psychologists who have dedicated significant time and effort to translating and communicating I-O psychology research to the public. Panelists will share their experiences and challenges communicating through a diverse array of "new media," including websites, podcasts, and social media platforms, and respond to questions from the audience.

Jose Antonio Espinoza, University of Western Ontario, *Co-Chair*

Nicholas L. Bremner, Uber, *Co-Chair*

Benjamin L. Butina, PHOENIX Rehabilitation and Health Services, *Panelist*
 Mike Morrison, Michigan State University, *Panelist*
 Paul Thoresen, Freelance, *Panelist*
 Michael Vodiano, Northmark Talent, *Panelist*
 Submitter: Jose Antonio Espinoza, jespinoz@uwo.ca

516. Panel Discussion: 1:30PM–2:20PM JW Grand Salon 6 Best Practices and Innovations in Teaching Data Analytics

I-O psychology has played a key role in advancing the science of people analytics. Demand for analysts has led universities to add analytics to their curricula. Questions remain as to how to prepare students for entering the analytics space. This panel brings experts who have taught analytics across levels and domains together to share best practices and innovations in teaching analytics.

Ann-Marie Castille, Nicholls State University, *Chair*
 Erin E. Bowen, Embry-Riddle Aeronautical University, *Panelist*
 Ethan R. Burris, University of Texas at Austin, *Panelist*
 Amit Mohindra, Wayfair, *Panelist*
 Christopher B. Patton, Google, *Panelist*
 Frederick R. Stilson, Lockheed Martin, *Panelist*
 Tim Vantilborgh, Vrije Universiteit Brussel, *Panelist*
 Submitter: Ann-Marie Castille, ar2636@gmail.com

517. Panel Discussion: 1:30PM–2:20PM JW Grand Salon 7-8

The Future of Talent Assessment: Evolution or Revolution?

Advances in technology and global socioeconomic trends are converging to shape talent assessment types, modes, and applications in a rapidly changing workplace. A seasoned and diverse panel of assessment industry experts will draw from first-hand experience in the evolution of testing, emerging technologies and trends to share insights and discuss implications for the future.

John A. Weiner, PSI Services LLC, *Chair*
 William G. Harris, Association of Test Publishers, *Panelist*
 Charles A. Handler, Rocket-Hire, LLC, *Panelist*
 Douglas H. Reynolds, DDI, *Panelist*
 Submitter: John A. Weiner, jweiner@psionline.com

518. Symposium: 1:30PM–2:20PM Lone Star Salon A Extending Intersections: Emerging Themes in Organizational Intersectionality Research

Within organizational psychology, there is a history of examining the effects of demographic characteristics on workplace outcomes. However, much of this research examines demographic characteristics in isolation from one another. Authors present research that applies an intersectional framework to organizational research, acknowledging that individuals hold multiple identities at any given time.

Greg R. Thrasher, Oakland University, *Co-Chair*
 Michelle M. Hammond, Oakland University, *Co-Chair*
 Nicholas P. Salter, Hofstra University, Katrina Sawyer, George Washington University, Scott T. Gebhardt, Mercer | Sirota, *Layered Identities and Work Attitudes*
 Phani Radhakrishnan, University of Toronto, Soo Min Toh, University of Toronto, Xian Zhao, University of Toronto, Aqsa Dutli, University of Toronto, *Triple Jeopardy and Social Dominance Orientation*
 Michelle M. Hammond, Oakland University, Greg R. Thrasher, Oakland University, Cort W. Rudolph, Saint Louis University, *An Age–Gender Intersectional Investigation Into Agentic Penalties*
 Jeanette N. Cleveland, Colorado State University, *Discussant*
 Submitter: Greg R. Thrasher, thrasher@oakland.edu

519. Symposium: 1:30PM–2:20PM Lone Star Salon B Is Everything Still Clear: Continuing the Talent Management Transparency Conversation

Organizations continue to wrestle with talent management transparency that go beyond high potential status. With little guidance offered in the literature, the field seems to be focusing on an “all or nothing” approach, where the conversation revolves around disclosure or nondisclosure in a broad way; however, transparency is much more complex and deserves a more nuanced, detailed conversation.

Alyson B. Margulies, US Foods, Charles Schmitt, US Foods, *Success Profiles:*

A Roadmap for Top-Level Performance at US Foods
 Meghan R. Lowery, Eli Lilly and Company, *A Continuing Transparency Transformation: Assessments at Eli Lilly & Company*
 John J. Donovan, Prudential Financial, *Increasing the Transparency of Performance Management: How Much Is Enough?*

Brett W. Guidry, PepsiCo, James Scrivani, PepsiCo Breanna Paynter, PepsiCo Allan H. Church, PepsiCo, Rhea Pillai, PepsiCo, *It's Not Written in Stone, But It's in a Database: Unexplored Transparency Impact*
 Jocelyn M. Hays, Hogan Assessments, *Discussant*
 Submitter: Brett W. Guidry, brett.w.guidry@gmail.com

520. Symposium: 1:30PM–2:20PM Lone Star Salon C Innovations in Item Generation and Automated Test Assembly Methods

This session will address innovations in item banking, item generation, and test assembly techniques. Topics will include automatic item generation, item cloning, and automated form assembly applications using mixed integer linear programming (MILP) and classical test theory linear on-the-fly techniques (CTT-LOFT). Content is suitable for an intermediate audience level.

Jennifer L. Geimer, SHL, *Co-Chair*
 Chris Coughlin, SHL US LLC, *Co-Chair*
 Liberty J. Munson, Microsoft, *Managing Change in Exam Development and Its Impact on Item Banking*
 Darrin Grelle, SHL US LLC, *Evaluating Item Cloning Techniques for Polytomous Cognitive Ability Items*
 Sean P. Baldwin, HumRRO, Michael G. Hughes, HumRRO, *In Search of Optimal Solutions: Novel Uses of MILP for Item Banking and Form Assembly*
 Joseph D. Abraham, PSI Services LLC, John A. Weiner, PSI Services LLC, Monica D. Elcott, PSI Services LLC, *A Proven CTT Approach to Linear-on-the-Fly Form Assembly*

Submitter: Chris Coughlin, chris.coughlin@shl.com

521. Panel Discussion: 1:30PM–2:20PM Lone Star Salon D From Humans OR Machines to Humans AND Machines: Optimizing Decision Making Using AI

Rather than replacing human decision making at work, AI has the potential to drastically enhance it if effective human–AI collaborations are in place. For this to occur, I-Os need to address a variety of issues that may hinder optimal collaborations. This session provides insight from a panel of practitioners and researchers at the forefront of a new era of collaborative human–AI decision systems.

Jon C. Willford, Edison Electric Institute, *Co-Chair*
 Maureen E. McCusker, Virginia Commonwealth University, *Co-Chair*
 Ken Lahti, SHL, *Panelist*
 Ben Hawkes, Shell International, *Panelist*
 Scott Highhouse, Bowling Green State University, *Panelist*
 Gilbert Yang, Humu, *Panelist*

Submitter: Jon C. Willford, jwillford@eei.org

522. Panel Discussion: 1:30PM–2:20PM Lone Star Salon E Implementing Ongoing Feedback in Performance Management: Strategies and Outcomes

This panel addresses the strategic considerations and practical tips associated with indoctrinating ongoing feedback into an organization's performance management process. Experienced practitioners will share their reflections on the design process, benefits, challenges, observed impact, and advice for how to make ongoing feedback work in organizations.

Matthew S. Kleinman, Gartner, *Chair*
 Paul Karavis, New York Life, *Panelist*
 Adam G. Mitchinson, National Basketball Association, *Panelist*
 Michelle Oman, Gartner, *Panelist*
 Marissa Pipe, EY, *Panelist*

Submitter: Matthew S. Kleinman, matthew.kleinman@gartner.com

523. Panel Discussion: 1:30PM–2:20PM Lone Star Salon F Employee Engagement: On the Bill, but No Longer the Star of the Show

Engagement alone is not a sufficient survey program outcome. The conversation has turned to agile, people-centric approaches that help elicit better outcomes for individuals and organizations. But isn't this just old wine in new bottles? A tenured panel of vendors will share perspectives on ways to define, measure, and implement the next generation of engagement programs and strategies.

Rebecca Masson, Qualtrics, *Chair*

Justin G. Black, Glint, now a part of LinkedIn, *Panelist*

Keri Collins, Willis Towers Watson, *Panelist*

Cecelia Elizabeth Herbert, Qualtrics, *Panelist*

Patrick K. Hyland, Mercer | Sirota, *Panelist*

Sarah R. Johnson, Perceptyx, *Panelist*

Mark Royal, Korn Ferry, *Panelist*

William Werhane, Culture Amp, *Panelist*

Submitter: Rebecca Masson, becky_greenberg@yahoo.com

524. Ignite: 1:30PM–2:20PM Lone Star Salon G Hot Topics for the Future of Work: The Future (Age Diverse) Workforce

Seven scholars will discuss various ways in which an increasingly age diverse workforce reverberates across planning for and researching the future of work at an introductory to intermediate level. Presenters will summarize scientific research and offer practical solutions to stimulate and guide future research and practice. Audience questions and participation is encouraged.

Gretchen A. Petery, Centre for Transformative Work Design/CEPAR, *Co-Chair*

Gwenith G. Fisher, Colorado State University, *Co-Chair*

Cort W. Rudolph, Saint Louis University, *Presenter*

Elora Voyles, Southern Illinois University, Edwardsville, *Presenter*

David Cadiz, Portland State University, *Presenter*

Margaret E. Beier, Rice University, *Presenter*

David P. Costanza, George Washington University, *Presenter*

Submitter: Gwenith G. Fisher, gwen.fisher@colostate.edu

525. Alternative Session Type with Presenters: 1:30PM–2:20PM Lone Star Salon H Messy Validation VI: What Would You Do If...?

This session brings together experienced I-O practitioners to explore how they would overcome unexpected situations when validating, implementing, and maintaining assessment solutions. Participants will discuss in small groups how they might deal with various situations and will also hear expert panelists' insights.

Brett M. Wells, Perceptyx, *Co-Chair*

Kristina R. Barr, SHL, *Co-Chair*

Anthony S. Boyce, Amazon, *Presenter*

Christopher J. L. Cunningham, University of Tennessee at Chattanooga/Logi-Serve, *Presenter*

Dara Drescher, SHL, *Presenter*

Steven Jarrett, PSI Services LLC, *Presenter*

David B. Schmidt, DCI Consulting, *Presenter*

Submitter: Brett M. Wells, brett.wells57@gmail.com

Poster Session (Performance, Leadership): 1:30PM–2:20PM Griffin Hall

526. Poster: 1:30PM–2:20PM Board 1

Continuing Validation of the Follower Categorization Assessment

The authors assessed the construct validity of the Follower Categorization Assessment (FCA), a measure of susceptible followers. The emergent factor structure typified lost souls, bystanders, authoritarians, opportunists, and acolytes—the follower types of the toxic triangle framework of leadership. Correlations with other measures supported the typology and measure, although more work is needed.

Jessica Ivonne Carrera, California State University, San Bernardino

Amber M. Olson, California State University, San Bernardino

Prince Siraj, California State University, San Bernardino

Mernyll Manalo, University of South Alabama

Katherine A. Chavez, California State University, San Bernardino

Jacob A. Loop, California State University, San Bernardino

Teanna Eve Keith, California State University, San Bernardino

Kristof Csaba, California San Bernardino University

Denise Bustamante, California San Bernardino University

Victoria Jean Cornish, California State University, San Bernardino

Nicole Dunlap, California State University, San Bernardino

Janet L. Kottke, California State University, San Bernardino

Submitter: Janet L. Kottke, jkottke@csusb.edu

527. Poster: 1:30PM–2:20PM Board 2

Abusive Supervision and State Paranoia: The Role of Sexual Orientation

Drawing on theories of paranoia and social stigma, this study proposes that abusive supervision induces employee paranoid arousal. Moreover, lesbian, gay, bisexual, transgender, and queer (LGBTQ) employees are expected to experience higher levels of paranoia when confronted with abusive supervision, indicating that the abusive supervision–paranoia relationship intensifies among LGBTQ employees.

Gabi Eissa, San Diego State University

Brent S. Opall, University of Wisconsin-Eau Claire

Submitter: Gabi Eissa, geissa@sdsu.edu

528. Poster: 1:30PM–2:20PM Board 3

An Exploration of Co-Leader Relationships and the Impact on Team Functioning

Co-leadership research is divided on whether this structure works, and little research examines what impacts effective co-leadership. This study fills a gap in the knowledge of what impacts successful co-leaders.

Using 49 U.S. Army co-leader dyads, authors show that engaging in positive co-leader processes is related to developing a strong relationship and to key co-leadership and team outcomes.

Lauren A. Lanzo, George Washington University

Lynn R. Offermann, George Washington University

Garett N. Howardson, U.S. Army Research Institute for the Behavioral and Social Sciences

Submitter: Lauren A. Lanzo, llanzo@gwmail.gwu.edu

529. Poster: 1:30PM–2:20PM Board 4

A Systematic Review and Critique of Research on “Healthy Leadership”

The authors present a systematic review and critique of the literature on models of “healthy leadership” and associated evidence from empirical studies ($k = 35$). They compare various models of “healthy leadership,” critically evaluate evidence for incremental predictive validity above and beyond established leadership constructs, discuss problems in the literature, and outline recommendations.

Lauren D. Murphy, Saint Louis University

Cort W. Rudolph, Saint Louis University

Hannes Zacher, Leipzig University

Submitter: Lauren D. Murphy, lauren.d.murphy@slu.edu

530. Poster: 1:30PM–2:20PM Board 5

Trans*forming Leadership Impressions: Effects of Trans Label, Gender, and Behavior

This study examined the effect of leader's expressed gender, presence or absence of a transgender label, and gendered leadership behaviors on general impressions of leadership. As transgender individuals increasingly step into (or come out within) leadership roles, this study advances our limited understanding of how people perceive these individuals as leaders.

Alessa Natale, The Graduate Center CUNY & Baruch College

Nicolette Ann Rainone, The Graduate Center & Baruch College, CUNY

Logan L. Watts, The Graduate Center & Baruch College, CUNY

Submitter: Alessa Natale, anatale@gradcenter.cuny.edu

531. Poster: 1:30PM–2:20PM Board 6

Let Your Employee Talk! The Effects of Servant Leadership on Employee Voice Behavior

Authors examined the impact of servant leadership on employee voice behavior using self-perceived status and affective-based trust, as well as work external locus of control as a moderator. Sample of 183 employees and 43 supervisors revealed that 2 pathways mediate this relationship when employees have a high work external locus of control personality.

Chunghyun Oh, Sungkyunkwan University
 Michael Sunwoo Paik, Sungkyunkwan University
 Jiseon Shin, Sungkyunkwan University
 Submitter: Chunghyun Oh, coh3@babson.edu

532. Poster: 1:30PM–2:20PM**Board 7****Inclusive Leadership Improves Job–Goal Alignment for Diverse Teams**

Authors developed a measure of inclusive leadership and used this measure to explore job–goal alignment as a new mediator. The new measure predicted outcomes above and beyond an established inclusive leadership measure, and job–goal alignment mediated the relationship between inclusive leadership and the outcomes of engagement, felt responsibility for change, and justice perceptions.

Mathias J. Simmons, U.S. Army Research Institute
 Mark Poirier, Consortium of Washington Area Universities
 Brendon Woody, Consortium of Universities of the Washington Metropolitan Area
 Submitter: Mathias J. Simmons, mathias_simmons@yahoo.com

533. Poster: 1:30PM–2:20PM**Board 8****A Trickle-Down Effect of Paradoxical Leadership on Employee Radical Creativity**

Adopting a time-lagged, 3-source field study, the authors examined how top managers' paradoxical leadership enhances employees' radical creativity. Findings indicate that top managers' paradoxical leadership had a positive, indirect effect on employees' radical creativity via its impact on department managers' competitive psychological climate, followed by employees' risk propensity.

Zheng Wang, Peking University
 Jack Ting-Ju Chiang, Peking University
 Shengming Liu, Peking University
 Haiyang Liu, Peking University
 Jiang Xu, Peking University

Submitter: Jack Ting-Ju Chiang, jtchiang@gmail.com

534. Poster: 1:30PM–2:20PM**Board 9****Leadership in the Face of Threat: Directive Leadership in Response to Brexit**

Leadership response following the referendum vote in the United Kingdom to leave the European Union was studied. By applying the threat-rigidity hypothesis to the field of leadership, predictions were made on the response of individual leaders to the macro-level threat of Brexit. The outcome of the referendum caused an increase in directive leadership behaviors.

Hein Wendt, Korn Ferry
 Wout de Vries, RUG
 Harry Garretsen, RUG
 Janka Stoker, RUG

Submitter: Hein Wendt, hein.wendt@kornferry.com

535. Poster: 1:30PM–2:20PM**Board 10****A Dynamic Approach to Abusive Supervision and Subordinates' Emotions and Performance**

With a sample of 140 employees using a 4-wave longitudinal design, it was found that subordinates' job performance was a product rather than a driver of abusive supervision. Abusive supervision caused subordinates' negative emotions, which subsequently inhibited abusive supervision. Finally, subordinates' negative emotions were related to increases in job performance.

Xiaohong (Violet) Xu, Old Dominion University
 Lixin Jiang, University of Auckland
 Yisheng Peng, George Washington University
 Peng Zhao, Indiana University
 Wenqin Zhang, Nanjing University of Finance & Economics

Submitter: Xiaohong (Violet) Xu, redlittle1983@gmail.com

536. Poster: 1:30PM–2:20PM**Board 11****Leader Extraversion and Team Performance: Moderated Mediation Models**

Authors proposed 2 moderated mediation models that leader work engagement mediated the relationship between leader extraversion and team performance, and leader goal clarity and leader process clarity moderated the stage 1 effect as well as the mediating effect. Findings based on 226 team leaders support hypothetical models.

Yang Yang, China Select
 Jun Zhang, Beijing Institute of Petrochemical Technology
 Xinxuan Che, Florida Institute of Technology
 Sarah Jensen, Florida Institute of Technology
 Tao Chen, China Select

Submitter: Yang Yang, yangyangsh@outlook.com

537. Poster: 1:30PM–2:20PM**Board 12****A Moderated Mediation Examination of Workplace Isolation**

This study examined the effects of social support and psychosocial safety climate on perceptions of isolation and their influence on contextual performance. Using the job demands-resources model as a framework, results indicated that both supervisor and coworker social support reduce perceptions of isolation and promote contextual performance. Implications and limitations are discussed.

Natalie Armenteros, Florida International University
 Valentina Bruk-Lee, Florida International University
 Submitter: Natalie Armenteros, name003@fiu.edu

538. Poster: 1:30PM–2:20PM**Board 13****Job Performance: Comparing Differences Among the Self- and Organizationally Employed**

After establishing invariance of measures across groups, this study examined organizationally and self-employed workers in differing levels of workload, in-role behaviors, creativity, and innovative work behaviors. Although there were no significant or substantial differences in workload or in-role behaviors, self-employed workers reported higher levels of creativity and innovative work behaviors.

Erica Lynn Bettac, Washington State University
 Sean Palmer Marquardt Rice, Washington State University Vancouver
 Submitter: Erica Lynn Bettac, erica.bettac@wsu.edu

539. Poster: 1:30PM–2:20PM**Board 14****A New Hope: The Light Side of Helping Prevails**

The relationship between helping and work engagement is examined through 2 possible paths: daily self-esteem and daily depletion. Results indicated that providing task help positively predicts helper self-esteem and work engagement but was not associated with decreased levels of ego depletion when considered in concert with the benefits of providing help.

Emily A. Broksch, University of Central Florida
 Lauren R. Locklear, University of Central Florida
 Mark G. Ehrhart, University of Central Florida
 Steven W. Whiting, University of Central Florida
 Submitter: Emily A. Broksch, Embroksch@knights.ucf.edu

540. Poster: 1:30PM–2:20PM**Board 15****Using Latent Personality Profiles to Improve Prediction of OCB**

This study examines issues underlying the weak prediction of OCB by personality traits. The study approaches the issue by making deliberate choices regarding measure specificity and uses latent profile analysis (LPA) as an exploratory technique. Results and conclusions discuss when LPA can be a valuable research tool and further directions regarding measure specificity.

Jordan Dovel, Bowling Green State University
 Michael J. Zickar, Bowling Green State University
 Submitter: Jordan Dovel, jdovel@bgsu.edu

541. Poster: 1:30PM–2:20PM**Board 16****A Social Network View of Advice Exchange and Job Performance Similarity**

This study examined how advice relationships influence job performance similarity. Results showed the strength of advice exchange relationship, mutual third-party advice ties, and structural equivalence between 2 employees were positively related to performance similarity.

Yimin He, Texas A&M University
 Zitong Sheng, Virginia Commonwealth University
 Xiang Yao, Peking University
 Xiaohong (Violet) Xu, Old Dominion University
 Submitter: Yimin He, yiminhe@outlook.com

542. Poster: 1:30PM–2:20PM

Board 17

Perception of OCB Engagement: Does Anyone Differentiate It From Task Performance?

Two studies using employees (Study 1) and supervisor–subordinate pairs (Study 2) examine how employees perceive their engagement in organizational citizenship behavior (OCB) in general. By measuring OCB as more generic engagement, authors attempt to address some of the limitations presented by common behavioral checklists pertaining to OCB operationalization and definition.

Ye Ra Jeong, Radford University
 Kateryna Chaykovska, Service Management Group
 Rachel Pohlman, Central Michigan University
 Kimberly E. O'Brien, Central Michigan University
 Alexander Stemer, Amazon

Submitter: Ye Ra Jeong, yjeong@radford.edu

543. Poster: 1:30PM–2:20PM

Board 18

Sleep on Helping Through Positive Affect: Moderating Role of Recovery Drawing from the literature on sleep, helping behavior, and affect, this study investigated the role of sleep on helping behaviors. Using longitudinal cross-lagged panel design based on 3-time points with 481 working individuals in the U.S., significant indirect effects of sleep deprivation on helping through positive affect were found, which was conditional upon psychological detachment.

Juseob Lee, University of Central Florida
 Shiyang Su, University of Central Florida
 Emily A. Broksch, University of Central Florida
 Steve M. Jex, University of Central Florida

Submitter: Juseob Lee, juseob.lee@knights.ucf.edu

544. Poster: 1:30PM–2:20PM

Board 19

Manager's Negative Affectivity and Employees' OCBs

This study examines the effects of manager's negative affectivity (NA) on employee's organizational citizenship behaviors (OCB). The results indicate that manager's NA tends to reduce employee's OCBs by increasing employee's perception of abusive supervision and by negatively affecting their team climate.

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

545. Poster: 1:30PM–2:20PM

Board 20

Helping Type, Hostile Attribution Bias, and State Self-Esteem at the Daily Level

Using an experience sampling method, authors examined the effect of receiving task and emotional help on state self-esteem at the daily level, moderated by hostile attribution bias. Results revealed that the 2 types of help received were differentially related to state self-esteem, and hostile attribution bias moderated the relationship between task help received and state self-esteem.

Wheeler Nakahara, University of Central Florida
 Michael DiStaso, University of Central Florida
 Reka Anna Lassu, University of Central Florida
 Mark G. Ehrhart, University of Central Florida
 Steven W. Whiting, University of Central Florida

Submitter: Wheeler Nakahara, wheelernakahara@knights.ucf.edu

546. Poster: 1:30PM–2:20PM

Board 21

Forced Citizenship and Broken Contracts Lead to Counterproductive Work Behavior

Growing interest surrounds the discretionary nature of organizational citizenship behavior and subsequent outcomes. Using multiphasic data (n = 315), support was found for a serial mediation from compulsory citizenship behavior through psychological contract breach then violation to counterproductive work behavior, explaining how forced citizenship might lead to detrimental outcomes.

Rachel Pohlman, Central Michigan University
 Kimberly E. O'Brien, Central Michigan University
 Agnieszka Shepard, Mercer University

Submitter: Rachel Pohlman, pohl1rt@cmich.edu

547. Poster: 1:30PM–2:20PM

Board 22

Meta-Analytic Examination of OCB Self–Observer Convergence for Specific Indicators

The purpose of this meta-analysis was to investigate the convergence of self-and observer ratings of specific OCB indicators. Results showed the relationship between self-ratings and observer ratings of OCB depends on the specific behavior being measured. Specifically, correlations ranged from .09 to .38 and mean differences ranged from .01 to -.33.

Norberto Rodriguez, Washington State University
 Bertha Rangel, Washington State University Vancouver
 Nichelle C. Carpenter, University of South Carolina
 Jonathan M. Cottrell, Mercer
 Gahyun Jeon, Northwestern University

Submitter: Norberto Rodriguez, norberto.rodriguez@wsu.edu

548. Poster: 1:30PM–2:20PM

Board 23

Observers in Sexual Harassment: Factors Related to Intervention

An overlooked, yet promising, area of study has been the involvement of bystanders/observers to prevent and mitigate sexual harassment at work. A newly developed measure assessing 4 behaviors of observer intervention (the "ABCDs") was related to key outcomes of interest such as empathy, reactions to observed injustice at work and past experience with sexual harassment (as target and observer).

Ayesha Sharma, Independent Consultant
 Aarti Shyamsunder, Psymantics Consulting
 Charu Khanna, Independent Consultant
 Patricia D'Souza, Sophia College

Submitter: Aarti Shyamsunder, aarti.shyamsunder@gmail.com

549. Poster: 1:30PM–2:20PM

Board 24

When Minorities Get Their Voice: The Role of Formal Position and Network Centrality

This research explores how multidimensional structural antecedents would interact to predict the promotive and prohibitive voice. Gender dissimilarity was negatively related to the 2 types of voice. Furthermore, a higher position in both formal and informal social structures had decreased the negative effects of dissimilarity on promotive voice but not on prohibitive voice.

Jinyoung Sohn, Yonsei University
 Hongseok Oh, Yonsei University
 Hyuntak Roh, Yonsei University

Submitter: Jinyoung Sohn, jysohn@yonsei.ac.kr

550. Poster: 1:30PM–2:20PM

Board 25

Sustaining Proactive Behavior in the Face of Situational Constraints

This research investigates the relationship between situational constraints and employee proactive behavior in a 3-wave field study. Findings reveal that employee prosocial motivation buffers the adverse effects of situational constraints on employee proactive behavior through buffering their adverse effects on felt responsibility for constructive change and work engagement.

Shuhua Sun, Tulane University

Submitter: Shuhua Sun, ssun7@tulane.edu

551. Poster: 1:30PM–2:20PM

Board 26

Employee Happiness: Why We Should Care

This study sought to address the need to (a) accurately measure employees' happiness, (b) link employee happiness to outcomes of organizational interest, and (c) assess the impact that organizational psychosocial factors have in decreasing employee happiness levels.

Arieana Thompson, Florida International University
 Valentina Bruk-Lee, Florida International University

Submitter: Arieana Thompson, arieana@arieanathompson.com

552. Poster: 1:30PM–2:20PM

Board 27

Toward a Model of Optimal Performance at Work: Fostering Flow

Participants from a wide variety of occupations partook in a time-lag study exploring a model of optimal performance at work. Results support a model integrating flow metacognition, grit, and an interaction between mind wandering and trait mindfulness as antecedents of flow, and the relationships between flow and the outcomes of burnout, engagement, and job performance.

Jared Weintraub, Hofstra University

Kevin Nolan, Hofstra University

Submitter: Jared Weintraub, jweintraub89@gmail.com

553. Poster: 1:30PM–2:20PM

Board 28

Context Matters: Moderators of the Effect of Neuroticism on Adaptive Performance

The literature on adaptive performance has shown a lack of focus on the contextual factors impacting employees' adaptive behaviors. In this study, authors examine 5 contextual variables (role ambiguity, role conflict, role overload, change-related communication, and supervisor support) as moderators of the relationship between neuroticism and adaptive performance.

Victoria L. Whitaker, UnityPoint Health

Kristi N. Lavigne, Saint Louis University

Mindy K. Shoss, University of Central Florida

Dustin K. Jundt, Saint Louis University

Submitter: Victoria L. Whitaker, victoria.whitaker@slu.edu

554. Poster: 1:30PM–2:20PM

Board 29

What Are We Measuring? Comparison Between Two Measures of Job Crafting

There are 2 dominant perspectives of job crafting: the original conceptualization by Wrzesniewski and Dutton (2001) and the conceptualization rooted in the job demands-resources (JD-R) model by Tims and Bakker (2010). Authors compared job crafting scales rooted in the 2 frameworks, examining the factor structure and relationships with theoretically relevant antecedents and outcomes.

Carol Mindy Wong, George Mason University

Lydia Craig, George Mason University

Lois E. Tetrick, George Mason University

Submitter: Carol Mindy Wong, cwong17@masonlive.gmu.edu

555. Poster: 1:30PM–2:20PM

Board 30

Who Is Better and Who Is Best? What Differentiates Stars From the Rest

This study used 2 separate samples to test the efficacy of a proposed definition of star employees and verified the accuracy of previous findings within the literature. In addition, authors qualitatively explored executives' perceptions of star employees and identified a series of characteristics and behaviors that differentiate stars employees from other high performers.

Montana R. Woolley, Wright State University

Gary N. Burns, Florida Institute of Technology

Submitter: Montana R. Woolley, woolley.9@wright.edu

556. Poster: 1:30PM–2:20PM

Board 31

Testing and Extending the Theory of Purposeful Work Behavior With High Performance

The study tests and extends the theory of purposeful work behavior with multisource data from 109 unit managers and 344 employees. Specifically, employee's conscientiousness, extraversion, and agreeableness have an effect on task performance via achievement, status, and communion striving, respectively. Also, authors show that these indirect effects are contingent upon the use of HPWP.

Junhyok Yim, Texas A&M University

Murray R. Barrick, Texas A&M University

Matthew Call, Texas A&M University

Youngshin Kim, Seoul Theological University

Submitter: Junhyok Yim, jyim@mays.tamu.edu

557. Poster: 1:30PM–2:20PM

Board 32

Social Networks as Antecedents of Identification and Citizenship

Results from a study of a construction company show that employees have similar levels of identification and citizenship behavior to those of their friendship ties, advice ties and coworkers structurally equivalent to themselves. In addition, similarity in identification mediated the relationship between advice ties and similarity in OCB.

Thomas Zagenczyk, Clemson University

E. Erin Powell, North Carolina State University

Submitter: Thomas Zagenczyk, thomasj@clemson.edu

558. Panel Discussion: 3:00PM–4:20PM

201-202

You Can't Spell Administration Without I-O: Careers in Academic Leadership

This panel comprising academic leaders from all levels (i.e., chair, dean, provost) of the academy will offer personal experiences related to their entrance and ascension in administration: advice from I-O psychologists to I-O psychologists. The panel will offer insights on higher education roles, and support the advancement of mid-career I-Os to their desired level of academic leadership.

Whitney Botsford Morgan, University of Houston-Downtown, *Chair*Derek R. Avery, Wake Forest University, *Panelist*Angelo S. DeNisi, Tulane University, *Panelist*Laura L. Koppes Bryan, University of Kentucky, *Panelist*Julie B. Olson-Buchanan, California State University, Fresno, *Panelist*Ethan P. Waples, University of Houston-Downtown, *Panelist*Michael J. Zickar, Bowling Green State University, *Panelist*

Submitter: Whitney Botsford Morgan, morganw@uhd.edu

559. Symposium: 3:00PM–4:20PM

203-204

Synergies Between Teams and Social Network Literatures: Brokering the Paradigms

This symposium highlights varied applications to the use of social network approaches in teams research and offers a number of ways in which to integrate the 2 going forward. Authors present a review of the co-evolution of the 2 literatures and 3 empirical studies that both integrate teams and networks and span multiple levels: from individuals nested in teams to between-team relationships.

Semin Park, University of Iowa, *Co-Chair*Adam A. Roebuck, University of Connecticut, *Co-Chair*

Semin Park, University of Iowa, Travis J. Grosser, University of Connecticut,

Adam A. Roebuck, University of Connecticut, John E. Mathieu, University of

Connecticut, *Understanding Work Teams From a Network Perspective*

Michael R. Kukenberger, University of New Hampshire, Eean R. Crawford,

University of Iowa, Jessica R. Methot, Rutgers University, *Team Trust, and**Performance: Examining the Predictive Validity of Network Approaches*Ning Xu, University of South Florida, Prasad Balkundi, University of Buffalo, *Brokering**Their Way to Leadership: How Brokers Become Effective Between Teams*

Taiyi Yan, University of Maryland, College Park, Vijaya Venkataramani, Univer-

sity of Maryland, Chaoying Tang, University of Chinese Academy of Sciences

Giles Hirst, Australian National University, *How Brokerage Mitigates Adverse**Effects of Inter-team Competition on Team Innovation*Dorothy R. Carter, University of Georgia, *Discussant*

Submitter: Adam A. Roebuck, Adam.roebuck@uconn.edu

560. Friday Seminar: 3:00PM–6:00PM

301-302

Friday Seminar 4: Social Network Analysis of Teams and Organizations

PREREGISTRATION AND ADDITIONAL FEE REQUIRED. This seminar introduces social network analytics to understand and enable teams and organizations. Topics include collecting network data from surveys and digital sources, visualizing networks, descriptive analytics (influencers/brokers, silos in the organization), and predictive analytics (who will leave, who will work well together).

Noshir Contractor, Northwestern University, *Presenter*Brennan Antone, Northwestern University, *Presenter*

Submitter: Yolanda Winberg, ywinberg@gmail.com

561. Community of Interest: 3:00PM–3:50PM

408-409

Neurodiversity and Inclusion in the Workplace

The neurodiversity movement suggests that conditions such as autism, attention deficit/hyperactivity, and learning disabilities represent natural brain variability associated with both challenges and unique strengths. Participants will discuss how selection systems, performance management, and work environment features can be redesigned to include an increasingly neurodiverse workforce.

Nancy Elizabeth Doyle, Birkbeck, *Host*Alecia M. Santuzzi, Northern Illinois University, *Host*Erin M. Richard, Louisiana State University, *Coordinator*

Submitter: Erin M. Richard, erinrichard@lsu.edu

562. Symposium: 3:00PM–4:20PM 502-503**The Many Faces of Work and Well-Being: Untangling Relationships Between Work and Health**

Although research on work and health has increased over the years, current understanding of the relationship leaves much to be desired. This symposium highlights the myriad ways in which work and health can affect each other, with a focus on health behaviors. Topics include presenteeism, burnout, sleep, work–life conflict, and risk behaviors.

Susannah Huang, Bowling Green State University, *Co-Chair*

Samuel T. McAbee, Bowling Green State University, *Co-Chair*

Alyssa K. McGonagle, University of North Carolina at Charlotte, Sarah R. Schmidt, Ford Motor Company, Sabrina L. Speights, Wheaton College, *Work-Health Management Interference: Construct Development and Scale Validation*

Emily A. Broksch, University of Central Florida, Breianna Engelson, University of Central Florida, Kristin A. Horan, University of Central Florida, *Exploring Participation in Health Risk Behaviors Based on Occupational Risk*

Daniel A. Gandara, Indeed, Kristina N. Bauer, Illinois Institute of Technology, Mahima Saxena, Illinois Institute of Technology, *The Buffering Role of Support Against the Development of Burnout Among Students*

Kimberly A. French, Georgia Institute of Technology, Charles C. Calderwood, Virginia Tech University, Danielle D. King, Rice University, *Challenge Hindrance Stressors and Sleep Among Sole Mothers*

Melissa A. Albert, Bowling Green State University, Susannah Huang, Bowling Green State University, Claire Elizabeth Smith, Bowling Green State University, Samuel T. McAbee, Bowling Green State University, *Testing a Model of Presenteeism Behavior: The Role of Presenteeism Pressure*

Submitter: Susannah Huang, shuang1493@gmail.com

563. Special Event: 3:00PM–4:20PM Brazos**SIOP Select: The Third SIOP Machine Learning Competition**

The third SIOP machine learning competition is a chance to (a) learn by doing, (b) bring new methods to the field, and (c) establish performance benchmarks. Adopting a Kaggle-like style, it provides an opportunity for the field to come together to tackle tough methodological problems, determine the best solutions systematically, and then share back insights and reproducible code.

Isaac Benjamin Thompson, Modern Hire, *Co-Chair*

Nick C. Koenig, Modern Hire, *Co-Chair*

Submitter: Isaac Benjamin Thompson, thompsonisaacb@gmail.com

564. Symposium: 3:00PM–4:20PM JW Grand Salon 1**Personality in the Workplace: How Much Does the Situation Matter?**

Four studies uniquely illustrate how methodological and theoretical advances in situations research can be leveraged to advance our understanding of the role of personality in predicting individuals' functioning in the workplace.

Sang Eun Woo, Purdue University, *Chair*

Rachel M. Saef, Northern Illinois University, *Co-Chair*

Andrew B. Blake, Texas Tech University, Nathan A. Hundley, Hogan Assessments, Ryne A. Sherman, Hogan Assessments, *Person–Job Fit: Taking Situations Seriously*

Loes Abrahams, Ghent University, John Rauthmann, Leopold-Franzens University Innsbruck, Filip De Fruyt, Ghent University, *Personality States at Work: The Role of Traits and Self- and Other-Rated Situations*

Rachel M. Saef, Northern Illinois University, Sang Eun Woo, Purdue University, *How Do Managers, Coworkers, and Subordinates Affect Worker's Personality Expression?*

Edina Doci, Vrije Universiteit Amsterdam, Joeri Hofmans, Vrije Universiteit Brussel, Timothy A. Judge, Ohio State University, *Situations Predicting Changes in Transformational Leadership/Core Self-Evaluations*

Submitter: Rachel M. Saef, rsaef@niu.edu

565. Panel Discussion: 3:00PM–4:20PM JW Grand Salon 2**Developing Frontline Leadership Talent: Foundations and Innovations**

This session examines approaches organizations use to develop their largest and perhaps most critical population of leaders: first-level managers. Panelists from diverse organizations will discuss the capabilities

these managers need to develop, how their foundational talent management processes target those capabilities, and innovations for developing frontline leadership talent.

Cindy McCauley, Center for Creative Leadership, *Chair*

Becca A. Baker, McKesson Corporation, *Panelist*

William A. Gentry, High Point University, *Panelist*

Megan K. Leasher, Bon Secours Mercy Health, *Panelist*

Jennifer Tricia Lindberg McGinnis, Red Hat, *Panelist*

Kyle D. McNeal, Johnson & Johnson, *Panelist*

Submitter: Cindy McCauley, mccauley@ccl.org

566. Alternative Session Type with Presenters:**3:00PM–4:20PM****JW Grand Salon 3****From Student to Intern: Advice and Networking With Professionals**

This session blends panel and roundtable formats, allowing students to communicate with an array of professionals about the internship experience—from searching and securing internships to excelling and leveraging further opportunities from the internship. Students will move around the room, engaging with at least 5 different professionals, through guided but flexible discussion questions.

Cristina Rubino, California State University, Northridge, *Co-Chair*

Marissa L. Shuffler, Clemson University, *Co-Chair*

Gonzalo Ferro, U.S. Securities and Exchange Commission, *Co-Chair*

Joselito C. Lualhati, Global Skills Exchange, *Presenter*

Jake W. Forsman, Slalom, *Presenter*

Submitter: Cristina Rubino, cristina.rubino@csun.edu

567. Alternative Session Type with Presenters:**3:00PM–4:20PM****JW Grand Salon 4****Where Do We Go From Here?: Creating a Research Agenda for LGBTQ+ and Work–Life**

Using an Alternative Session–Research Incubator session type, a future research agenda for including LGBTQ+ employees in the work–life interface literature will be discussed. To provide diverse perspectives on the outcomes, methodologies, and application of such research, the panel will include members with various expertise in the LGBTQ+ work–life realm.

Lauren D. Murphy, Saint Louis University, *Co-Chair*

Candice L. Thomas, Saint Louis University, *Co-Chair*

Ann H. Huffman, Northern Arizona University, *Presenter*

Jean-Charles Emile Languilaire, JCL Humanistic Consulting AB, *Presenter*

Alex P. Lindsey, University of Memphis, *Presenter*

Rachel Williamson Smith, Louisiana State University, *Presenter*

Christian N. Thoroughgood, Villanova University, *Presenter*

Submitter: Lauren D. Murphy, lauren.d.murphy@slu.edu

568. Symposium: 3:00PM–4:20PM JW Grand Salon 5**Preparing Leaders for the Unpredictable: Leadership Development in a VUCA World**

In today's VUCA world, organizations struggle with developing leaders for future challenges while quantifying leadership development initiatives. Introductory themes include supporting leaders through “on the job” opportunities, contextualized development and coaching, rigorous development planning, and “future-ready” leaders who will drive organizations to adapt and excel in disruptive times.

Charles Schmitt, US Foods, Alyson B. Margulies, US Foods, Ryan Speckhart,

US Foods, *Moving Beyond Survival of the Fittest: 70-20-10 to Enable Effective Role Transitions*

John P. Muros, RHR International, Christopher R. Milane, RHR International,

Daniel P. Russell, RHR International, *Drivers of Perceived Efficacy in Senior Executive Development Programs*

Breanna Paynter, PepsiCo, Jacqueline Adams Dickey, PepsiCo, Allan H. Church,

PepsiCo, Brett W. Guidry, PepsiCo, Camilla Arntsen, PepsiCo, *Leadership Development Through an Employee Experience Lens*

Matthew R. Redmond, Korn Ferry, *Shifting Leadership Development Models for Future-Ready Leaders*

Veronica S. Harvey, Schmidt Harvey Consulting, LLC, *Discussant*

Submitter: Breanna Paynter, breanna.paynter@pepsico.com

569. Master Tutorial: 3:00PM–4:20PM JW Grand Salon 6 Big Data Systems With R

Beginners to R are often intimidated by various ways to analyze data. Three popular workflows include base R, data.table, and the tidyverse, each with different syntax. This tutorial session will explain how each system works and the corresponding benefits/drawbacks when analyzing big data. Bring your laptop for this interactive session (download session materials here: <https://bit.ly/32ag86B>).

Jeff A. Jones, Korn Ferry, *Presenter*

Steven Nydick, Korn Ferry, *Presenter*

Ben Wiseman, Korn Ferry Institute, *Presenter*

Submitter: Steven Nydick, nydic001@umn.edu

570. Symposium: 3:00PM–4:20PM JW Grand Salon 7-8 Demonstrating Natural Language Processing Applications for Improving Job Analysis

The traditional methods used for validating selection solutions are often time and resource intensive. Recently, researchers have been exploring machine learning methods, such as natural language processing, for improving the efficiency or accuracy of traditional methods. In this session, authors will demonstrate actual applications for improving job analysis using natural language processing.

Kimberly S. Nei, Hogan Assessments, *Chair*

Nathan A. Hundley, Hogan Assessments, Kimberly S. Nei, Hogan Assessments, Matthew R. Lemming, Hogan Assessments, Juliette Lloyd, University of Tulsa, *BERT the Intern: An Application of NLP for Coding Focus Group Notes for Personality*

Daniel A. Schmerling, Wonderlic, Ross Daniel Piper, Wonderlic, *Automating the Job Analysis With Natural Language Processing*

Derek L. Mracek, Lambda School, Nicole L. Petersen, Modern Hire, Andrew J. Barsa, Modern Hire, Nick C. Koenig, Modern Hire, *DEEP*O*NET: Using NLP to Leverage Detailed Text Descriptions of the World of Work*

Dan J. Putka, HumRRO, *Discussant*

Submitter: Kimberly S. Nei, knei@hoganassessments.com

571. Panel Discussion: 3:00PM–4:20PM Lone Star Salon A Agility in the New World of Work: Leadership and Talent Management Implications

Technological advances and globalization require new ways of organizing, developing leaders, and managing talent. Featuring leaders in the practice and science of agile methodologies, organizational agility, leadership development, and talent management, this session will introduce the audience to the current challenges facing many organizations today along with recommendations for practice.

Benjamin E. Baran, Cleveland State University, *Chair*

Kathryn Ball, Ericsson, *Panelist*

Marisa Carson, TIAA, *Panelist*

Christopher Everett, Indigo Anchor, *Panelist*

Orit Menkes, OMOD Consulting, *Panelist*

Submitter: Benjamin E. Baran, ben@benbaran.com

572. Symposium: 3:00PM–4:20PM Lone Star Salon B Doing Gender and Undoing Stereotypes: Persistent Issues in Gender Expression at Work

This intermediate-level symposium extends I-O research on gender expression at work by including studies focused on women who violate traditional gender roles, nonbinary employees, and people who perform drag as work. Four studies demonstrate the pervasive and negative influence that gender norms have on employee and organizational outcomes.

Nicholas A. Smith, Oregon Health & Science University, *Co-Chair*

Kelly Hamilton, Portland State University, *Co-Chair*

Katherine Werth, Portland State University, Larry R. Martinez, Portland State University, Timothy Carsey, Portland State University, *Fem or Foe? How Sexual Harassment Reporting Impacts Advancement for Women*

Kelly Hamilton, Portland State University, Larry R. Martinez, Portland State University, *Does X Mark the Applicant? Assessing Reactions to Gender Nonbinary Job Seekers*

Theresa Hernandez, Texas A&M University, Jonathan Kyle Bailey, Texas A&M

University, Isaac E. Sabat, Texas A&M University, *My Pronouns Are ____:*

How Organizations Can Support Gender Diversity

Thomas Sasso, University of Guelph, Kiah Elisa Caneira, University of Guelph,

Brittany Pompili, University of Guelph, Talib Karamally, University of Toronto,

Matthew M. Gmitrowicz, Independent Researcher, Paul Copoc, University of

Guelph, *"You Better Werq!" Exploring Drag as Employment*

Kizzy M. Dominguez, K. Parks Consulting Inc. (KPC), *Discussant*

Submitter: Kelly Hamilton, kelly.hamilton@pdx.edu

573. Symposium: 3:00PM–4:20PM Lone Star Salon C Talking Taboos: Stigmatized Topics in I-O Research

Among organizational scholars and practitioners, there are research topics, workplace experiences, and types of people that are considered taboo. This symposium highlights these taboo, understudied topics, experiences, and groups, including pregnancy-related emotions, drug testing, incarceration stigma, and obesity, to bring awareness to these unique and underserved areas of research.

Isaac E. Sabat, Texas A&M University, *Co-Chair*

Elizabeth D. Jenkins, Texas A&M University, *Co-Chair*

Devalina Nag, University of Memphis, David F. Arena, Jr., University of Memphis,

Kristen P. Jones, University of Memphis, *Daily Affect Fluctuations and Work Outcomes in Pregnant Employees*

Robert C. Martin, Texas A&M University, Elizabeth D. Jenkins, Texas A&M

University, Rose Siuta, Texas A&M University, Briana G. Capuchino, Texas

A&M University, Isaac E. Sabat, Texas A&M University, *Obesity Stereotype*

Awareness and Organizational Outcomes

Liana Bernard, Portland State University, Larry R. Martinez, Portland State Uni-

versity, Armand Kourosh Beikzadeh, Portland State University, N. Derek Brown,

University of California Berkeley, *Rehabilitation Through Incarceration*

Elizabeth D. Jenkins, Texas A&M University, Jonathan Kyle Bailey, Texas A&M

University, Sin-Ning Cindy Liu, Texas A&M University, Isaac E. Sabat, Texas

A&M University, *The Impact of Drug Testing on Employees*

Mindy E. Bergman, Texas A&M University, *Discussant*

Submitter: Elizabeth D. Jenkins, elizabeth.jenkins@tamu.edu

574. Alternative Session Type with multiple papers:

3:00PM–4:20PM Lone Star Salon D A Missing Perspective: How I-O Psychology Can Better Engage HBCUs

Historically Black colleges and universities (HBCUs) are important educational institutions for producing Black talent. However, I-O psychology has historically had minimal exposure to HBCUs. Five perspectives on how I-O psychology can better engage with HBCUs followed by a panel discussion with the presenters to further suggest these perspectives and other potential solutions.

Christine R. Smith, Morgan Stanley, *Co-Chair*

C. Malik Boykin, Brown University, *Co-Chair*

C. Malik Boykin, Brown University, *Stereotyping Historically Black Colleges and Universities as a Barrier to Inclusion*

Kisha S. Jones, Pennsylvania State University, *Race, Social Class, & Inclusion: Supporting Career Success of HBCU Graduates With I-O*

Lars U. Johnson, Wayne State University, *Becoming SIOP Ambassadors to HBCUs*

Jimmy Davis, RHR International, *Heeding the Call to Action: Teaching I-O at HBCUs and Stimulating the Pipeline*

Christine R. Smith, Morgan Stanley, *A Corporate Playbook for Attracting and Retaining HBCU Talent*

Kisha S. Jones, Pennsylvania State University, *Presenter*

Lars U. Johnson, Wayne State University, *Presenter*

Jimmy Davis, RHR International, *Presenter*

Submitter: Christine R. Smith, christine.r.smith218@gmail.com

575. Alternative Session Type with Presenters:

3:00PM–4:20PM Lone Star Salon E Culture Change (For Real This Time): Quantifying Powerful Employee Stories

Behavior change at scale involves replacing old stories with new stories. New stories can also be applied to triggering desirable behaviors. This 80-minute session will help advanced practitioners source and generate stories that inspire commitment and action and uncover data that will

unlock investment in new structures to form virtuous cycles of desirable behavior and system evolution.

Robin R. Cohen, Johnson & Johnson, *Chair*
 Andrew Webster, ExperiencePoint, *Presenter*
 Steve Garguilo, Unbury, *Presenter*
 Cordy Swope, Johnson & Johnson, *Presenter*
 Submitter: Robin R. Cohen, Rcohen10@its.jnj.com

576. Master Tutorial: 3:00PM–4:20PM Lone Star Salon F Essential Data Science Toolkit for I-O: A Crash Course in Scientific Programming

In this tutorial, authors demonstrate data science principles and tools that are important for the contemporary I-O. They will discuss key information and steps associated with getting started with R and Python, code development and collaboration tools, tools for sharing outputs and results (applications, reports, and dashboards), and other helpful tools including SQL and command line.

Elena Auer, University of Minnesota, *Presenter*
 Andrew B. Collmus, Facebook, *Presenter*
 Samuel E. Kaminsky, Google, *Presenter*
 Submitter: Elena Auer, auer0027@umn.edu

577. Symposium: 3:00PM–4:20PM Lone Star Salon G The Construct Validity of Computer-Assisted Text Analysis (CATA)

CATA is a major trend in I-O research and practice due to new software and abundant uses. A problem is the “black box,” or understanding the meaning of what is measured. Presenters address construct validity through a conceptual CATA framework, content and sentiment analyses, illustrations in I-O (appraisal, interviewing, and work samples), and a discussion by an eminent CATA scholar.

Emily D. Campion, Old Dominion University, *Co-Chair*
 Michael A. Campion, Purdue University, *Co-Chair*
 Emily D. Campion, Old Dominion University, *Conceptual Framework for Approaches to CATA*
 Sophie Romy, U.S. Air Force, *Content Analysis: Comparing Computer and Human Categories*
 Bobbie A. Dirr, University of Houston, *Applying Sentiment Analysis to Job Satisfaction Data*
 Andrew Speer, Wayne State University, *Job Performance Dimensions From Narrative Comments: Validity and Boundary Conditions*
 James F. Johnson, U.S. Air Force, Andrew Deregla, U.S. Air Force, Amanda Mouton, U.S. Air Force, *Content Analysis: Scoring Structured Interview Questions*
 Scott Tonidandel, University of North Carolina at Charlotte, Isaac Benjamin Thompson, Modern Hire, Nick C. Koenig, Modern Hire, *Automating Subject Matter Expertise Used to Evaluate Candidate Work Samples*
 James Pennebaker, University of Texas at Austin, *Discussant*
 Submitter: Emily D. Campion, ecampion@odu.edu

578. Panel Discussion: 3:00PM–4:20PM Lone Star Salon H Teaching the Way We're Preaching: Informing Our Teaching With Our I-O Expertise

This session will provide research-grounded recommendations for applying I-O knowledge to the structure and delivery of courses. Changes based on training and development, diversity and inclusion, groups and teams, and transformational leadership will be presented, and audience members will be encouraged to share their pedagogical recommendations based on I-O research.

Peter D. Bachiochi, Eastern Connecticut State University, *Panelist*
 Kenneth G. Brown, University of Iowa, *Panelist*
 Lisa M. Kath, San Diego State University, *Panelist*
 Submitter: Peter D. Bachiochi, bachiochip@easternct.edu

579. Friday Seminar: 3:00PM–6:00PM 310-311 Friday Seminar 6: Managing and Engaging External Workers for Maximum Potential

PREREGISTRATION AND ADDITIONAL FEE REQUIRED. The external workforce (e.g., contractors, gig workers) has grown in size and importance, but it is still understudied, misunderstood, and mismanaged.

Based on a research program by SHRM and SAP SuccessFactors, this interactive session shares research results and shares practical tools for improving the external workforce experience.

Autumn D. Krauss, SAP SuccessFactors, *Presenter*
 Cassandra L. Batz-Barbarich, Lake Forest College, *Presenter*
 Xiaoyuan (Susan) Zhu, Society for Human Resource Management, *Presenter*
 Elizabeth Patterson Supinski, Society for Human Resource Management, *Presenter*
 Submitter: Tori Crain, Tori.Crain@colostate.edu

580. Friday Seminar: 3:00PM–6:00PM 303-304

Friday Seminar 5: Interactive Data Visualization Apps With Shiny PREREGISTRATION AND ADDITIONAL FEE REQUIRED. This seminar focuses on building interactive data visualization and data analysis apps using the Shiny package in R. Participants will gain hands-on experience in developing, styling, optimizing, and deploying Shiny apps of their own creation.

Ryan L. Derickson, University of Cincinnati, *Presenter*
 Submitter: Jennifer Y. Kim, j.kim@uniandes.edu.co

Poster Session (Leadership): 3:00PM–3:50PM Griffin Hall

581. Poster: 3:00PM–3:50PM Board 1 The Role of Cultural Preferences in the Effectiveness of Leader Behaviors

Authors investigated the role that culturally shared preferences for leadership play in the relationship between leader behaviors and perceptions of leader effectiveness. Results indicate that all the leader behaviors examined are perceived as effective across cultures. However, there are instances where cultural preferences for leadership styles enhance the effectiveness of certain behaviors.

Justin J. Aqwa, Ford Motor Company
 Michelle W. Mullins, Collins Aerospace
 Marcus W. Dickson, Wayne State University
 Submitter: Justin J. Aqwa, jaqwa@ford.com

582. Poster: 3:00PM–3:50PM Board 2 Elections as a Selection Method: SAOCs in Office Versus Campaigning

This study approached content validation of the U.S. presidential election system using the framework that might be applied to evaluate other employee selection procedures. Authors conducted focus groups with political scientists and collected quantitative ratings of the importance of skills, abilities, and other characteristics for success in office versus in campaigning.

Laura G. Barron, U.S. Air Force
 Cody B. Cox, St. Mary's University
 Cinthia Guevara, St. Mary's University
 Gregory J. Pool, St. Mary's University
 Submitter: Laura G. Barron, laura.barron@us.af.mil

583. Poster: 3:00PM–3:50PM Board 3 Transformational Leadership and Creativity: The Role of Engagement and Self-Efficacy

Authors investigated relationships among transformational leadership, creative self-efficacy, process engagement, creativity, and proactive personality. Data were collected from workers (N = 284) in Taiwan. Results supported hypotheses that creative process engagement and creative self-efficacy, respectively, mediated the relationship between transformational leadership and employee creativity.

Bachir Bastien, National Chiao Tung University
 Hui-Ting Lee, National Chiao Tung University
 Kuo-Yang Kao, National Chiao Tung University
 Submitter: Hui-Ting Lee, htlynnlee.ms06g@nctu.edu.tw

584. Poster: 3:00PM–3:50PM Board 4 When Control Freak Becomes Performance Facilitator: Authoritarian Leadership, Goal Clarity, and Informational Justice

Authors examined the when and how authoritarian leadership, which is normally seen as destructive by both scholars and practitioners, is conducive to employee performance. Findings indicate that when informational justice is high and employee power distance orientation is low, authoritarian leadership is positively related to performance via goal clarity.

Leni Chen, Hong Kong Baptist University
 Xu Huang, Hong Kong Baptist University
 Jiing-Lih Larry Farh, China Europe International Business School
 Submitter: Leni Chen, dln1992@126.com

585. Poster: 3:00PM–3:50PM Board 5

The Effect of Leader Self-Sacrifice on Leader and Follower Work Engagement

Drawing on social exchange theory and ego depletion theory, results of a field study revealed that leader self-sacrifice had favorable influences on follower work engagement via increased LMX, and that leader self-sacrifice had detrimental impacts on leader work engagement through increased leader depletion. The moderating role of leader/follower relational identity was further discussed.

Xingwen Chen, The University of Hong Kong
 Yiwei Yuan, Renmin University of China
 Jun Liu, Renmin University of China
 Li Zhu, Peking University
 Zheng Zhu, Renmin University of China
 Chao Liu, Peking University

Submitter: Xingwen Chen, chenxingwen@connect.hku.hk

586. Poster: 3:00PM–3:50PM Board 6

Comparing Full-Time Working Leaders' Versus Follower's Profiles of IFTs

This study investigated profiles of implicit followership theories (IFTs) in samples of full-time working leaders versus followers. Latent Profile Analysis (LPA) was used to identify the followership profiles. Results show that leaders versus followers have overlapping but differing profiles. Job satisfaction was examined as an outcome of profile membership.

Patrick T. Coyle, La Salle University
 Roseanne J. Foti, Virginia Tech University
 Victoria Ricedorf, Lycoming College
 Gavin Williamson, Lycoming College

Submitter: Patrick T. Coyle, coyle@lasalle.edu

587. Poster: 3:00PM–3:50PM Board 7

Leadership Self-Efficacy for Native American Students

This paper investigates the predictive power of collective racial esteem, environmental experience, and resilience on leadership self-efficacy (LSE) for Native American and White students. LSE has been shown to have positive leadership outcomes and little previous research has examined Native Americans' leadership development. Results indicated racial differences in predicting LSE.

Allyson Jessie Finken, University of Oklahoma
 Lori Anderson Snyder, University of Oklahoma

Submitter: Allyson Jessie Finken, allyson.j.finken-1@ou.edu

588. Poster: 3:00PM–3:50PM Board 8

The Implications of Leader Personality for Follower Engagement and Satisfaction

This study examined relationships between leader personality and follower work attitudes. Results indicated that leader openness was related to follower work engagement, and leader empathy and thoroughness were related to satisfaction. Perceived manager support and fair work allocation moderated the relationships between certain leader traits and employee work attitudes.

Patrick Gallagher, The BB&T Leadership Institute
 Nataliya Baytalskaya, Caliper, a PSI business
 Alicia Ako-Brew, University of Missouri-St. Louis

Submitter: Nataliya Baytalskaya, nataliya.baytalskaya@gmail.com

589. Poster: 3:00PM–3:50PM Board 9

Where Is My Motivation (to Lead)? Leader Motivation's Impact on Effectiveness

This study found transformational leadership (TFL) mediated the relationship between motivation to lead (MTL; affective and social-normative) and leader effectiveness. Developmental/transactional leadership mediated the relationship between social-normative MTL and leader effectiveness. Social-normative MTL was more important in predicting TFL and developmental/transactional leadership.

Amy Gammon, PSI Services LLC
 Katrina Piccone Merlino, Florida Institute of Technology
 Submitter: Amy Gammon, gammona@gmail.com

590. Poster: 3:00PM–3:50PM Board 10

A Meta-Analysis of the Antecedents and Outcomes of Motivation to Lead
 Organizations are constantly trying to identify individuals who could possibly be leaders. Motivation to lead (MTL) has emerged as an individual difference construct to evaluate one's desire to lead. This meta-analysis examined antecedents and outcomes to MTL. Main findings include MTL being associated with extraversion, leader self-efficacy, and leader effectiveness and leader emergence.

Trevin Glasgow, Virginia Tech
 Elsheba K. Abraham, Virginia Tech
 Manasia Sturdivant, Virginia Tech
 Semret Yibass, American Institutes for Research
 Roseanne J. Foti, Virginia Tech

Submitter: Trevin Glasgow, trevin@vt.edu

591. Poster: 3:00PM–3:50PM Board 11

Can Followers Influence Leaders?: Exploring a Role-Based View of Followership

Data from 2 samples was used to test role-based views on followership by investigating the differential effects of 3 follower role orientations: co-production, passive, and antiauthoritarian on frequency of communication, psychological closeness with the leader, relationship quality with the leader, follower influence on the leader, and leadership effectiveness.

Ashita Goswami, Salem State University
 Karoline Evans, University of Massachusetts Lowell
 Patrick T. Coyle, La Salle University

Submitter: Patrick T. Coyle, coyle@lasalle.edu

592. Poster: 3:00PM–3:50PM Board 12

Contextual Influences on Pygmalion and Golem Effects

This study investigated how follower personality and behaviors influenced leaders' implicit follower theories (LIFTs) as well as how LIFTs predicts leader behaviors and subsequent performance. Using a sample of 230 leader–follower dyads, authors demonstrate strong support for the hypotheses.

Ashita Goswami, Salem State University
 Terry A. Beehr, Central Michigan University
 Submitter: Ashita Goswami, agoswami@salemstate.edu

593. Poster: 3:00PM–3:50PM Board 13

Emotional Blackmail? Emotion-Eliciting Influence Behaviors in Supervisors

Emotional blackmail was reconceptualized as emotion-eliciting influence behavior (emotion-IB) to fit into an organizational context. Study 1 collected critical incidents, categorized them into 12 dimensions and developed 50 measurement items. Using data from 316 employees, Study 2 examined the factor structure and showed that supervisors' emotion-IBs predicted employee effectiveness.

Ding-Yu Jiang, National Chung Cheng University
 Chia-Hua Lin, National Chung Cheng University
 Pei-Yu Lu, National Chung Cheng University

Submitter: Ding-Yu Jiang, jian6123@ms15.hinet.net

594. Poster: 3:00PM–3:50PM Board 14

Can Effects of Empowering Leadership Be Due to Levels of Energic Resources?

Three-waves of data from U.S. employees supported a mediation model explaining effects of empowering leadership on followers' (un)favorable work behaviors. Empowering leadership predicts followers' engagement in constructive work behaviors because it promotes followers' thriving and minimizes their job boredom, resulting in more innovative work behaviors and less workplace bullying.

Minseo Kim, Griffith University
 Terry A. Beehr, Central Michigan University
 Submitter: Minseo Kim, minseokim0331@gmail.com

595. Poster: 3:00PM–3:50PM

Board 15

Abusive Supervision and Voice: The Different Roles of Affective and Cognitive Trust

This study examined the underlying mechanism of the negative relationship between abusive supervision and voice. Though abusive supervision has negative impact on both affective and cognitive trust, only an affective trust mediated their relationship. A mediating effect of cognitive trust was insignificant. Two types of trust turned out to have different effects on voice.

Seohyun Kwon, Seoul National University

Jihye Lee, Seoul National University

Yoonju Cho, Seoul National University

Seokhwa Yun, Seoul National University

Submitter: Seohyun Kwon, hyun1501@snu.ac.kr

596. Poster: 3:00PM–3:50PM

Board 16

Who Plays the Lead(er)? A Historiometric Analysis of Leadership Diversity in Films

Films can shape viewers' implicit leadership theories, but little research has examined the messages they convey about leadership. Authors examined the extent to which popular films propagate the stereotype that effective leaders tend to be White and male. Results indicate that White men are more often represented as film leaders, but women and/or minorities are portrayed as equally effective.

Patrick Jay Lee, Baruch College & The Graduate Center, CUNY

Desmond W. Leung, Baruch College & The Graduate Center, CUNY

Alessa Natale, The Graduate Center CUNY & Baruch College

Bradley E. Gray, Baruch College & The Graduate Center, CUNY

Helen Gu, Baruch College & The Graduate Center, CUNY

Logan L. Watts, The Graduate Center & Baruch College, CUNY

Submitter: Desmond W. Leung, Desmond.Leung@baruch.cuny.edu

597. Poster: 3:00PM–3:50PM

Board 17

What Motivates Transformational Leaders? Psychological Needs as the Antecedent

Authors built a theoretical model to explore the relationship between leaders' satisfaction of psychological needs and transformational leadership. They conducted an empirical study and found that psychological needs were positively related to transformational leadership and autonomous motivation mediated this relationship.

Haixiong Li, Claremont Graduate University

Ronald E. Riggio, Claremont Graduate University

Submitter: Haixiong Li, lihaoxiong1988@gmail.com

598. Poster: 3:00PM–3:50PM

Board 18

Drained and Confused: Effects of Supervisor Abuse on Sleep and Clarity

The relationship of abusive supervision to insomnia and role clarity via performance pressure was examined. Psychological safety acted as moderating variable. Findings suggest abusive supervision is positively related to insomnia but negatively related to role clarity. It was also found that abusive supervision is indirectly related to insomnia through performance pressure.

Tyleen N. Lopez, Wayne State University

Lars U. Johnson, Wayne State University

Tara Grambo, Wayne State University

De'Ericka Bertram, Clark Atlanta University

Grace Boudjalis, Wayne State University

Concetta Griffith, HR Bliss

Submitter: Tyleen N. Lopez, tyleennlopez@gmail.com

599. Poster: 3:00PM–3:50PM

Board 19

How Leaders' Boundary Spanning Affects Employee Performing: Resourcing and Buffering

The study examines how leaders' boundary spanning (LBS) affects employees' task performance. Drawing on the job demands-resources model, we posit that LBS increases self-efficacy by gaining resources and psychological safety by buffering demands, leading to better performance. The results showed that the effect of LBS was mediated by self-efficacy, whereas psychological safety gained mixed support.

Sunghyuck Mah, Seoul National University

Jeewon Gwak, Seoul National University

Seohyun Kwon, Seoul National University

Jihye Lee, Seoul National University

Seokhwa Yun, Seoul National University

Submitter: Sunghyuck Mah, ryanshmah@gmail.com

600. Poster: 3:00PM–3:50PM

Board 20

Performance on a Simulation: Integrating Models of Collective Leadership and Planning

Characteristics of collective leadership (i.e., individual differences of nominated leaders, followers, and other collective processes) and planning (i.e., key planning skills) that contribute to effective planning and collective performance are identified. Results integrating collective leadership and planning into a model are reported.

Robert Martin, University of Oklahoma

Erin Michelle Todd, University of Oklahoma

Colleen Jane Standish, University of Oklahoma

Samantha England, University of Oklahoma

Tanner Newbold, University of Oklahoma

Michael D. Mumford, University of Oklahoma

Shane Connelly, University of Oklahoma

Neil Maclaren, Binghamton University

Yiding Cao, Binghamton University

Yingjun Dong, Binghamton University

Francis J. Yammarino, Binghamton University, SUNY

Shelley Dionne, Binghamton University

Hiroki Sayama, Binghamton University

Gregory A. Ruark, U.S. Army Research Institute

Submitter: Robert Martin, rmartin8394@gmail.com

601. Poster: 3:00PM–3:50PM

Board 21

Syncing Up or Sinking?: Temporality and Status in Leader-Follower Dynamics

The impact of temporal diversity has not been examined within the context of status differences. This study assesses the effect of time urgency diversity on coordination difficulties and direct reports' willingness to follow for 81 leader dyads in a corporate setting. Results indicate higher dyad time urgency diversity leads to higher coordination difficulties. Moderators are also examined.

Patricia N. Martinez, Pennsylvania State University

Susan Mohammed, Pennsylvania State University

Submitter: Patricia N. Martinez, pattymart25@gmail.com

602. Poster: 3:00PM–3:50PM

Board 22

The Downside of Being an Inexperienced Humble Leader

Research on humble leadership has suggested that this leadership style may be ineffective for leaders with low experience, but prior research has not tested this relationship. In a lab study we find that experience does matter for humble leadership and that humble leaders with low experience decrease follower performance.

Samuel Matthews, University of Northern Iowa

Thomas Kelemen, University of Oklahoma

Bret H. Bradley, University of Oklahoma

Submitter: Thomas Kelemen, thomas.kelemen@ou.edu

603. Poster: 3:00PM–3:50PM

Board 23

True Colors: How and When Race Relates to Leadership Emergence

Authors examined how and when race relates to leadership emergence in self-managing teams. They considered how team racial composition and self-reflective titles interact with race to indirectly influence leadership emergence through interpersonal teamwork behavior. Results were generally supported using a sample of 64 leaderless teams in an assessment center setting.

Tyree D. Mitchell, Louisiana State University

Bryan P. Acton, Virginia Tech

Patrick T. Coyle, La Salle University

Gavin Williamson, Lycoming College

Victoria Ricedorf, Lycoming College

Submitter: Tyree D. Mitchell, tyreedmitchell@aol.com

604. Poster: 3:00PM–3:50PM

Board 24

Effects of Servant Leadership on Procedural Justice and Voice

Authors proposed and tested an indirect effects model in which servant leadership predicts voice by enhancing perceptions of fairness and moderated by

extraversion. Using 332 faculty members, they found that servant leadership fosters perceptions of fairness that enhances voice. Moreover, servant leaders appeared to have a greater effect on enhancing voice among introverts.

Ricardo Obasare, University of Houston
Nikola Fedorowicz, University of Houston
L. A. Witt, University of Houston
Mary Louise Hotze, University of Houston
Catherine Horn, University of Houston

Submitter: Ricardo Obasare, jeboardo@gmail.com

605. Poster: 3:00PM–3:50PM Board 25

Examining the Bright and Dark Sides of Transformational Leadership
Authors examined the 2 faces of transformational leadership for follower task performance. In general, the final model supported the hypothesized positive relationships between them through core job dimensions, and intrinsic motivation and perceived role overload, and the hypothesized negative relationship between them through job autonomy and perceived role overload.

Liyao Pan, The University of Texas at San Antonio
Arran Caza, University of Manitoba
Shannon L. Marlow, The University of Texas at San Antonio

Submitter: Liyao Pan, liyao.pan@utsa.edu

606. Poster: 3:00PM–3:50PM Board 26

Small-Scale Issues, Big World Problems: Examining Gender Disparities in Leadership

A simulation was conducted to examine the large gender disparities in leadership positions. Specifically, this study examined what combination of bias and retention issues most accurately reproduce real world under-representation of women across organizational levels. Results suggest that small amounts of bias and attrition can go a long way in producing large gender disparities in leadership.

Nisha Hafeez Quraishi, Florida Institute of Technology
Kayla Bigerton, Florida Institute of Technology
Alexander Michael DeChurch, Florida Institute of Technology
Patrick D. Converse, Florida Institute of Technology

Submitter: Kayla Bigerton, KHoelzel2016@my.fit.edu

607. Poster: 3:00PM–3:50PM Board 27

Sophistication Can Be More Stressful: Subordinates Under Abusive Leaders

This study aims to understand the effect of abusive supervision on subordinate's performance across different domains. Specifically, authors proposed and demonstrated a moderated mediation model linking abusive supervision to subordinate performance through stress and moderated by political skill. The sample of Chinese steelworkers revealed culture-related variation from this literature.

Jacklyn Scymcyk, Florida Institute of Technology
Chris Juszczak, Florida Institute of Technology
Michael McFerran, Florida Institute of Technology
Yu Yan, Wu Han University of China
Xinxuan Che, Florida Institute of Technology

Submitter: Jacklyn Scymcyk, jacklyn.scymcyk@gmail.com

608. Poster: 3:00PM–3:50PM Board 28

The Gratitude Effect: Shaping LMX Through Subordinate Perceptions
A controlled laboratory study examined how leadership style, gratitude, and performance congruence affect how subordinates perceive LMX quality. Results showed that both leadership style and trait gratitude were related to subordinate LMX ratings. Additional analyses suggest that LMX fully mediates the relationships among trait gratitude, leadership style, and performance congruence.

Adam M. Smith, Kincentric
Daren S. Protolipac, St. Cloud State University

Submitter: Adam M. Smith, a.smith.mercer@gmail.com

609. Poster: 3:00PM–3:50PM Board 29

Skip-Level Participation and Helping Behavior: The Role of Leader-Leader Exchange

This study examines the influence of skip-level participation on helping behavior. Skip-level participation refers to skip-level leaders' participative behaviors toward employees. Results show that leader-leader exchange

(LLX) moderates the positive relationship between skip-level participation and helping behaviors via organization-based self-esteem and job satisfaction only when LLX is high.

Monica W. M. Tang, The University of Hong Kong
Catherine K. Lam, Durham University
Submitter: Monica W. M. Tang, monicatangwm@yahoo.com

610. Poster: 3:00PM–3:50PM Board 30

Effects of Leader Mixed Emotional Displays on Follower Evaluations and Performance

Leader expressions of pride and positive-mixed emotions (pride, interest) resulted in more positive follower evaluations of leaders than displays of negative-mixed (anger, fear), mixed-valence (anger, pride), and anger. Interestingly, negative-mixed leader emotions elicited better information processing than other emotions, which positively influenced task performance. Implications are discussed.

Brett Torrence, Cherokee Nation 3S
Shane Connelly, University of Oklahoma
Divya Patel, University of Oklahoma
Alexander Brunot, University of Oklahoma

Submitter: Shane Connelly, sconnelly@ou.edu

611. Poster: 3:00PM–3:50PM Board 31

Robotic Leadership: A Systematic and Multilevel Framework

Authors apply a systematic and levels-of-analysis framework to the studies of robotic leadership in different research domains. Results showed (a) the field of management has addressed robotic issues to a comparatively lesser extent; (b) limited research has looked at robots as leaders; and (c) more research attention should be paid to robotic leadership at higher levels of analysis.

Chou Yu Tsai, Binghamton University, SUNY
Jason Marshall, Binghamton University, SUNY
Anwesha Choudhury, Binghamton University, SUNY
Andra Serban, Virginia Commonwealth University
YoYo Tsung-Yu Hou, Cornell University
Malte F. Jung, Cornell University
Francis J. Yammarino, Binghamton University, SUNY

Submitter: Chou Yu Tsai, ctsai@binghamton.edu

612. Poster: 3:00PM–3:50PM Board 32

A Comparison of Profiles of Self- and Other Ratings of Character Strengths

Understanding character strengths is becoming more important for organizations. A person-centered approach is used to examine character more holistically. Different profiles were found for self-ratings and other ratings. Observer profiles were better able to provide distinct profiles. Lack of variance in self-ratings show leaders may lack self-awareness of their own strengths.

Amanda L. Valone, Tilt 365
Pam Boney, Tilt 365

Submitter: Amanda L. Valone, amanda@tilt365.com

613. Special Event: 3:30PM–4:20PM 402-403

SIOP Select: Story Time! Competition Finalists Share Career-Shaping Experiences

Academics and practitioners in this session will aim to inspire each other with stories of the things, people, or events that have shaped their careers, approaches to research, and, in some cases, the field of I-O psychology as a whole. In this SIOP Select session, a novel platform is provided that can serve as a source of inspiration and energizing force for all involved.

Andrea L. Hetrick, University of New Mexico, *Chair*
Jay H. Hardy, III, Oregon State University, *Co-Chair*
Sherif al-Qallawi, Florida Institute of Technology, *Presenter*
Helen H. Chung, Seattle Pacific University, *Presenter*
Lawrence Houston, III, Oregon State University, *Presenter*
Mansik Yun, *Presenter*

Submitter: Tyree D. Mitchell, tyreedmitchell@aol.com

**Poster Session (Perf Management, Job Analysis, Decision Making):
4:00PM–4:50PM Griffin Hall**
614. Poster: 4:00PM–4:50PM Board 1
Booming Practice or Bust? Use and Development of Competency Models in Organizations

The use of competency models in organizations has been steadily increasing, our understanding of how organizations are developing and using them is limited. This study, which surveyed 328 competency modeling practitioners, provides a better understanding of how human resource professionals and consultants develop, present, and implement competency models in organizations.

Elizabeth Adams, Asurion

Megan Loftis, Middle Tennessee State University

Kali Thompson, HCA Healthcare

Mark C. Frame, Middle Tennessee State University

Michael B. Hein, Middle Tennessee State University

Richard G. Moffett, III, Middle Tennessee State University

Submitter: Mark C. Frame, mark.frame@mtsu.edu

615. Poster: 4:00PM–4:50PM Board 2
Individual Attributes That Contribute to Career Success in the US Submarine Force

Despite extensive fitness for duty screening, crew readiness and long-term retention remain a priority of the U.S. Submarine Force. Results from a job analysis revealed the relative importance of nontechnical attributes that are associated with success at 3 distinct stages in a submariner's career. Findings will inform development of an improved fitness for duty assessment for submariners.

Andrea M. Bizarro, Leidos, Inc

Submitter: Andrea M. Bizarro, andrea.bizarro@leidos.com

616. Poster: 4:00PM–4:50PM Board 3
Generalizability of Multitasking Research and Predictors of Multitasking Performance

This theoretical paper reviews the extant literature on predicting multitasking performance with individual differences (e.g., working memory capacity, polychronicity, technological proficiency) and examines the generalizability of the established multitasking research to organizational contexts. Proposed hypotheses for future research and potential future applications are discussed.

Julia K. Grove, Auburn University

Ana M. Franco-Watkins, Auburn University

Submitter: Julia K. Grove, jkw0034@auburn.edu

617. Poster: 4:00PM–4:50PM Board 4
Providing Personality "Insight" to Competency Differentiation: A Synthetic Approach

Competency modeling, when done correctly, should meet certain standards. Authors addressed whether insight competencies are sufficiently specific without being too limiting. Study used synthetic validity meta-analyses to distinguish the personality predictors of business insight from industry insight and financial insight using the Hogan Personality Inventory and the Hogan Development Survey.

Matthew R. Lemming, Hogan Assessments

Stephen Good, University of Tulsa

Submitter: Matthew R. Lemming, mlemming@hoganassessments.com

618. Poster: 4:00PM–4:50PM Board 5
A Synthesis of Work Analysis Techniques to Introduce Automation in Mining Operations

The authors examined the implications of implementing automation through shuttle cars in underground coal mining operations using work analysis techniques. Interviews and analyses highlight recommendations for the development and deployment of automation. Effects of introducing automation on the traditional vehicle operator role and other impacted members within the work domain are examined.

Andrew M. Miller, Virginia Tech Transportation Institute

Submitter: Andrew M. Miller, amiller6@vt.edu

619. Poster: 4:00PM–4:50PM
Board 6
The Dark Side of Job Crafting: Intentions Matter

This paper develops a new measure of job crafting, the individualized initiative to personalize one's work, that looks at both "dark" and "bright," prevention- and promotion-oriented, and task and relationship job crafting using the frame-of-reference effect, allowing for improved understanding of the intentionality behind job-crafting behaviors (Lievens, Corte, & Schollaert, 2008).

Catherine Anne Neale, FMP Consulting

Justin Travis, USC Upstate

Submitter: Catherine Anne Neale, caneale@ncsu.edu

620. Poster: 4:00PM–4:50PM
Board 7
How Job Autonomy and Occupational Skill Variety Influence Employee Well-Being

Using multilevel modeling, authors found 2 job characteristics, individual-level job autonomy and occupation-level skill variety, have main effects on job satisfaction and general health. Also found was an interaction effect between these job characteristics on general health, so the effect of autonomy on general health becomes irrelevant for occupations that have high level of skills variety.

Xin Peng, University of Central Florida

Henry R. Young, Michigan State University

Submitter: Xin Peng, xin.peng@knights.ucf.edu

621. Poster: 4:00PM–4:50PM
Board 8
Effects of Work Characteristics on Motivation, Interruptions, and Goal Attainment

This study examined the effects of prominent work characteristics, focusing on motivation, interruptions, and goal attainment. Results partially support the idea that job characteristics can simultaneously affect employees' intrinsic motivation and their susceptibility to interruptions, highlighting advantages and disadvantages associated with several common work characteristics.

Anna Kay Saelinger, Global Skills Exchange

Patrick D. Converse, Florida Institute of Technology

Submitter: Anna Kay Saelinger, annakaysaelinger@gmail.com

622. Poster: 4:00PM–4:50PM
Board 9
What Does It Take to Lead Change? Uncovering Change Leader Functions and Competencies

For both the financial and physical health of the United States, there is an urgent need to improve processes in high reliability organizations (HROs). The onus of leading change often falls to one individual or group. Interviews with individuals were qualitatively analyzed, revealing functions and competencies critical to leading change, and a process model of leading change was generated.

Amanda L. Woods, Rice University

Margaret M. Luciano, Arizona State University

Jensine Paoletti, Rice University

Eduardo Salas, Rice University

Submitter: Amanda L. Woods, alw13@rice.edu

623. Poster: 4:00PM–4:50PM
Board 10
Perceived Overqualification: A Review and Future Research Agenda

In this review, authors seek to summarize and synthesize this growing body of literature by clarifying the definition of perceived overqualification (POQ); developing an integrative framework of the antecedents, mediators, moderators and outcomes of POQ; and summarizing the methodological choices in POQ research. Based on this integrated review, they outline an agenda for future research on POQ.

Yejun Zhang, University of Oklahoma

Margaret A. Shaffer, University of Oklahoma

Mark C. Bolino, University of Oklahoma

Submitter: Yejun Zhang, zhangyejun1990@gmail.com

624. Poster: 4:00PM–4:50PM
Board 11
Criterion-Related Validity of Feedback Orientation Ratings: A Multisource Examination

In this study, relationships among feedback orientation ratings from different rating sources were examined. In addition, the criterion-related validity of feedback orientation between sources were examined.

Results indicated low agreement between self and other rating sources, and that peer and subordinate ratings were more strongly related with performance outcomes than were self-ratings.

Timothy J. Bartkoski, Aon

John P. Meriac, University of Missouri-St. Louis

Submitter: Timothy J. Bartkoski, tjbf39@mail.umsi.edu

625. Poster: 4:00PM–4:50PM

Board 12

All Is Not Fair in the Appraisals of Performance: Appraisals, Justice, and Outcomes

This study examined the moderating effect of core self-evaluation (CSE) on the relationship between perceptions of procedural performance appraisal (PA) justice and components of both engagement and burnout. Findings suggest that more procedurally just PA processes and high CSE employees are associated with higher engagement and lower burnout.

Toby E. Board, East Carolina University

Taylor Wynn, East Carolina University

Mark C. Bowler, East Carolina University

Jennifer L. Bowler, East Carolina University

Submitter: Mark C. Bowler, bowlerm@ecu.edu

626. Poster: 4:00PM–4:50PM

Board 13

How Do You Stack Up? Improving 360 Reactions With Normative Feedback

Authors investigated the potential of normative feedback to improve multisource feedback reactions in leaders receiving 360-degree feedback reports. The presence of normative feedback led to improved perceptions of accuracy and positive emotions. Findings increase understanding of feedback reactions and can aid practitioners in designing more effective multisource feedback systems.

Katelyn J. Cavanaugh, University of Texas MD Anderson Cancer Center

Allison Traylor, Rice University

Denise L. Reyes, Rice University

Courtney L. Holladay, University of Texas MD Anderson Cancer Center

Submitter: Katelyn J. Cavanaugh, kjcavanaugh@mdanderson.org

627. Poster: 4:00PM–4:50PM

Board 14

The Effect of Informal Feedback Processes on CWB: Exploring Boundary Conditions

Authors investigated the association between feedback environment and CWB, and moderating roles of workplace hostile attribution bias (WHAB) and proactive personality (PAP). Results showed that feedback environment and CWB were negatively correlated. Strong WHAB exacerbated this association, whereas high PAP attenuated it.

Jessica Jacob Chackoria, DePaul University

Ryan Barry, Illinois State University

Miranda C. Maher, Illinois State University

Megan O'Rourke, Illinois State University

Alexandra Ilie, Illinois State University

Dan Ispas, Illinois State University

Jeremy A. Bauer, Valdosta State University

Ozgun Burcu Rodopman, Bogazici University

Submitter: Dan Ispas, dispas@gmail.com

628. Poster: 4:00PM–4:50PM

Board 15

The Effect of Perceived Feedback-Seeking Motives on Feedback Givers' Effort

The majority of feedback-seeking research ignored the feedback-giver's perspective. Authors examine how givers' perceptions of seekers' motives affect the level of effort allocated to a feedback episode. In general, givers allocated a great deal of effort toward feedback episodes. Yet, effort was reduced if the seeker was perceived to have sought feedback largely for impression management motives.

Amy Florine Minnikin, University of Waterloo

James W. Beck, University of Waterloo

Winny Shen, York University

Submitter: Amy Florine Minnikin, amy@minnikin.ca

629. Poster: 4:00PM–4:50PM

Board 16

Frequency and Effects of Performance Appraisal Training in Applied Settings

This study surveyed 229 managers on the prevalence and perceived effectiveness of various types of performance appraisal (PA) training. Results showed that most managers receive PA training yearly, performance dimension training was most commonly used, and both in-person and distal training methods are common. The frequency of PA training was positively associated with perceived preparedness.

Matthew S. Prewett, Central Michigan University

Andrew Speer, Wayne State University

Sydney R. Siver, Quicken Loans

Submitter: Matthew S. Prewett, prewe1ms@cmich.edu

630. Poster: 4:00PM–4:50PM

Board 17

Do We Practice What We Preach?: Adding Soft Skills to Leader Performance Evaluations

This study tested whether soft skills have been incorporated more into leader performance evaluations. Multiple regression analysis was used to test if soft skills significantly predicted leaders' performance above and beyond hard skills. Authors conducted this analysis on data for leaders whose ratings were collected in 2009–2013 compared to leader ratings collected in 2014–2018.

Denise L. Reyes, Rice University

Allison Traylor, Rice University

Courtney L. Holladay, University of Texas, MD Anderson Cancer Center

Submitter: Denise L. Reyes, dlr7@rice.edu

631. Poster: 4:00PM–4:50PM

Board 18

Computerized Continuous Feedback Undermines Performance

When is frequent feedback too frequent? Frequent feedback is generally understood as beneficial, but the increasing popularity of computer delivered continuous feedback requires us to consider the limits of this axiom. This intermediate-level poster explores the limits of when electronically delivered feedback becomes distracting and harms performance in those with lower feedback accountability.

Ryan Kenneth Thibodeau, University of Akron

Paul E. Levy, University of Akron

Submitter: Ryan Kenneth Thibodeau, ryankthibodeau@gmail.com

632. Poster: 4:00PM–4:50PM

Board 19

Stop Doing That!: A Positive Feedback Intervention for Young Workers

This investigation uses moderated mediation to investigate how feedback influences job performance and turnover in young workers. Results in the first study suggest that only corrective feedback is harmful to performance. Results from the second study revealed that including positive feedback decreases turnover in young workers.

Marlee Wanamaker, Montclair State University

Valerie I. Sessa, Montclair State University

Kevin L. Askew, Montclair State University

Submitter: Marlee Wanamaker, marleewanamaker@gmail.com

633. Poster: 4:00PM–4:50PM

Board 20

Learning From Negative Feedback: Testing Feedback Intervention Theory

Experience sampling methodology (ESM) was used to find that task-focused feedback leads to less perceived threat to self-worth, and therefore, leads to more favorable feedback reactions; whereas self-focused feedback leads to greater perceived threat to self-worth, and therefore, results in less favorable feedback reaction.

Xiyang Zhang, University of Akron

Paul E. Levy, University of Akron

Jing Qian, Beijing Normal University

Submitter: Xiyang Zhang, xz46@zips.uakron.edu

634. Poster: 4:00PM–4:50PM

Board 21

The Dark Triad and Advice Taking: Does Measurement Method Matter?

Recent literature suggests measurement differences exist between the Dirty Dozen (DD) and the Short Dark Triad (SD3) scales. This study examines how the DD and SD3 may impact the results of research on the Dark Triad and advice taking. Results suggest the scales did create

different relationships between the Dark Triad and advice taking, but no direct effect could be found with both measures.

C. Ryan Bearden, Middle Tennessee State University
Jenna L. Kriegh, Middle Tennessee State University
Elizabeth Dare McNamara, eviCore Healthcare
Alexander T. Jackson, Middle Tennessee State University
Michael B. Hein, Middle Tennessee State University
Mark C. Frame, Middle Tennessee State University
Macie Ellis Mussleman, Middle Tennessee State University
Satoris S. Howes, Oregon State University
Submitter: Alexander T. Jackson, alexander.jackson@mtsu.edu

635. Poster: 4:00PM–4:50PM Board 22

Can Cognitive Heuristics and Biases Be Classified by Shared Causal Mechanisms?

Over 175 cognitive heuristics and biases have been identified, making it difficult to synthesize and advance this body of research. Oreg and Bayazit (2009) proposed that cognitive biases be classified based on their shared causal mechanisms (e.g., individual differences). This study empirically tested Oreg and Bayazit's (2009) taxonomy using a U.S. Army sample. Results provided partial support.

Nikki Blacksmith, Blackhawk Behaviour Science
Alissa C. Fleming, U.S. Army Research Institute
Michelle Flynn, Clemson University
Submitter: Alissa C. Fleming, alissacfleming@gmail.com

636. Poster: 4:00PM–4:50PM Board 23

Individual Difference Determinants of Heuristics-and-Biases Task Performance

This study tested the relationship of individual differences and cognitive bias. Hypotheses were based on Oreg and Bayazit's (2009) taxonomy. General mental ability, but not working memory, was positively related to cognitive bias. Personality did not predict, and motivation did not act as a moderator, suggesting that individual differences are not good predictors of heuristics-and-biases tasks.

Nikki Blacksmith, Blackhawk Behaviour Science
Alissa C. Fleming, U.S. Army Research Institute
Michelle Flynn, Clemson University
Submitter: Alissa C. Fleming, alissacfleming@gmail.com

637. Poster: 4:00PM–4:50PM Board 24

The Relative Importance of Antecedents of Cognitive Complexity

Authors examined the relative importance of the facets of openness to experience and 3 cognitive characteristics in predicting cognitive complexity. Findings indicate that need for cognitive closure is relatively more important than paradox mindset and tolerance for ambiguity. However, the facets of openness to experience appear to contribute similarly in predicting cognitive complexity.

Shanique G. Brown, Wayne State University
Georgia LaMarre, Wayne State University
Caitlynn Sendra, SAP Success Factors
Amer Odeh, Wayne State University
Michaela Oesterle, Wayne State University
Aisha Ruiz, Wayne State University
Laura Sorrells, Wayne State University
Submitter: Shanique G. Brown, shanique.brown@wayne.edu

638. Poster: 4:00PM–4:50PM Board 25

Numeracy and the Role of Cognitive Abilities in Decision-Making Quality

Authors studied relations between cognitive abilities and decision making. Statistical numeracy was the strongest single predictor of decision quality (e.g., bias, risk literacy), improving the predictive power of common ability tests, and matching that of general mental ability (~44% of explained variance). Discussion focuses on limits and opportunities for research with the Berlin Numeracy Test.

Jonathan Huck, University of Oklahoma
Jinan Allan, University of Oklahoma
Rocio Garcia-Retamero, University of Granada
Adam Feltz, University of Oklahoma
Eric A. Day, University of Oklahoma
Edward T. Cokely, University of Oklahoma
Submitter: Jonathan Huck, huck@ou.edu

639. Poster: 4:00PM–4:50PM

Board 26

Examination of Internships and Ethical Decision Making Among Business Students

The authors examined the usefulness of formal business internships on ethics-related outcomes in a matched sample of undergraduate business students. Results indicated that students with internship experience identified significantly more causes of the ethical dilemma and were more likely to seek help than the control group.

Liseth Lauri, Ketchum
Zhanna Bagdasarov, California State University, Fresno
Kelsey E. Medeiros, University of Nebraska, Omaha
Alexandra E. MacDougall, Central Michigan University
Submitter: Zhanna Bagdasarov, zhannab@csufresno.edu

640. Poster: 4:00PM–4:50PM

Board 27

Who Chooses Whom? Conceptualizing Informal Job Search as a Self-Regulated Process

Using personal networks for job search is a well-established job search strategy. Yet, little is known about how people decide who to approach for job search help. Authors identified 3 job search strategies based on how people evaluate their job search contacts' willingness and ability. Further, they illustrate that these job search strategies are differentially related to job search outcomes.

Galen Snyder, University of Houston
Caitlin M. Porter, University of Memphis
Submitter: Galen Snyder, gsnyder@uh.edu

641. Poster: 4:00PM–4:50PM

Board 28

The Effects of Mindset and Sensory Processing Sensitivity on Ethical Decision Making

This study examined the effects of sensory processing sensitivity (SPS) and analytic mindset on ethical decision making. An interaction was found between SPS and analytic mindset. Participants high in SPS performed best when solving a problem using a deliberative mindset. Participants low in SPS performed best when solving a problem using an implementation mindset.

Cheryl Stenmark, Angelo State University
Robert Alan Redfearn, Angelo State University
Tyra Timm, Angelo State University
Samantha Becerra, Angelo State University
Jiffy Ann Jayan, Angelo State University
Jeffery Perez, Angelo State University
Submitter: Cheryl Stenmark, cstenmark@angelo.edu

642. Poster: 4:00PM–4:50PM

Board 29

A Meta-Analytic Approach to Exploring the Maximizing and Well-Being Relationship

Using a meta-analytic approach, the maximizing literature is reviewed to examine the relationships between maximizing and well-being outcomes, as well as how maximizing scales moderate these relationships. Results support a negative relationship between maximizing and well-being, however, evidence of a strong scale moderation is found.

Taylor Willits, Auburn University
Joshua Silverio Acosta, Auburn University
Jesse S. Michel, Auburn University
Ana M. Franco-Watkins, Auburn University
Submitter: Taylor Willits, tzw0043@auburn.edu

643. Poster: 4:00PM–4:50PM

Board 30

Determining if Family Support Is Detrimental to Women's Career Advancement

This study focuses on the negative impact of family supportive supervisor behaviors on career advancement for women in addition to the reduction of work–family conflict. The work–family conflict and family supportive supervisor behavior relationship was clarified, with a significant moderation from gender beliefs.

Gino Howard, California State University, San Bernardino
Mark D. Agars, California State University, San Bernardino
Submitter: Gino Howard, ghowar3@isu.edu

644. Poster: 4:00PM–4:50PM

Board 31

Organizational Transformation: Critical Levers for Driving Change
Traditional organizational change models often follow a linear path and assume an end state in which the organization is transformed. In an introductory analysis of 120 companies, this study illustrates most successful companies see transformation as an organizational capability. Results additionally determined 7 transformational factors that lead to successful performance.

Rachel Caruso-Novack, Korn Ferry

Evelyn Orr, Korn Ferry

Maggie Patrick, Korn Ferry

Bhanu Shri, Korn Ferry

Joshua Stainer, Minnesota Department of Human Services

Submitter: Maggie Patrick, maggie.patrick@kornferry.com

645. Panel Discussion: 4:30PM–5:50PM

201-202

So You Want to Hire a Data Scientist?: Advice, Recommendations, and Insights

Demand for data scientists has skyrocketed and in the last 5 years, with an estimated 344% increase in data science jobs. However, with demand rapidly growing, hiring for such technical roles is wrought with challenges. Thus, leading experts will discuss challenges, as well as share insights and advice on topics such as sourcing, assessing, and career pathing for data science roles.

Ketaki Sodhi, University of Akron, *Co-Chair*Jacob C. Bradburn, Michigan State University, *Co-Chair*Christina Norris-Watts, Johnson & Johnson, *Co-Chair*Tina Burke, Deloitte, *Panelist*Nick C. Koenig, Modern Hire, *Panelist*Lara Montefiori, Arctic Shores, *Panelist*Mark M. Williams, McKinsey & Company, *Panelist*

Submitter: Jacob C. Bradburn, jacob.c.bradburn@gmail.com

646. Symposium: 4:30PM–5:50PM

203-204

Advances in Situational Judgment Test Methods and Content
Situational judgment tests (SJTs) are popular employee selection devices that can assess a variety of constructs; however, they present unique challenges for those who develop and use them. This symposium addresses many of these challenges by discussing several advances in the development, scoring, and use of SJTs. New SJT content is also described.

Sheila Keener, Old Dominion University, *Chair*

Philipp Schäpers, Singapore Management University, Stefan Krumm, Freie

Universität Berlin, Filip Lievens, Singapore Management University, *Trait-Relevant Situational Cues as the Key Factor to Make SJTs "Situational"?*Jeff A. Weekley, University of Texas at Dallas, Nigel R. Guenole, IBM, *The Effects of CAPTION Characteristics on the Psychometric Properties of SJTs*Juan I. Sanchez, Florida International University, Marling Landero, Florida International University, Ruchi Surana, West Agile Labs| Keenly, *COMPETEXTM: Can Competency Models Improve the Front and Back Shops of SJTs?*Jonathan F. Kochert, U.S. Army Research Institute, Michelle Martin-Raugh, Educational Testing Service, Jennifer L. Bochenek, Educational Testing Service, *The Effect of SJT Format as Presented to Keying Group on the Validity of Scoring Keys*Sheila Keener, Old Dominion University, Michael A. McDaniel, Work Skills First, Inc., Sven Kepes, Virginia Commonwealth University, *An SJT to Predict Expressions of Subclinical Personality Disorders at Work*

Submitter: Sheila Keener, skeener@odu.edu

647. Debate: 4:30PM–5:50PM

402-403

Leadership 2020s: Evolution or Revolution? More Best Practice or Radical Reinvention?

Dramatic changes in the nature of work in the 2020s will alter leadership demands. Assessment, selection, and development practice must adapt. This debate will contrast current best efforts with needs. Debaters weigh in on gaps from current state to emerging requirements. Influences of AI, machine learning, and robotics will be related to what CEOs, SIOP, and organizations must be ready for ahead.

Scott Eggebeen, New York University, *Chair*Chad Astmann, Korn Ferry International, *Presenter*Sandra Hartog, BTS USA, *Presenter*Christopher T. Rotolo, PepsiCo, *Presenter*Suzanne Tsacoumis, HumRRO, *Presenter*

Submitter: Scott Eggebeen, se17@nyu.edu

648. Community of Interest: 4:30PM–5:20PM

408-409

Leader-Facilitated Emotion Regulation

Leaders exert powerful influence on follower emotion that can be consistent or inconsistent with organizational goals and beneficial or detrimental to followers. An informal discussion of the outcomes of leader-facilitated emotion regulation, current leader development practice when it comes to regulating follower emotion, unanswered questions, and potential research collaborations will be held.

Shane Connelly, University of Oklahoma, *Host*Gregory A. Ruark, U.S. Army Research Institute, *Host*Erin M. Richard, Louisiana State University, *Coordinator*

Submitter: Erin M. Richard, erinrichard@lsu.edu

649. Symposium: 4:30PM–5:50PM

502-503

Current Research and Practice Regarding Person–Job Fit

People seek satisfying work—jobs that suit their abilities and interests. This symposium presents current research into and high-impact application of person–job fit. Two research and 2 practice papers span topics ranging from computation/operationalization of person–job fit and its relation to job performance to systems providing career guidance to youths in middle school and high school.

Rodney A. McCloy, HumRRO, *Chair*

Rodney A. McCloy, Human Resources Research Organization (HumRRO), Oren

R. Shewach, HumRRO, Dan J. Putka, HumRRO, Jennifer P. Green, HumRRO,

Mitigating Workforce Representation Disparities Using Both Aptitudes and Interests

Shannon Danielle Salyer, Department of Defense, Janet Gallagher Bayer,

Written, LLC, *Enhancing a Military–Civilian Crosswalk Using System-Generated and Human Analysis*

Susan D'Mello, HumRRO, Justin D. Purl, Google, Amanda J. Koch, FurstPerson,

Teresa L. Russell, Self-Employed, *Person–Job Fit and Job Performance: Does the Job Matter?*Joshua J. Prasad, Michigan State University, Christopher D. Nye, Michigan State University, *Examining Operationalizations of P–E Fit: A Simulation Study*James Rounds, University of Illinois at Urbana-Champaign, *Discussant*

Submitter: Rodney A. McCloy, rmccloy@humro.org

650. Panel Discussion: 4:30PM–5:50PM

Brazos

Building Allied Organizations: Concrete Strategies for Engaging Employees in Allyship

Although numerous scholars have lauded the importance of allyship for inclusion in organizations, there is little information on concrete practices to build allyship. This discussion will address potential strategies for building allyship in organizations, including recruitment and selection, training, climate, and organizational policy.

Kaytlynn R. Griswold, Pennsylvania State University, *Co-Chair*Larry R. Martinez, Portland State University, *Co-Chair*Michelle (Mikki) Hebl, Rice University, *Co-Chair*Elizabeth A. Conjar, PwC, *Panelist*Elizabeth M. Grimaldi, PricewaterhouseCoopers LLP, *Panelist*Alex P. Lindsey, University of Memphis, *Panelist*Isaac E. Sabat, Texas A&M University, *Panelist*

Submitter: Kaytlynn R. Griswold, krg181@psu.edu

651. Master Tutorial: 4:30PM–5:50PM

JW Grand Salon 1

Federal Research Grants: Background and Basics for Successful Proposals

Many researchers lack the knowledge and skills to obtain highly competitive federal research grants. This tutorial is designed to help principal investigators (a) understand the basic federal funding process, (b) identify the funding programs most appropriate for their research projects, (c) understand criteria used to evaluate proposals, and (d) tips for writing a successful grant proposal.

Georgia T. Chao, Michigan State University, *Presenter*Gerald F. Goodwin, U.S. Army Research Institute for the Behavioral and Social Sciences, *Presenter*

Submitter: Georgia T. Chao, chaog@msu.edu

652. Symposium: 4:30PM–5:50PM JW Grand Salon 2**Using Teams to Leverage Strategic Human Capital in the Organization**

Organizations that strategically leverage their human capital exhibit superior performance. Although teams are a key to utilizing human capital, I-Os lack sufficient integration between the teams and strategic human capital literatures. This symposium offers 4 papers that integrate these 2 research streams to better understand how human capital can be strategically deployed in teams.

Gilad Chen, University of Maryland, *Co-Chair*

Pete Gallagher, University of Connecticut, *Co-Chair*

Robert E. Ployhart, University of South Carolina, Donald Schepker, University of South Carolina, Lynn A. McFarland, University of South Carolina, *Toward a Unified Theory of Meso and Macro Teams*

Marvin Schuth, Technical University of Munich, Nicholas Folger, Technical University of Munich, Prisca Brosi, Kuehne Logistics University, Gilad Chen, University of Maryland, *A Conservation of Resources Perspective on the Portability Paradox*

Moran Lazar, Technion-Israel Institute of Technology, Ella Miron-Spektor, Insead

Gilad Chen, University of Maryland, Brent Goldfarb, University of Maryland,

Miriam Erez, Technion, Rajshree Agarwal, University of Maryland, *Forming Entrepreneurial Teams: A Field Experiment*

Pete Gallagher, University of Connecticut, John E. Mathieu, University of Connecticut, Greg Reilly, University of Connecticut, *Leveraging and Developing the Team HCR Portfolio: A Leader's Dilemma*

John R. Hollenbeck, Michigan State University, *Discussant*

Submitter: Pete Gallagher, peter.2.gallagher@uconn.edu

653. Panel Discussion: 4:30PM–5:50PM JW Grand Salon 3
In the Trenches Part 2: Use of SJTs in High-Stakes, High-Volume Testing Programs

The use of SJTs in high-volume, high-stakes testing creates unique challenges that have not been explored in the literature to date. The panelists will engage with the audience to discuss common decision points when developing and administering SJTs, including response formats, the structure of SJTs, and whether and how to report reliability.

Bethany H. Bynum, HumRRO, *Chair*

Taylor Sparks Sullivan, HumRRO, *Panelist*

Fiona Patterson, Work Psychology Group, *Panelist*

Rebecca L. Fraser, Association of American Medical Colleges, *Panelist*

Scott H. Oppler, HumRRO, *Panelist*

Submitter: Taylor Sparks Sullivan, sparks.taylor@gmail.com

654. Alternative Session Type with Presenters: 4:30PM–5:50PM JW Grand Salon 4
The Pursuit of Balance: A Forum to Advance Research on Work–Family Balance

This session is a forum for experts and audience members to come together and discuss the future of research and practice on work–family balance. Panelists will guide collaborative small-group discussions with audience members on a diverse range of issues pertaining to work–family balance, identifying important gaps in the literature and an agenda to collaborate and advance research and practice.

Drake Van Egdom, University of Houston, *Co-Chair*

Christiane Spitzmueller, University of Houston, *Co-Chair*

Wendy J. Casper, University of Texas at Arlington, *Presenter*

Rachel T. Hill, VMware, *Presenter*

Ellen E. Kossek, Purdue University, *Presenter*

Russell A. Matthews, University of Alabama, *Presenter*

Maura J. Mills, University of Alabama, *Presenter*

Julie H. Wayne, Wake Forest University, *Presenter*

Kelly Schwind Wilson, Purdue University, *Presenter*

Submitter: Drake Van Egdom, vanegdomdrake@gmail.com

655. Panel Discussion: 4:30PM–5:50PM JW Grand Salon 5**Industry Insider Secrets: A Panel on Early Career Paths at Large Organizations**

The panel will provide a discussion and Q&A session with early in career I-Os from some of the world's largest organizations (Johnson & Johnson, Google, Proctor & Gamble, and Facebook) facilitating a broad discussion on industry roles to help current students, faculty, and early in career I-O graduates better understand industry careers and gain exposure to these diverse job paths.

Kathleen E. Hall, Johnson & Johnson, *Chair*

Benjamin R. Levine, University of Maryland, *Panelist*

Sophie A. Kay, Facebook, *Panelist*

Tunji Oki, Google, *Panelist*

Scott Parrigon, Google, *Panelist*

Krystyn J. Ramdial, University of Central Florida, *Panelist*

Submitter: Benjamin R. Levine, brlevine@umd.edu

656. Alternative Session Type with Presenters: 4:30PM–5:50PM JW Grand Salon 6
Critical Topics in the Application of AI/ML/DL to Personnel Selection

As data-science applications permeate personnel selection, how are practitioners tackling complex psychometric and validation issues? In this hybrid-format, intermediate-level session, panelists will present work and discuss questions on reliability, construct validity, training/test sample composition, mitigation of subgroup differences, predictive bias, and criteria of AI/ML/DL-based models.

Donald E. Lustenberger, DCI Consulting Group, *Chair*

Ash K. Buonasera, Gartner, *Presenter*

Greg Haudek, Suited, *Presenter*

Joshua P. Liff, HireVue, Inc., *Presenter*

Isaac Benjamin Thompson, Modern Hire, *Presenter*

Jane Wu, IBM, *Presenter*

Submitter: Donald E. Lustenberger, don.lustenberger@gmail.com

657. Panel Discussion: 4:30PM–5:50PM JW Grand Salon 7-8
What's the Deal With Employee Experience? How to Deliver on Your Promises

The recent conversation has shifted away from focusing solely on employee engagement to a focus on the broader employee experience. However, research suggests that very few organizations believe they are delivering a differentiated experience. A panel of experts will share how to get beyond measurement to strategically approach delivering a differentiated experience.

Christopher K. Adair, Kincentric, *Chair*

Debby McIsaac, HP, Inc., *Panelist*

Matthew Merbedone, Marriott International, *Panelist*

Rebecca Anders Buckner, AAM, *Panelist*

Michael Ehret, Johnson & Johnson, *Panelist*

Sarah Evans, ServiceMaster, *Panelist*

Ken Oehler, Kincentric, *Panelist*

Submitter: Christopher K. Adair, christopher.adair@kincentric.com

658. Panel Discussion: 4:30PM–5:50PM Lone Star Salon A
Future Proofing Leaders Through Coaching

Coaching serves as an effective method to equip leaders with skills to succeed in the face of impending challenges. This panel will address important questions in the practice of coaching: With continual changes to work and the workforce, how does coaching “future proof” leaders? What are skill sets leaders need now and into the future, and how can coaching help to build those skills?

Sarah E. Thomas, Kincentric, *Chair*

Michael Crespo, Cargill, *Panelist*

Matthew Dreyer, Prudential Financial, *Panelist*

Laura L. Heaton, Penske, *Panelist*

Brian J. Ruggeberg, Kincentric, *Panelist*

Anna Marie Valerio, Executive Leadership Strategies, LLC, *Panelist*

Janis M. Ward, J. M. Ward Consulting, *Panelist*

Submitter: Sarah E. Thomas, sarah.thomas@kincentric.com

659. Panel Discussion: 4:30PM–5:50PM Lone Star Salon B
Creating a Neurodiverse Workplace: Issues in Recruiting and Hiring
 This panel of diverse experts will discuss issues pertaining to recruiting and hiring a neurodiverse workforce. Panelists represent researchers, executives running neurodiversity programs, legal experts, and autism center representatives to discuss the recruitment and selection of people with ASD and related conditions into the workforce. Research and practice implications will be discussed.

Adrienne J. Colella, Tulane University, *Chair*
 Susanne M. Bruyere, Cornell University, *Panelist*
 Kevin R. Murphy, University of Limerick, *Panelist*
 Eric Patton, St. Joseph's University, *Panelist*
 Jose Velasco, SAP, *Panelist*
 Tim Vogus, Vanderbilt University, *Panelist*
 Submitter: Adrienne J. Colella, acolella@tulane.edu

660. Alternative Session Type with Presenters: 4:30PM–5:50PM Lone Star Salon C
Algorithmic Fairness: Theoretical, Applied, and Legal Considerations

With the proliferation of big data and machine learning, increased attention has been placed on algorithmic fairness in the machine learning community. In contrast, little has changed in the field of I-O psychology. This session will discuss (a) different measures of fairness, (b) applied tactics for reducing adverse impact, and (c) strategies for minimizing legal risks when using algorithms.

Cari L. Gardner, HireVue, *Chair*
 Michelle Duncan, Jackson Lewis, P.C., *Presenter*
 Eric M. Dunleavy, DCI Consulting Group, Inc., *Presenter*
 Johann Gaebler, *Presenter*
 Caleb Rottman, HireVue, *Presenter*
 Submitter: Cari L. Gardner, cari.lois.gardner@gmail.com

661. Panel Discussion: 4:30PM–5:50PM Lone Star Salon D
Out of Sight, But Not Out of Mind: Managing Remote Workers
 This session entails a multidisciplinary panel discussion on managing remote work. Panelists will draw on their professional experience and academic research to recommend solutions for overcoming the challenges of managing remote workers and share best practices that organizations and managers can leverage to maximize the success of remote work arrangements.

Corina Rice, PSI Services LLC, *Chair*
 Timothy Golden, Rensselaer Polytechnic Institute, *Panelist*
 Lance Andrews, SHL, *Panelist*
 Lisa Brubaker, Manulife, *Panelist*
 Scott Minnix, Los Angeles County Internal Services Department, *Panelist*
 Sara J. Perry, Baylor University, *Panelist*
 Submitter: Corina Rice, corinarice@gmail.com

662. Symposium: 4:30PM–5:20PM Lone Star Salon E
Getting Action on Inclusion: Insights From Organizational Surveys and Analytics

Popular to study but hard to change, improving inclusion remains an aspiration in many organizations. Three authors describe how to use employee data and analytics to drive action. Discussed are applying measures of inclusion in employee surveys, using predictive analytics to uncover why those who feel less included often leave, and involving employees directly in acting on recommendations.

Brie Siebert, Willis Towers Watson, *Chair*
 Patrick Kulesa, Willis Towers Watson, *Employee Surveys as Tools for Inclusion Analytics: Promises and Perils*
 Michelle Dupont, Finning International, *Retaining Female Talent: Predictors by Gender in a Majority-Male Industry*
 Erika Chambers, University of Kentucky, *Cultivating Inclusion: Employee Belonging and Well-Being in a University Setting*
 Submitter: Brie Siebert, brie.siebert@outlook.com

663. Panel Discussion: 4:30PM–5:50PM Lone Star Salon F
Sustainable Resilience: Surviving and Thriving in Dynamic Environments

In today's dynamic environment, resilience is increasingly important for both the individual and the larger system. This panel will explore the individual practices to increase resilience as microfoundations that build to increase organizational resilience. Panelists will discuss resilience practices within their organizations, with an emphasis on self-reinforcing, sustainable practices.

CodieAnn DeHaas, University of Washington, *Co-Chair*
 Mackenzie Allison, Seattle Pacific University, *Co-Chair*
 Emily M. Pelosi, Amazon, *Panelist*
 Jacob D. Redding, Google, *Panelist*
 Kira Kristine Wenzel, Bill & Melinda Gates Foundation, *Panelist*
 Paul R. Yost, Seattle Pacific University, *Panelist*
 Submitter: CodieAnn DeHaas, dehaasc@spu.edu

664. Symposium: 4:30PM–5:50PM Lone Star Salon G
Talent Management in Elite Sports: Using an I-O Lens

Participants in elite sports have increasingly searched for an edge in a wide range of scientific disciplines. Given the field of I-O psychology's unique ability to apply science in the workplace in a rigorous manner, this session focuses on the role talent management processes, including assessment and training/development, can play in fostering the success of elite athletes.

Eric D. Heggstad, University of North Carolina at Charlotte, *Chair*
 Elizabeth L. Shoenfelt, Western Kentucky University, *Applying I-O Psych for Performance Excellence: A Case Study of an Olympic Swimmer*
 Elliott C. Larson, Siena Consulting, Harold W. Goldstein, The Graduate Center & Baruch College, CUNY, *The Drive to Learn: Developing Talent in Sports Using I-O Principles*
 Thomas E. Schoenfelder, Caliper, a PSI business, Ricardo Roman, Caliper, a PSI business, *Mental Toughness in Professional Sports*
 Ken Yusko, University of Maryland, College Park, Charles A. Scherbaum, Baruch College & The Graduate Center, CUNY, Benjamin Goldstein, Tulane University, *Using Psychological Assessments to Predict Player Performance in the NFL*
 Daniel L. Bonilla, NBA, *Discussant*
 Submitter: Harold W. Goldstein, harold.goldstein@baruch.cuny.edu

665. Symposium: 4:30PM–5:50PM Lone Star Salon H
Research Advances in the Situational and Person Predictors of CWB

This symposium advances research on person and situation predictors of CWB by (a) exploring resource-enhancing activities that protect against CWB, (b) identifying limits of personality in mitigating CWB related to boredom and exhaustion, (c) examining how implicit personality adds value to predicting CWB, and (d) suggesting that personality and stressors make the satisfaction–CWB link spurious.

Nathan A. Bowling, Wright State University, *Co-Chair*
 Kristin A. Horan, University of Central Florida, *Co-Chair*
 Kristin A. Horan, University of Central Florida, Shiyang Su, University of Central Florida, Steve M. Jex, University of Central Florida, *Too Little, Too Much, or Just Right: Sleep, Fatigue, and Exercise*
 Allison M. Tringale, Loras College, Dustin Maneethai, University of Houston, *Idle Hands Are the Devil's Playthings: Boredom and Production Deviance*
 Jimmy Zheng, DDI, Mindy K. Shoss, University of Central Florida, *Predicting CWB With Implicit Personality: The Role of Situational Context*
 Nathan A. Bowling, Wright State University, Kevin J. Eschleman, San Francisco State University, Adam S. Kling, RHR International, *Why Are Satisfaction and CWB Related? Examining the Spuriousness Hypothesis*
 Simon Restubog, University of Illinois at Urbana-Champaign, *Discussant*
 Submitter: Kristin A. Horan, Kristin.Horan@ucf.edu

Poster Session (Testing & Assessment): 5:00PM–5:50PM
Griffin Hall

666. Poster: 5:00PM–5:50PM Board 1
Antiscience Attitudes and CWB: The Role of Hostile Attributions and Goal Orientation

Despite attention in other disciplines, the effects of antiscience attitudes have been largely overlooked within the workplace context. Data from an online

panel of 148 employees indicate that antiscience attitudes and CWBs were moderately related, and this relationship was strongest for those who were high in hostile attributional style and low in learning-goal orientation.

Shane Sizemore, Central Michigan University
Zach Reburn, Central Michigan University
Daniel Edward Gould, Cubiks
Kimberly E. O'Brien, Central Michigan University

Submitter: Shane Sizemore, sizem1sj@cmich.edu

667. Poster: 5:00PM–5:50PM

Board 2

Balancing Rigor and Efficiency in Criterion-Related Validation

Criterion-related validation studies are time consuming to conduct. Profiling offers an alternative, requiring limited time and resources. This study evaluates the effectiveness of a variety of profiling approaches. Findings show that traditional validation outperforms profiling approaches in predicting performance and group differences between candidates identified as top performers.

Mathijs Affourtit, SHL
Kristin Sanderson Allen, SHL

Submitter: Kristin Sanderson Allen, kristin.allen@shl.com

668. Poster: 5:00PM–5:50PM

Board 3

Exploring the Links Between Personality Profiles and Job Performance

This study examined the complex and long-debated relationship between personality and job performance using a person-centered approach. Results revealed 4 personality profiles, demonstrated limited evidence of incremental validity for personality profiles beyond personality traits, and indicated that the confident profile was most common among the top 10% of performers.

Sherif al-Qallawi, Florida Institute of Technology
Patrick D. Converse, Florida Institute of Technology

Submitter: Sherif al-Qallawi, sherif.alqallawi@gmail.com

669. Poster: 5:00PM–5:50PM

Board 4

Hiring Safer Rideshare Drivers: The Influence of Mechanical Reasoning and Personality

Authors assessed the mechanical reasoning ability and personality of a sample of 133 rideshare drivers and collected measures of unsafe driving outcomes and customer ratings. Results showed higher mechanical reasoning skills, but not personality, relates to driver outcomes. Gender also influenced scores on both mechanical ability and outcomes. Implications for theory and practice are discussed.

Clark Amistad, Pearson Canada Assessment
Mary Ann Hanson, Pearson
Kama D. Dodge, Cubiks

Submitter: Clark Amistad, clark.amistad@pearson.com

670. Poster: 5:00PM–5:50PM

Board 5

A Tale of Two Transportability Processes: An Application of Complementary Approaches

This research describes the development of 2 parallel approaches to transporting validity evidence, 1 based on client/local job analysis data and the other based on O*NET detailed work activities. An illustrative example using the 2 approaches on the same set of jobs is provided, with findings indicating strong similarity and convergent results.

Michael Baysinger, Cadient Talent
Joy Kovacs, Cadient Talent
Phillip M. Mangos, Adaptive Immersion Technologies

Submitter: Michael Baysinger, Michael.Baysinger@CadientTalent.com

671. Poster: 5:00PM–5:50PM

Board 6

Predicting Performance for Jobs With High Automation: A Quantitative Review

Automation is changing job characteristics of occupations. A meta-analysis of correlations between individual differences and performance when working with automation is presented. Agreeableness and neuroticism had stronger uncorrected correlations than expected. Among the non-cognitive variables, boredom proneness and video game experience had the strongest correlations with performance.

Michael F. Brady, Infoscitex
Thomas R. Carretta, U.S. Air Force
Anthony Gibson, Wright State University
Zakia Shermadou, Infoscitex
Ryan Anthony Everidge, Infoscitex

Submitter: Michael F. Brady, brady.53@wright.edu

672. Poster: 5:00PM–5:50PM

Board 7

Can You Ever Be Too Smart to Be Successful? Linear and Nonlinear Effects of GMA

Despite a century of study, many academics and popular authors downplay the importance of GMA or dismiss it entirely. One common idea is that, beyond a certain point, greater GMA does not matter or is harmful. Authors test these ideas using 3 cohort studies. Contrary to popular claims, greater GMA typically provides an advantage across the full range for success in work and education.

Matthew I. Brown, Geisinger Health System
Jonathan Wai, University of Arkansas
Christopher F. Chabris, Geisinger Health System

Submitter: Matthew I. Brown, mibrown9015@gmail.com

673. Poster: 5:00PM–5:50PM

Board 8

Investigating Group Differences in Verbal and Nonverbal Social Intelligence

Social intelligence (SI) is an important trait in predicting social effectiveness. This study examined demographic differences in SI using written and video-based SI tests. The video-based test, which requires less language proficiency, exhibited no adverse impact, whereas the written test did. This was explored across multiple racial groups and for gender. Test bias was also examined.

Matthew I. Brown, Geisinger
Andrew Speer, Wayne State University
Andrew P. Tenbrink, Wayne State University
Mike Shihadeh, Wayne State University

Submitter: Matthew I. Brown, mibrown9015@gmail.com

674. Poster: 5:00PM–5:50PM

Board 9

Designing Selection Systems to Reduce Turnover

Selection research typically emphasizes predicting job performance, but turnover is at least as important in many organizations. This study adds to the limited research on predicting turnover by examining 5 assessment methods. Results indicated interest scores did not predict turnover but interview, dispositional, biographical, and situational judgment scores showed relationships with turnover.

Joshua Bush, Proctor & Gamble
Jesse Caylor, Florida Institute of Technology
Patrick D. Converse, Florida Institute of Technology

Submitter: Jesse Caylor, jcaylor2016@my.fit.edu

675. Poster: 5:00PM–5:50PM

Board 10

A Statistical Determination of the Dimensionality of Trust

The dimensionality of data is important to determine as it impacts both the assessment and development of theory as well as its practical utilization as in the prediction context. The bifactor model of trust model is pitted against traditional data structures and evaluated. The 2-factor structure of McAllister's (1995) widely employed trust scale is better represented as 1 general factor.

Michael D. Covert, University of South Florida
Winston R. Bennett, Jr., Training Research Laboratory

Submitter: Michael D. Covert, covert@usf.edu

676. Poster: 5:00PM–5:50PM

Board 11

Role of Mental Abilities and Conscientiousness in Explaining College Grades

This study examined the role of general and specific mental abilities and conscientiousness in predicting college academic performance using data from Project TALENT. Conscientiousness and *g* independently predicted college GPA, but there was no support for the multiplicative model. Specific abilities failed to add incremental validity over *g*.

Jeffrey M. Cucina, U.S. Customs and Border Protection

Kevin A. Byle, U.S. Customs and Border Protection
 Scott K. Burtnick, U.S. Customs and Border Protection
 Submitter: Jeffrey M. Cucina, jcucina@gmail.com

677. Poster: 5:00PM–5:50PM Board 12

Gender Effects in Structured Employment References: No Cause for Concern

Narrative employment references have been found to allow for gender bias in personnel selection. In a sample of ratings by over 4 million employment references for nearly 2 million applicants, no effect of gender bias was found in structured, quantitative employment references across job levels and industries, supporting structured employment references as a fair personnel selection practice.

Peter A. Fisher, Wilfrid Laurier University
 Disha D. Rupayana, SkillsSurvey, Inc.
 Chet Robie, Wilfrid Laurier University
 Cynthia A. Hedricks, SkillSurvey, Inc.

Submitter: Peter A. Fisher, fish0150@mylaurier.ca

678. Poster: 5:00PM–5:50PM Board 13

Examining the Feasibility of Alternative Approaches to Forced-Choice Item Information

Authors examined the viability of 2 alternative approaches to calculating item information in forced-choice item response theory: numeric approximation and automatic differentiation. Simulation results found that both methods can calculate item information to an acceptable level. Automatic differentiation is a particularly promising approach as models become more complex.

Michael Grossenbacher, Wonderlic, Inc.
 Zachary Warman, Wonderlic, Inc.

Submitter: Michael Grossenbacher, michael.grossenbacher@wonderlic.com

679. Poster: 5:00PM–5:50PM Board 14

Examining the Impact of Forced-Choice Test Configurations on Test Results

Authors examined the ability of IRT-based forced-choice personality tests to accurately recover single-stimulus scores in a real-data situation. No differences were found based on either the response function of the test nor the size of the item blocks. Further, neither cognitive ability nor methodicalness moderated the ability of the tests to provide accurate scores.

Michael Grossenbacher, Wonderlic, Inc.
 Kimberly E. O'Brien, Central Michigan University

Submitter: Michael Grossenbacher, michael.grossenbacher@wonderlic.com

680. Poster: 5:00PM–5:50PM Board 15

Faking and the Validity of Personality Tests: An Experimental Investigation

This study examined the relationship between faking and personality test validity using a 3 x 3 manipulation of the ability and motivation to fake. Results suggested a complex interplay among faking, construct validity, and criterion-related validity. Research on faking-resistant tests shows promise for advancing high-stakes personality measurement and theories of faking.

Christopher R. Huber, HumRRO
 Nathan R. Kuncel, University of Minnesota
 Katie Broadwell Huber, University of Wisconsin-River Falls
 Anthony S. Boyce, Amazon

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

681. Poster: 5:00PM–5:50PM Board 16

The Effect of Community Evaluators on the Selection of Entry-Level Police Officers

As a method of building relationships with the public, some police forces have integrated community members as evaluators into the assessment and selection process. Using data from a large Midwest police division, there was no statistical evidence to suggest that the presence of a community evaluator affected rater agreement, subgroup differences, selection outcomes, or predictive validity.

Eric Hutchison, Hutchison Consulting, LLC
 James S. Herndon, IGO Metrics

Submitter: Eric Hutchison, EricHutchison@protonmail.com

682. Poster: 5:00PM–5:50PM

Board 17

Are Vocational Interests Susceptible to Faking?: An Employee Sample

Faking on a vocational interest measure was investigated using an experimental design. Participants were instructed to “fake good,” and scores were compared to an honest condition. Results show that participants were able to fake interest dimensions and faking may affect the criterion validity of the measure. Implications for the use of vocational interest for selection purposes are discussed.

Sergio Miguel Marquez, Michigan State University
 Danielle M. Gardner, Michigan State University
 Christopher D. Nye, Michigan State University
 Serena Wee, University of Western Australia

Submitter: Sergio Miguel Marquez, Marquezs@msu.edu

683. Poster: 5:00PM–5:50PM

Board 18

Encouraging the Use of Mechanical Data Combination:

The Autonomy–Validity Dilemma

Decision makers use decision rules more often when they have autonomy over them. However, increased autonomy should not result in validity loss. Authors investigated the effect of varying degrees of autonomy on use intentions and validity. Some types of autonomy increased use intentions of decision rules but did not result in higher validity than holistic judgments. Intermediate level session.

Marvin Neumann, University of Groningen
 Susan Niessen, University of Groningen
 Jorge Tendeiro, University of Groningen
 Rob Meijer, University of Groningen

Submitter: Marvin Neumann, m.neumann@rug.nl

684. Poster: 5:00PM–5:50PM

Board 19

Predicting Performance Using Information With Varying Validity:

A Lens-Model Analysis

Authors investigated holistic performance predictions made using predictors of varying predictive validity. Holistic predictions had lower validity than regression-based predictions and the best predictor alone, due to inaccurate weighting. Using a combination of predictors that shows (incremental) validity in an optimal statistical model can have detrimental effects on holistic judgment procedures.

Susan Niessen, University of Groningen
 Marvin Neumann, University of Groningen

Submitter: Susan Niessen, a.s.m.niessen@rug.nl

685. Poster: 5:00PM–5:50PM

Board 20

Leveraging Faking: Using Trainees to Set Personality Cut Scores for Applicants

Authors compared emotional stability, conscientiousness, and agreeableness across incumbents, trainees, and applicants. Regression models demonstrated applicants had the highest mean scores, followed by trainees, then incumbents. This suggests that practitioners can set more accurate personality cut scores using data from trainees or early tenure incumbents rather than established incumbents.

Sonia L. Oakley, FurstPerson
 Kin Leong Chan, FurstPerson
 April R. Cantwell Holland, FurstPerson

Submitter: Sonia L. Oakley, sonia.l.oakley@gmail.com

686. Poster: 5:00PM–5:50PM

Board 21

Toward a Better Understanding of Less Structured Interviews: A Contrarian Review

This study provides a contrarian review of the employment interview literature and discusses methodological, theoretical, and practical reasons that the validity and value of less structured interviews might be greater than previously thought. Based on the review of the literature, an agenda for future research is proposed.

In-Sue Oh, Temple University
 Youngduk Lee, Indiana University
 Kaifeng Jiang, Notre Dame University
 Gang Wang, Florida State University

Submitter: Youngduk Lee, yl96@indiana.edu

687. Poster: 5:00PM–5:50PM

Board 22

How to Use Item Desirability Ratings for Constructing Forced-Choice Tests
Forced-choice response format as faking prevention method matches items comprising each forced-choice block in terms of desirability for the job. Authors show that utilizing mean desirability ratings for item matching may yield inaccurate similarity values and result in inferior matches. They propose a distance-based alternative that may yield accurate similarity values and optimal matches.

Goran Pavlov, University of Barcelona/University of South Carolina

Dexin Shi, University of South Carolina

Alberto Maydeu-Olivares, University of South Carolina

Submitter: Goran Pavlov, pavlovg@mailbox.sc.edu

688. Poster: 5:00PM–5:50PM

Board 23

Use of SME Importance Ratings and Profiling in Selection Model Development

Authors compared use of subject matter expert (SME) importance ratings and profiling of high performers as variable selection strategies in selection model development across 3 samples ($N_s = 1,093, 243, 308$). Validities achieved with SME importance ratings were consistently lower than statistically optimal models and similar to validities obtained with profiling and random selection.

Mark R. Rose, U.S. Air Force

John D. Trent, U.S. Air Force

Matthew Shisler, U.S. Air Force

Submitter: Mark R. Rose, mark.rose.7@us.af.mil

689. Poster: 5:00PM–5:50PM

Board 24

Adaptation of Implicit Association Test for Measurement of Personality Trait

The authors examined the psychometric properties of an implicit association test specifically measuring the personality traits of Conscientiousness and Extraversion. Findings suggest that there was a significant correlation between implicit and explicit measures of Extraversion. Subgroup differences were observed for gender and age.

Arash Shokri, Illinois Institute of Technology

Margaret Burke, Illinois Institute of Technology

Frank Manibusan, Illinois Institute of Technology

Scott B. Morris, Illinois Institute of Technology

Submitter: Arash Shokri, arash.shokri@aol.com

690. Poster: 5:00PM–5:50PM

Board 25

Using Ensemble Machine Learning to Improve Assessment in Personnel Selection

Ensemble learning, a machine learning (ML) approach, was used to obtain personality estimates from text-based responses in personnel selection. Results showed that the approach generally resulted in higher validity than the single ML models and expert ratings. Theoretical explanation for how ensemble learning improves reliability and validity, as well as practical implications are discussed.

Chen Tang, University of Illinois at Urbana-Champaign

Hyun Joo Shin, Purdue University

Aarya Barve, Purdue University

Q. Chelsea Song, Purdue University

Submitter: Chen Tang, chent3@illinois.edu

691. Poster: 5:00PM–5:50PM

Board 26

Individual Differences in Interview Design: Factors Affecting Question Choice

This study examined relationships between interview question choice, general mental ability (GMA), and social aptitude. Past behavioral and traditional questions were rated most effective. GMA and social aptitude were strongly related to skill in identifying effective questions. Those higher in GMA and social aptitude were more likely to alter question effectiveness judgements across jobs.

Andrew P. Tenbrink, Wayne State University

Michael Schwendeman, Denison Consulting

Lauren Wegmeyer, Wayne State University

Sugandhjit Kaur, Wayne State University

Andrew Speer, Wayne State University

Submitter: Andrew P. Tenbrink, ga7468@wayne.edu

692. Poster: 5:00PM–5:50PM

Board 27

On the Continued Misinterpretation of Research Findings Regarding Stereotype Threat

Steele and Aronson (1995) showed that stereotype threat affects the test performance of stereotyped groups. Sackett, Hardison, and Cullen (2004) found that many researchers wrongly inferred that this eliminated the race gap in test scores. This re-examination found that while the rate of misinterpretation in journal articles has dropped from 91% to 42%, the rate is still substantial.

Dana H. Tomeh, University of Minnesota, Twin Cities

Paul R. Sackett, University of Minnesota

Submitter: Dana H. Tomeh, tomeh001@umn.edu

693. Poster: 5:00PM–5:50PM

Board 28

The Testing Environment as an Explanation for UIT Device-Type Effects
Environmental distractions were investigated as an explanation for the discrepancy in observed UIT device-type effects between operational and nonoperational studies. GMA scores were similar among 3 conditions despite participants reporting higher levels of distraction when tested in the distracting environment. Results were replicated, and alternative explanations proffered.

Zach K. Traylor, Texas A&M University

Ellen Hagen, Texas A&M University

Ashleigh Williams, Texas A&M University

Winfred Arthur, Jr., Texas A&M University

Submitter: Zach K. Traylor, zktraylor@gmail.com

694. Poster: 5:00PM–5:50PM

Board 29

Subgroup Differences in Assessment Center Ratings: A Meta-Analysis of Moderators

Evidence demonstrates that subgroup differences in assessment center (AC) ratings can be larger than previously assumed. This meta-analysis examined the conditions affecting gender and racial subgroup differences in AC ratings. Findings highlight the importance of 3 moderators: the gender make up of assesseees, the type of AC dimension rated, and the rigor in AC design and implementation.

Adam J. Vanhove, James Madison University

Brooke Z. Graham, James Madison University

George C. Thornton, III, Colorado State University

Submitter: Adam J. Vanhove, vanhovaj@jmu.edu

695. Poster: 5:00PM–5:50PM

Board 30

Man Versus Machine: Does Machine Learning Improve the Validity of Empirical Keying?

Authors compare the criterion-related validity of traditional scoring, empirical keying, and machine-learning based scoring in 3 datasets, 2 containing cognitive ability tests and 1 containing a biographical data predictor. No scoring method was consistently superior in these data, and machine learning approaches merit further investigation in quantitative validity studies.

Philip T. Walmsley, U.S. Office of Personnel Management

Jeffrey M. Cucina, U.S. Customs and Border Protection

Kimberly M. Perry, U.S. Customs and Border Protection

Kimberly J. Wilson, U.S. Customs and Border Protection

Submitter: Jeffrey M. Cucina, jcucina@gmail.com

696. Poster: 5:00PM–5:50PM

Board 31

Does Faking Good Take Longer Than to Answer Honestly? It Depends on the Transparency

Response latency was significantly longer in fake good instruction rather than in honest one for situational judgment test (SJT) although not significant for a HEXACO personality test. Findings indicate that transparency moderates the link between faking and response latency, with the medium transparent, the longer it takes to fake (i.e., inverted-U shaped moderating effect).

Dan Wang, University of Science and Technology of China

Derek Qingxiong Weng, University of Science and Technology of China

Submitter: Dan Wang, wd0319@mail.ustc.edu.cn

697. Poster: 5:00PM-5:50PM

Board 32

Breaking Bad: How Does Negative Social Media Content Affect Applicant Evaluations?

Using an experimental design, this study identified the mechanisms by which raters form judgments about job applicants on social media to inform employment-related decisions. Results demonstrated that negative social media content impacted applicant suitability ratings via perceptions of applicant integrity and conscientiousness. Likewise, evidence of gender bias favoring male applicants emerged.

Julia Hylton Whitaker, University of Texas at Arlington

Amber N. Schroeder, University of Texas at Arlington

Submitter: Julia Hylton Whitaker, julia.whitaker@mavs.uta.edu

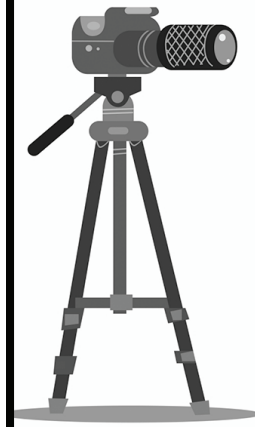


Photo Booth Headshots

presented by
the Electronic
Communications
Committee

Friday: 8:30am-5:00pm
Griffin Hall, 2nd Floor



NEXT GEN Assessment EXPERIENCE

Aon's industry-leading talent assessments leverage advances in technology and proven IO Psychology principles. Our solutions:

- ▶ Deliver a fun, engaging and predictive assessment process.
- ▶ Utilize glass box AI processes.
- ▶ Take the risk out of hiring and developing talent.

We lead the market, working in partnership with clients to design, develop and deploy the assessments of the future. Each year we conduct 30 million assessments in 90 countries and 40 languages.

Visit us at assessment.aon.com or contact us at assess@aon.com.

AON
Empower Results®

Do more with your data

STRATEGIC SURVEYS

EMPLOYEE ENGAGEMENT

PULSE/CONTINUOUS LISTENING

LIFECYCLE (ONBOARDING, EXIT, AND MORE)

180/360 ASSESSMENTS

CUSTOMER/STAKEHOLDER

AI-DRIVEN ACTION TOOLS

ACTION PRIORITIZATION

COMMENT ANALYSIS

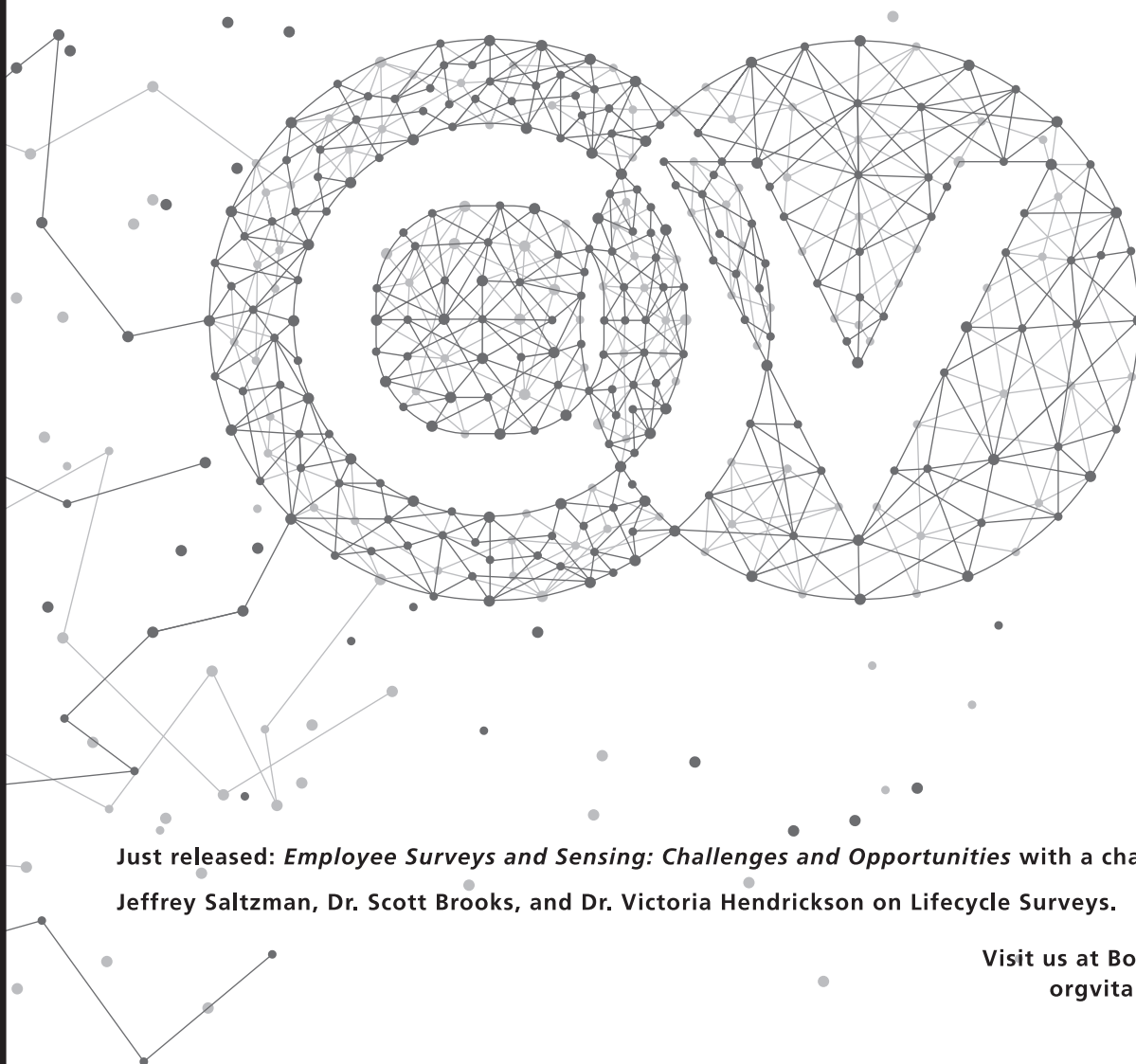
TARGETED NUDGES



OrgVitality

Do more with OrgVitality

OUR INTEGRATED SOLUTIONS
CONNECT ALL YOUR DATA,
LETTING YOU SEE A CLEAR PICTURE
OF YOUR BUSINESS



Just released: *Employee Surveys and Sensing: Challenges and Opportunities* with a chapter by Jeffrey Saltzman, Dr. Scott Brooks, and Dr. Victoria Hendrickson on Lifecycle Surveys.

Visit us at Booth 308
orgvitality.com

***Have you calculated how much time and money
you spend on paper interview guides?***

Interview Guide Platform™

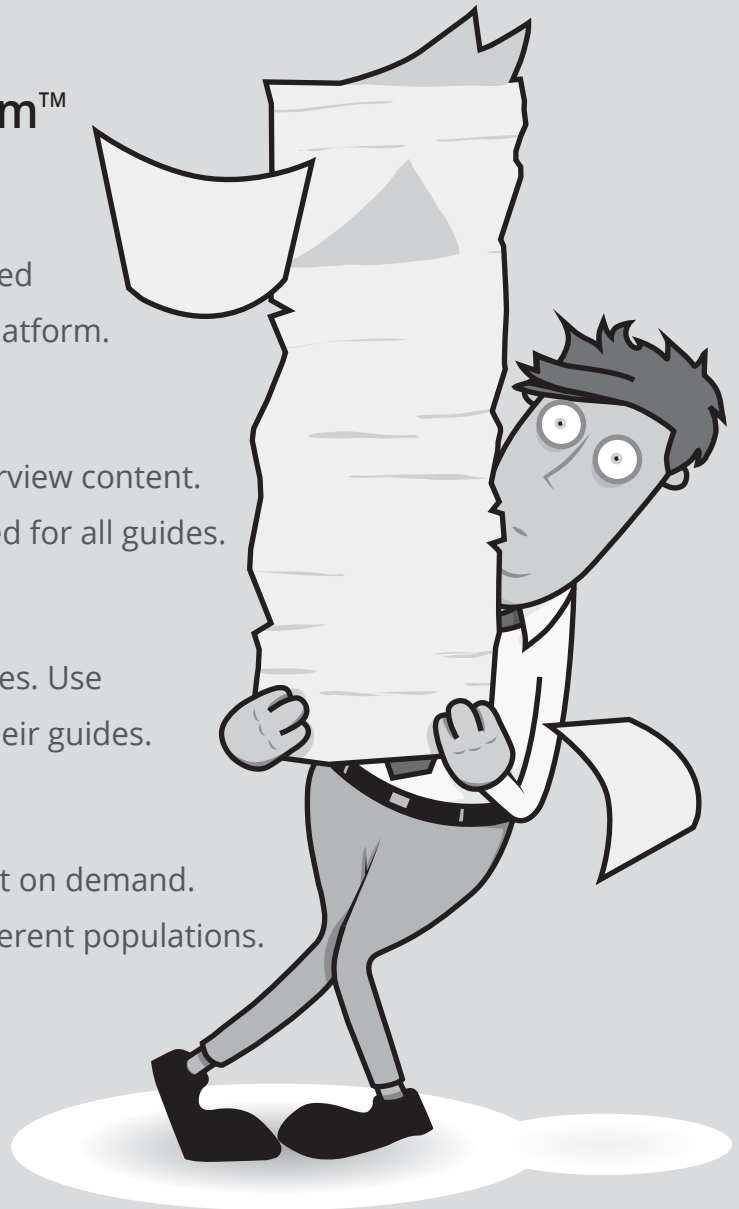
Don't force fit your carefully designed
interview guides into a one-size-fits-all platform.

Build PDF & digital guides with your interview content.
Add your unique guide template to be used for all guides.

Assign role-based access to all guides. Use
SSO to automatically direct users to their guides.

Manage all of your interview content on demand.
Create specific guide instructions for different populations.

**Come see a demo!
Booth 505**



quintela.io



Employee surveys and people analytics
to help you see the way forward



VISIT US AT BOOTH #609
www.perceptyx.com



Alliant International University
**California School
of Professional Psychology**



Expertise. Leadership. Impact.

FEATURED GRADUATE PROGRAMS

Org Psychology | MA
Org Psychology | PhD
Org Behavior | MA
Org Development | PsyD
Leadership | PhD

Since 1969, the California School of Professional Psychology at Alliant International University has fostered learning that moves students forward in their professions and in their lives. We can help you transform your experience into expertise, and your expertise into leadership—so you can make an impact on communities, the people within them, and the world beyond.

visit us at **Booth 113**

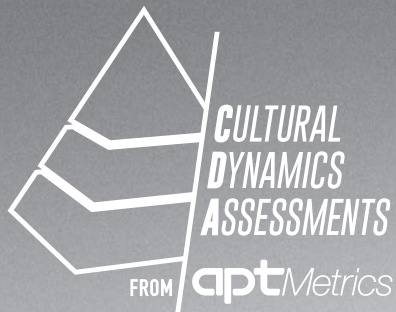


A Legacy of Impact

CSPP.Alliant.edu

SAN DIEGO | SAN FRANCISCO | LOS ANGELES
FRESNO | SACRAMENTO | IRVINE | ONLINE

Alliant is a private university accredited by the WASC Senior College and University Commission (WSCUC). We are an equal opportunity employer and educator. For more information about our graduation rates, the median debt of students who completed the program, and other important information visit alliant.edu/consumer.



Maximize Your Hiring Success

In your company, what are the characteristics, attitudes, traits and behaviors of the people who consistently thrive?

Would you hire more of those people if you could?

By clearly understanding the dynamics of your unique culture, you can optimize your hiring processes and increase both corporate and employee growth.



APTMetrics' Cultural Dynamics assessments help you efficiently screen candidates who will align with, adapt to and shape your values and culture, resulting in a more engaged and productive workforce that is less likely to turn over.

Cultural Dynamics Assessments:

- Handle high volumes objectively and fairly
- Minimize bias
- Identify top candidates
- Deliver positive bottom-line impact



Come speak with us at booth 216 in the SIOP exhibit hall for more details and scan this QR code to view a short, informational video about Cultural Dynamics Assessments from APTMetrics.

aptMetrics®

Assessment-Centered Talent Management Solutions

www.APTMetrics.com

© 2020 APTMetrics

698. Symposium: 8:00AM–9:20AM

201-202

Novel Approaches for Detecting and Preventing Applicant Faking

This symposium draws on advanced methodology and presents 4 diverse and innovative approaches to detecting and preventing applicant faking on personality tests and interviews. By presenting the performance of these approaches, the symposium provides insight on the response processes of individuals who fake. Each presentation will end with suggestions for researchers and practitioners.

Georgi P. Yankov, DDI, *Chair*

Tianjun Sun, University of Illinois at Urbana-Champaign, Bo Zhang, University of Illinois Urbana-Champaign, Mengyang Cao, Facebook, Fritz Drasgow, University of Illinois at Urbana-Champaign, *Detecting Faking in Personality Tests With the Tree Process Model*

Georgi P. Yankov, DDI, Douglas H. Reynolds, DDI, *Re-Examining Mixed-Model IRT for Uncovering Faking on Personality Tests*

Benedikt Bill, Ulm University, Klaus G. Melchers, Ulm University, *Exploring and Testing Countermeasures Against Faking in Job Interviews*

Lu Zheng, Auburn University, Jinyan Fan, Auburn University, *The Role of Ability to Fake and Motivation to Fake in Faking*

Michael J. Zickar, Bowling Green State University, *Discussant*

Submitter: Georgi P. Yankov, georgi.petkoff@gmail.com

699. Alternative Session Type with multiple papers:

8:00AM–9:20AM

203-204

Competency and Skill Gap Analysis: A Best Practice Incubator

Practitioners representing 5 organizations will present approaches for conducting competency or skill gap analysis, centered around 4 questions: (a) What was the research question? (b) What was measured? (c) How was it measured? and (d) How were results organized? A panel discussion will follow the presentations to identify core themes, discuss lessons learned, and engage the audience.

Philip T. Walmsley, U.S. Office of Personnel Management, *Co-Chair*Hanna K. Pillion, U.S. Customs and Border Protection, *Co-Chair*

Robert F. Calderon, American Institutes for Research, Kyle Zachary Dobson, FMP Consulting, *Conducting a Competency Assessment for the U.S. Department of Education's Workforce*

Tim McGonigle, HumRRO, *Gap Analysis in Response to a New Organizational Mission*

Hanna K. Pillion, U.S. Customs and Border Protection, Kathleen A. Stewart, U.S. Customs and Border Protection, *Guiding Law Enforcement Careers Using Competency Gap Analysis*

Peter W. Seely, Centers for Disease Control and Prevention, Brandon A. Johnson, Centers for Disease Control and Prevention, Daniel McDonald, Centers for Disease Control and Prevention, *CDC Workforce 2030 Competency Gap Analysis*

Alix Autrey, U.S. Office of Personnel Management, Dana M. Grambow, U.S. Customs and Border Protection, *Development and Application of a Strategic Gap Analysis Framework*

Robert F. Calderon, American Institutes for Research, *Presenter*

Tim McGonigle, HumRRO, *Presenter*

Peter W. Seely, Centers for Disease Control and Prevention, *Presenter*

Alix Autrey, U.S. Office of Personnel Management, *Presenter*

Submitter: Philip T. Walmsley, walmsley.phil@gmail.com

700. Community of Interest: 8:00AM–8:50AM

408-409

Changing Privacy Expectations in Research and Practice

In this COI, participants are invited to a discussion about recent changes in consumer/data subjects' privacy and its implications on research and practice. Questions such as these will be addressed: How has informed consent changed in the wake of CCPA/GDPR? How can organizations incorporate data privacy without losing valuable research data? How has the management and sharing of data changed?

Jean Leslie, Center for Creative Leadership, *Host*Laura N. Johnson, SHL, *Host*

Katharine O. Murray, American Family Insurance, *Coordinator*

Submitter: Katharine O. Murray, kmurray@amfam.com

701. Master Tutorial: 8:00AM–9:20AM

502-503

Best Practices to Hire and Retain Veterans

This master class will summarize findings from the research, recommend best practices, suggest resources and materials, and offer communication strategies that business leaders and human resource executives can immediately apply to their organizations to help improve the way that their companies source, interview, hire, and retain military veterans.

Nathan D. Ainspan, Transition to Veterans Program Office, *Presenter*
Sheri Eiler, Walmart, *Presenter*

Tebring Piquado, The RAND Corporation, *Presenter*

Mark L. Poteet, Organizational Research & Solutions, Inc., *Presenter*

Lisa Stern, SHRM-CP/FourBlock Foundation, *Presenter*

Amanda Weinstein, University of Akron, *Presenter*

Submitter: Nathan D. Ainspan, nate@ainspan.com

702. Alternative Session Type with Presenters:

8:00AM–9:20AM

Brazos

It's Not You, It's Me: Examining I-O Psychology's Decline in Learning and Development

Leveraging the collective expertise of the I-O psychology community, this alternative session will explore our declining involvement and lack of relevant research in L & D, even as employee L & D is rapidly transforming. Participants will be involved in focused discussions to help chart a path forward for our role as I-O psychologists in support of L & D.

Annalyn Jacob, Merck & Co., Inc., *Chair*

Carolyn Hill-Fotouhi, Merck & Co., Inc., *Presenter*

Chia-Lin Ho, Ho Leadership & Talent Management Associates, *Presenter*

Kurt Kraiger, University of Memphis, *Presenter*

Victoria P. Mattingly, Mattingly Solutions, LLC, *Presenter*

Submitter: Annalyn Jacob, acassiej@gmail.com

**703. Panel Discussion: 8:00AM–9:20AM JW Grand Salon 1
Real-Life Ethical Quandaries: The Internal/External Consultant Interplay**

Situations commonly arise that place external consultants (e.g., executive coach) and/or internal stakeholders (e.g., talent head) in ethical gray zones. A panel of highly experienced external and internal consultants will share real-life vignettes of complex, nuanced ethical dilemmas, analyze the pros/cons of various responses, and engage the audience by asking them to share their own examples.

Charlotte R. Gerstner, Chevron Corporation, *Chair*

Laura A. Finfer, Leadership Excellence Consulting, *Panelist*

Tom Ruddy, Becton, Dickinson and Company, *Panelist*

Lois M. Tamir, Leadership Excellence Consulting, *Panelist*

Steven E. Walker, Citizens Financial Group, *Panelist*

Submitter: Laura A. Finfer, Laura@leadershippec.com

**704. Special Event: 8:00AM–9:20AM JW Grand Salon 2
SIOP Select: Political Ideas in Global Workplaces: Role of I-O in Politically Charged Environments**

Socio-political ideology in the global workplace and the role of I-O psychology in politically charged environments will be discussed: What does the research say about ideology in the workplace? Does it differ by national culture or type of ideology? What is the role of I-O psychology in ensuring that employees are productive and engaged while also protecting individual freedom of expression?

Christopher T. Rotolo, PepsiCo, *Chair*

Matthijs Bal, Erasmus University Rotterdam, *Presenter*

Dana H. Born, Harvard Kennedy School, *Presenter*

Paula Caligiuri, Northeastern University, *Presenter*

Kira Foley, George Washington University, *Presenter*

M. Gloria Gonzalez-Morales, University of Guelph, *Presenter*

Kristen L. Swigart, Pennsylvania State University, *Presenter*

Sara P. Weiner, Independent and Glint, *Presenter*

Submitter: Christopher T. Rotolo, chris@behavioralinsights.com

705. Alternative Session Type with Presenters:**8:00AM–9:20AM****JW Grand Salon 3****Got Stress? Leveraging I-O Psych to Transform Workplace Behavioral Health Approaches**

Nationwide increases in stress and suicide highlight a growing need for organizations to move beyond traditional approaches to employee wellness to solutions that consider culture, leadership, policy, and prevention. Academic and industry innovators will facilitate an “incubator” session to develop an actionable blueprint for revolutionizing employee well-being research and practice.

Jessica A. Gallus, Forefront Suicide Prevention, *Chair*

Kristin N. Saboe, Boeing, *Co-Chair*

Domingo Herraiz, International Association of Chiefs of Police, *Presenter*

Jenny Howland, The Boot Campaign, *Presenter*

Dianna Jaffin, Independent Consultant, *Presenter*

Erin Oehler, National Action Alliance for Suicide Prevention, *Presenter*

Submitter: Jessica A. Gallus, jessica.gallus@gmail.com

706. Alternative Session Type with multiple papers:**8:00AM–9:20AM****JW Grand Salon 4****Research Incubator: Measuring and Conceptualizing Workplace Deviance**

Presenters begin with short summaries of research on emerging conceptualization and measurement issues facing workplace deviance. The discussant will then provide a summary and insights on the research that will help generate topics and questions for small-group discussion. Session concludes with all participants discussing the next phase of deviance scholarship.

Bailey A. Bigelow, University of Central Florida, *Co-Chair*

Nichelle C. Carpenter, University of South Carolina, *Co-Chair*

Jason David Kautz, University of North Carolina at Charlotte, Bailey A. Bigelow, University of Central Florida, Nichelle C. Carpenter, University of South Carolina, *Workplace Deviance Behavior Profiles*

Joel Koopman, Texas A&M University, James M. Conway, Central Connecticut State University, Nikos Dimotakis, Oklahoma State University, Bennett J. Tepper, The Ohio State University, Young Eun Lee, Texas A&M University,

Steven G. Rogelberg, University of North Carolina at Charlotte, Fadel K. Matta, University of Georgia, Robert Lount, The Ohio State University, *Examining the Interplay Between Counterproductive Work Behavior and Negative Affect*

I-Heng Wu, University of Iowa, Eean R. Crawford, University of Iowa, Michele Williams, University of Iowa, Yu-Ching Chiao, National Chung Hsing University, *Better or Worse? How Today's Envy-Coping Behaviors Affect Tomorrow's Envy*

Young Eun Lee, Texas A&M University, *Presenter*

Rebecca J. Bennett, University of Central Florida, *Presenter*

Submitter: Bailey A. Bigelow, bailey.bigelow@ucf.edu

707. Symposium: 8:00AM–9:20AM**JW Grand Salon 5****Scale Development, Adaptation, and Other Measurement Issues in I-O Psychology**

Without proper measurement, conclusions drawn from study results may be meaningless. Yet, the focus on proper measurement has decreased in recent years. The papers in this symposium highlight several measurement issues prevalent in I-O psychology and describe their effects. Best practices to address common measurement issues related to scale development and adaptation are also discussed.

Jeremy L. Schoen, University of Mississippi, Tine Koehler, University of Melbourne, Justin A. DeSimone, University of Alabama, Joseph Richard Schaefer, University of Mississippi, *Distrust and Verify: Qualities of Measurement Reporting in Organizational Research*

Mary Monroe Hausfeld, University of North Carolina at Charlotte, Liana Morgan Kremer, University of North Carolina at Charlotte, Eric D. Heggestad, University of North Carolina at Charlotte, Charmi Patel, University of Reading, *ESM: How Do Expert Recommendations Compare to Actual Author Practices?*

Kathleen R. Keeler, The Ohio State University, Sheila Keener, Old Dominion University, Zitong Sheng, Virginia Commonwealth University, *Lost in Translation? A Review and Comparison of Scale Translation Practices*

Wenhao Wang, Virginia Commonwealth University, Yingyi Chang, George Mason University, Jose M. Cortina, Virginia Commonwealth University, Sooyeol Kim, National University of Singapore, *Performance Consistency:*

Development and Validation of a New Measure

Scott Tonidandel, University of North Carolina at Charlotte, *Discussant*

Submitter: Kathleen R. Keeler, keeler.79@osu.edu

708. Symposium: 8:00AM–9:20AM**JW Grand Salon 6****The Evolution of 360s and Practical Recommendations for Today**

Over the past 30 years, the psychometric foundations of 360 assessments have evolved and a wealth of experience on best practices in 360 assessments has been accumulated. In this session 4 experts, 2 from large multinational organizations and 2 from major 360 consulting firms, share their knowledge, experiences, and views on changing trends on the use of 360 assessments in applied settings.

Ryne A. Sherman, Hogan Assessments, *Co-Chair*

Peter Berry, *Latest Trends in 360 Assessment*

Sathi Banerjee, Shell International Ltd., Suman Lam, Shell, Esther Monica

Bongenaar, Shell, *The Evolution of 360 Assessment at Shell: Conducting 360s at Large Scale*

Allan H. Church, PepsiCo, James Scrivani, PepsiCo, Michael D. Tuller, PepsiCo,

Breanna Paynter, PepsiCo, *Every Day Is a Winding Road: The Evolution of 360 Feedback at PepsiCo*

Robert B. Kaiser, Kaiser Leadership Solutions, *The Leadership Versatility Index: A 25-Year Odyssey to a Truly Innovative 360*

Submitter: Ryne A. Sherman, rynesherman48@gmail.com

709. Symposium: 8:00AM–9:20AM**JW Grand Salon 7-8****Interview Technology and AI: Effects on Applicants, Evaluators, and Adverse Impact**

Five studies are presented to enhance understanding of interview technology and artificial intelligence (AI). The studies examine how technology-mediated interviews affect interview performance, and investigate effects of AI for evaluating interviews, the relation of information regarding AI and applicant reactions, and the impact of AI decision-support systems on selection tasks. (Intermediate)

Markus Langer, Universität des Saarlandes, *Chair*

Johannes Basch, Ulm University, *Co-Chair*

Johannes Basch, Ulm University, Klaus G. Melchers, Ulm University, Anja Kurz, Ulm University, Maya Krieger, Ulm University, Linda Miller, Ulm University, *Performance and Fairness Differences Between FTF and Videoconference Interviews*

Jerod Cody White, George Washington University, Tara S. Behrend, George Washington University, *Can You Hear Me Now? The Influence of Technology Disruptions in Virtual Interviews*

Joshua P. Liff, HireVue, Nathan J. Mondragon, HireVue, Adam Bradshaw, HireVue, *Automated Competency Based Structured Video Interviewing (SVI)*

Manuel F. Gonzalez, Baruch College & Graduate Center, CUNY, Weiwei Liu, Aon, Lei Shirase, Aon, David L. Tomczak, George Washington University, Carmen Elisabeth Lobbe, Aon's Assessment Solutions, Richard Justenhoven, Aon

Assessment GmbH, Oke Steffen Brandt, Aon, Nico Tschöpe, Aon's Assessment Solution, *AI as an Ally: Improving Reactions to Artificial Intelligence*

Markus Langer, Universität des Saarlandes, Cornelius J. König, Universität des Saarlandes, Vivien Busch, Universität des Saarlandes, *The Effects of Automated Decision-Support Systems on Personnel Selection Tasks*

Submitter: Markus Langer, markus.langer@uni-saarland.de

710. Alternative Session Type with Presenters:**8:00AM–9:20AM****Lone Star Salon A****Assessing and Affecting Organizational Culture Using Modern Survey Practices**

The concept of culture remains pervasive in business, yet the I-O field has focused more on climate and engagement surveys. This session addresses how modern online employee surveys can be used to assess and affect culture. Experts share prepared answers to questions pertaining to conceptual and practical topics, which will be selected by the audience to create an interactive session.

Paul M. Mastrangelo, CultureIQ, *Chair*

Daniel R. Denison, International Institute for Management Development, *Presenter*

William H. Macey, CultureFactors, Inc., *Presenter*

Benjamin Schneider, University of Maryland/University of Southern California, *Presenter*

Submitter: Paul M. Mastrangelo, docpmm@gmail.com

711. Alternative Session Type with multiple papers:**8:00AM–9:20AM****Lone Star Salon B****Research Incubator: The Future of Stigma Identity Management Research**

Six presenters will highlight how employees are increasingly bringing new and more complex aspects of themselves to work through their presentations on understudied perspectives of stigma identity management. Following the short presentations, the audience will join the presenters in break out groups and brainstorm the future of stigma identity management research.

Sabrina D. Volpone, University of Colorado Boulder, *Co-Chair*

Brent J. Lyons, York University, *Co-Chair*

Liza Y. Barnes, University of Colorado Boulder, Sabrina D. Volpone, University of Colorado Boulder, Brent J. Lyons, York University, Jordan Alcon, University of Colorado Boulder, Ashlyn Fleming, University of Colorado Boulder, *A Review of Identity Management Research*

Karoline Summerville, University of North Carolina, Charlotte, Enrica N. Ruggs, University of Memphis, *A Conceptual Framework of Authenticity for Multiple Minority Leaders*

Camellia Sison Bryan, Schulich School of Business, Sabrina D. Volpone, University of Colorado Boulder, Brent J. Lyons, York University, *The Black Sheep Effect and People of Color's Reactions to Stigma Identity Management*

Jacob Walla, Texas A&M University, Isaac E. Sabat, Texas A&M University, *Bisexual Barriers: Explaining Workplace Outcomes Through Disclosure Differences*

David F. Arena, Jr., University of Memphis, Kristen P. Jones, University of Memphis, *Identity Management Strategy Enactment Based on Gender and Sexual Orientation*

Jaeun Lee, University of Maryland, College Park, Jennifer L. Wessel, University of Maryland, College Park, *Feminist Identity/Women's Career Aspirations: Examining Feminist Identity Profiles*

Liza Y. Barnes, University of Colorado Boulder, *Presenter*

Karoline Summerville, University of North Carolina, Charlotte, *Presenter*

Camellia Sison Bryan, Schulich School of Business, *Presenter*

Jacob Walla, Texas A&M University, *Presenter*

David F. Arena, Jr., University of Memphis, *Presenter*

Jaeun Lee, University of Maryland, College Park, *Presenter*

Submitter: Sabrina D. Volpone, sabrina.volpone@colorado.edu

712. Panel Discussion: 8:00AM–9:20AM Lone Star Salon C
I-O Psychology Master's Program Director Perspectives:**Round 2**

Master's programs in industrial and organizational psychology are increasing in both number and diversity of program structure. Building upon last year's SIOP session, 5 directors of diverse master's programs in industrial and organizational psychology give their perspectives on opportunities, issues, and challenges facing their programs and how they address these.

Sylvia G. Roch, University at Albany, SUNY, *Chair*

Roya Ayman, Illinois Institute of Technology, *Panelist*

Alyssa M. Gibbons, Colorado State University, *Panelist*

Gregory J. Pool, St. Mary's University, *Panelist*

Comila Shahani-Denning, Hofstra University, *Panelist*

Carol F. Shoptaugh, Missouri State University, *Panelist*

Submitter: Sylvia G. Roch, sroch@albany.edu

713. Panel Discussion: 8:00AM–9:20AM Lone Star Salon D
Context Matters: Experiences From Building Leadership Programs in High-Stake Jobs

Several recent meta-analyses have addressed the importance of leadership contextual factors such as executive leadership engagement and alignment with organization's mission in high-stake environments. This expert panel from academia and diverse high-stake environments focuses on contextual factors and will share their experiences in building a new leadership program.

Alok Bhupatkar, U.S. Secret Service, *Chair*

Gerald F. Goodwin, U.S. Army Research Institute for the Behavioral and Social Sciences, *Panelist*

Stephen J. Zaccaro, George Mason University, *Panelist*

Nathan J. Hiller, Florida International University, *Panelist*

David M. Wallace, U.S. Naval Academy, *Panelist*

Theodore L. Hayes, U.S. Department of Justice, *Panelist*

Submitter: Alok Bhupatkar, alokbhupatkar@gmail.com

714. Symposium: 8:00AM–9:20AM**Lone Star Salon E****Moon 2024: Translating Research to Practice for Upcoming Artemis Lunar Exploration**

The United States has committed to NASA landing the first woman and the next man on the Moon by 2024. I-O psychologists and other experts have been focused on preparing future space crews for the exciting missions that will help achieve this goal. In this symposium, presenters will translate their research to practice, making specific recommendations for the upcoming space quest.

Mikayla Marcinkowski, DePaul University, *Co-Chair*

Suzanne T. Bell, DePaul University, *Co-Chair*

Tatem Heather Burns, DePaul University, Mikayla Marcinkowski, DePaul University, Suzanne T. Bell, DePaul University, Leslie A. DeChurch, Northwestern University, Noshir Contractor, Northwestern University, *Crew Gender Composition for Moon 2024*

Brennan Antone, Northwestern University, Leslie A. DeChurch, Northwestern University, Suzanne T. Bell, DePaul University, Noshir Contractor, Northwestern University, *Re-Pairing Teams for the Moon*

Lauren Blackwell Landon, KBR-NASA Jensine Paoletti, Rice University, Peter Roma, Institutes for Behavior Resources/Johns Hopkins University, *Lunar Living: Habitability and Group Living in Confined Spaces*

Daniel Jacob Griffin, Michigan State University, Jeffrey Olenick, Michigan State University, Jenna Van Fossen, Michigan State University, Anthony Misco, Michigan State University, Chu-Hsiang (Daisy) Chang, Michigan State University, Steve W. J. Kozlowski, Michigan State University, *Team Dynamics: Predicting Psychological Events Using Team Interaction Sensors*

Lizandra Alvarado, Clemson, Jordan Smith, Clemson University, Marissa L. Shuffler, Clemson University, Dorothy R. Carter, University of Georgia, Jacob Garrett Pendergraft, University of Georgia, Anna V. Wolf, Clemson University, Reid DeMass, Clemson University, Kaitlan Bryant, *Blast From the Past? Historiometry for Understanding Spaceflight Multiteam Systems*

Submitter: Mikayla Marcinkowski, mmarcin3@depaul.edu

715. Symposium: 8:00AM–9:20AM**Lone Star Salon F****Vocational Interests at Work: New Directions**

This symposium brings together 4 presentations that extend understanding of the role and meaning of interests in work and career contexts. These contributions provide new evidence concerning the predictive validity of interests for work and career outcomes, and also illustrate advanced methods to analyze complex patterns of relationships between interests and other individual differences.

Bart Wille, Ghent University, *Chair*

Alexis Victoria Hanna, University of Illinois, Urbana-Champaign

James Rounds, University of Illinois at Urbana-Champaign, *A Quantitative Review of Measured Interests and Career Choice*

Lauren A. Collier-Spruel, Michigan State University, Christopher D. Nye, Michigan State University, Danielle M. Gardner, Michigan State University, Brent Donnellan, Michigan State University, *Examining Moderator Effects on the Relationship Between Interests and Satisfaction*

Kevin Hoff, University of Illinois at Urbana-Champaign, Sif Einarsson, University of Iceland, Chu Chu, University of Illinois at Urbana-Champaign, Daniel Briley, University of Illinois, James Rounds, University of Illinois at Urbana-Champaign, *Determinants of Income and Education: A Longitudinal Study*

Julian Etzel, IPN–Leibniz Institute for Science and Mathematics Education, Bart Wille, Ghent University, Filip De Fruyt, Ghent University, Gabriel Nagy, IPN–Leibniz Institute for Science and Mathematics, *A Map of Interest–Personality Associations: The Latent Vocational Interest Circumplex*

Rong Su, University of Iowa, *Discussant*

Submitter: Bart Wille, bart.wille@ugent.be

716. Panel Discussion: 8:00AM–9:20AM Lone Star Salon G
From Silver Bullets to Sound Science: Learning Agility in Theory and Practice

Given the increasing complexity and speed in global markets and the resulting pressure to identify and retain top talent, learning agility has been embraced in particular for selection and identification of high-potential individuals. This session brings together a diverse group of panelists to discuss recent research on learning agility as well as practical applications.

Julia S. Walsh, IBM, *Chair*

Kelcie Brielmaier, Korn Ferry, *Panelist*

Kenneth P. De Meuse, De Meuse Leadership Group, LLC, *Panelist*

Adam J. Ducey, IBM, *Panelist*

Alison Hartmann, IBM, *Panelist*

John C. Scott, APTMetrics, *Panelist*

Submitter: Julia S. Walsh, juliasarahwalsh@gmail.com

717. Panel Discussion: 8:00AM–9:20AM Lone Star Salon H Talent Retention in the Future of Work: How Inclusion of People of Color Is the Key

The future workplace will experience tremendous talent shortages, and leaders across industry need to take action now to prepare. Given that the inclusion of people across intersections of gender, race, and ethnicity is essential to building competitive workplaces of the future, this panel presents solutions leaders can employ to mitigate key challenges in building inclusive workplaces.

Jennifer S. Thorpe-Moscon, Catalyst, Inc., *Chair*

Dnika Travis, Catalyst, Inc., *Panelist*

Erica L. Lizano, California State University, Fullerton, *Panelist*

Shanna Daniels, Florida State University, *Panelist*

Samantha E. Erskine, Case Western Reserve University, *Panelist*

Submitter: Jennifer S. Thorpe-Moscon, jthorpe-moscon@catalyst.org

718. Symposium: 8:00AM–9:20AM 402-403 Well-Being of Being Well Connected: How Off-Job Technology Use Hinders Welfare

This symposium moves beyond merely examining the link between off-job work-related technology use and employee welfare to explicate theoretical mechanisms and explanations for why this relationship occurs. Using multilevel modeling techniques, these papers identify within-person processes by which off-job work influences the work-nonwork interface, with implications for employees and firms alike.

Tanya Mitropoulos, Virginia Tech, *Co-Chair*

Marcus M. Butts, Southern Methodist University, *Co-Chair*

Molly Eleanor Minnen, Virginia Tech, Tanya Mitropoulos, Virginia Tech, Alexa K.

Rosenblatt, Furman University, Charles C. Calderwood, Virginia Tech, *The Incessant Inbox: After-Hours Email, Rumination, and Next Morning Well-Being*
Marcus M. Butts, Southern Methodist University, Wendy R. Boswell, Texas A&M University, Allison S. Gabriel, University of Arizona, Christopher C. Rosen, University of Arkansas, *Tethered Together: Off-Job Electronic Communication Fallout in Dual-Earner Couples*

Lucille S. Headrick, University of Illinois at Urbana-Champaign, YoungAh Park, University of Illinois at Urbana-Champaign, *Work-Related Communications During Nonwork Time: Antecedents and Outcomes in Teachers*

Katelyn England, Pennsylvania State University, Molly Eleanor Minnen, Virginia Tech, Rustin D. Meyer, Pennsylvania State University, Charles C. Calderwood, Virginia Tech, *The Effects of Strong After-Hours Work Situations on Employee Strain*

Kristen M. Shockley, University of Georgia, *Discussant*

Submitter: Tanya Mitropoulos, tmitrop@vt.edu

Poster Session (Research Methods, Global & Cross Cultural): 8:30AM–9:50AM Griffin Hall

719. Poster: 8:30AM–9:20AM Board 1

Universalism, Immigration Attitudes, and Trust: Implications for Leadership Practice

The relationship among universalism value, immigration attitude, and level of trust was examined in the sample. Universalism value and level of trust relationship was fully conditioned by immigration attitudes.

Pooja B. Vijayakumar, University of Limerick, Ireland

Submitter: Pooja B. Vijayakumar, poojabvijaya@gmail.com

720. Poster: 8:30AM–9:20AM Board 2

How Global Leaders Resolve Intercultural Conflicts? Evidence Using Intercultural SJTs

Authors examine how global elites resolve intercultural conflicts. In Study 1, verbal protocol analysis of 80 conflict episodes reveal 2 foci in leaders' attention: managing emotional ambience and resolving conflict.

In Study 2, hierarchical regressions show emotional ambience and conflict resolution predict peer-rated conflict effectiveness. Theoretical and practical implications are discussed.

Vanessa Barros, Nanyang Technological University

Thomas Rockstuhl, Nanyang Technological University

K. Yee Ng, Nanyang Technological University

Soon Ang, Nanyang Technological University Singapore

Submitter: Thomas Rockstuhl, TRockstuhl@ntu.edu.sg

721. Poster: 8:30AM–9:20AM Board 3

A Cross-Country Study on the Situational Impacts on Sojourner Adaptation

In the light of the person–situation interaction theory, the research examined both direct and moderating effects of situation on sojourner adaptation with international students. Results support direct effects of organizational climate and support, and moderating effect was found in organizational support and cultural distance. However, cultural distance alone did not predict adaptation.

Xiaowen Chen, Florida Institute of Technology

Huerli Huang, Keuka College

Elçin Haskollar, Florida State University

Submitter: Xiaowen Chen, xchen@my.fit.edu

722. Poster: 8:30AM–9:20AM Board 4

The Stereotype Content of Trustworthy Colleagues and Supervisors Across 11 Nations

This project explores how trustworthiness is expected for colleagues and supervisors across 11 countries using the stereotype content model. Results found different expectations across cultures and confirmed within country variance on the expectations of trustworthiness based on role relationships. Some had similar, some differed in, expectations between trustworthy colleagues and supervisors.

Arief B. Kartolo, University of Windsor

Catherine T. Kwantes, University of Windsor

Andrew Townsend, University of Windsor

Submitter: Catherine T. Kwantes, ckwantes@uwindsor.ca

723. Poster: 8:30AM–9:20AM Board 5

What Really Matters in Cross-Cultural Teams: A Multilevel Investigation of Cultural

Authors built a multilevel moderated mediation model to explore the relationship between cultural intelligence and individual performance within cross-cultural teams. They conducted a survey and results demonstrated that cultural intelligence influences individual role performance through cross-cultural adjustment, and perceived team dissimilarity positively moderates this indirect relationship.

Xinyue Lin, Shanghai International Studies University

Juan Du, Shanghai International Studies University

Haoxiong Li, Claremont Graduate University

Submitter: Haoxiong Li, lihaoxiong1988@gmail.com

724. Poster: 8:30AM–9:20AM Board 6

Do You Look Like You Belong? The Outcomes of Appearing Foreign in the U.S. Workplace

This paper examines the negative workplace outcomes associated with foreign appearance on U.S. immigrants. Decreased self-esteem is considered as an explanatory mechanism, and increased ethnic identity centrality (EIC) and national identity centrality (NIC) as potential buffers. As predicted, high levels of both EIC and NIC remediated the negative effects of having more foreign appearances.

Sin-Ning Cindy Liu, Texas A&M University

Kelly Dray, Texas A&M University

Sarah Miller, Texas A&M University

Cassandra Phetmisy, Rice University

Isaac E. Sabat, Texas A&M University

Submitter: Sin-Ning Cindy Liu, sinning.cindy.liu@tamu.edu

725. Poster: 8:30AM–9:20AM

Board 7

Performance in the Eye of the Beholder: A Global Study Across 64 Countries

This study built on Hofstede's model of culture and uncovered masculinity as a moderator influencing managers' perceptions of employee performance. Data from 64 countries revealed that although maintaining composure and driving for results are both desirable competencies in predicting employees' overall performance, countries with a low masculinity score value these 2 competencies more.

Weiwei Liu, Aon

Manuel F. Gonzalez, Baruch College & Graduate Center, CUNY

Lei Shirase, Aon

Submitter: Weiwei Liu, vivian_water@msn.com

726. Poster: 8:30AM–9:20AM

Board 8

How Can Organizations Help Repatriates? Provide the Right Tasks

To best utilize repatriates, organizations should place them in jobs that require creativity, the aptitude to see new business opportunities, the need to adapt to change, and the responsibility to manage a diverse workforce. Also, organizations need to be aware that how they treat repatriates will also have an effect on potential expatriates.

Samuel Matthews, University of Northern Iowa

Thomas Kelemen, University of Oklahoma

Submitter: Thomas Kelemen, thomas.kelemen@ou.edu

727. Poster: 8:30AM–9:20AM

Board 9

Escape From Neoliberalism: The Unfortunate Capitalists' Desire for Authoritarianism

Authors examined the social and psychological conditions that affect people's support for authoritarianism. Results from a cross-cultural survey spanning several years showed that as predicted, neoliberalism heightens support for authoritarianism for people experiencing poverty. An experiment showed that vulnerability mediated this effect. Implications for organizations are discussed.

Jasper Neerdaels, Kühne Logistics University

Christian Tröster, Kühne Logistics University

Niels Van Quaquebeke, Kühne Logistics University

Submitter: Jasper Neerdaels, jasper.neerdaels@the-klu.org

728. Poster: 8:30AM–9:20AM

Board 10

Shouldn't You Sound American by Now? The Negative Work Experiences of U.S. Immigrants

Authors examined the indirect effects of immigrant employees' accent and US tenure on workplace outcomes through workplace incivility. Findings confirmed that immigrants with more foreign accents who have lived in the U.S. for longer are most vulnerable to experiencing incivility, which then impacts vital work and well-being outcomes."

Cassandra Phetmisy, Rice University

Sin-Ning Cindy Liu, Texas A&M University

Yimin He, Texas A&M University

Isaac E. Sabat, Texas A&M University

Submitter: Cassandra Phetmisy, cp38@rice.edu

729. Poster: 8:30AM–9:20AM

Board 11

Workplace Bullying and Harassment: Effects on Absenteeism

The effects of workplace bullying on absenteeism were investigated in a multinational context. Job satisfaction, overall well-being, physical health, and sleep problems partially mediated relationships between bullying and absenteeism. Nation-level power distance and humane orientation moderated effects of bullying on several key outcomes.

Simona Spiridon, San Diego State University

Kate Hattrup, San Diego State University

Submitter: Simona Spiridon, simonaespiridon@gmail.com

730. Poster: 8:30AM–9:20AM

Board 12

Impacts of Cross-Cultural Management Training on Cultural Intelligence

Authors examine the impact of cross-cultural management (CCM) training on 4 facets of cultural intelligence (CQ)—metacognitive, cognitive, motivational, and behavioral—and their intercorrelations. Results show that CCM training effectively improves each CQ factor and increase the interconnections among them. Implications regarding the effect of CCM training on CQ are discussed.

Yuyang Zhou, Florida International University

Chen Wang, Florida International University

Kowoon Kim, Dongguk University

Ajay R. Ponnappalli, Florida International University

Mary Ann Von Glinow, Florida International University

Submitter: Yuyang Zhou, yzhou030@fiu.edu

731. Poster: 8:30AM–9:20AM

Board 13

Best-Practice Recommendations for Using MTurk in I-O Psychology Research

Authors conducted a comprehensive and multidisciplinary review of Amazon's Mechanical Turk (MTurk). Major threats to the validity of research using MTurk were identified and solutions provided for addressing each. Review of 108 manuscripts resulted in 10 actionable best-practice recommendations for improving the quality and transparency of future MTurk research.

Herman Aguinis, George Washington University

Isabel Villamor, George Washington University

Ravi S. Ramani, Purdue University Northwest

Submitter: Isabel Villamor, ivillamor@gwmail.gwu.edu

732. Poster: 8:30AM–9:20AM

Board 14

Development and Validation of a Personality-Based Measure of General Employability

This research operationalizes a 3-dimensional model of general employability. The model focuses on the broad personality domains of rewarding, able, and willing. Authors discuss the methods used to create scales for the general employability model, the psychometric properties and construct validity of those scales, and relationships to job performance.

Michael Boudreaux, Hogan Assessments

Brandon Ferrell, Hogan Assessments

Submitter: Michael Boudreaux, mboudreaux@hoganassessments.com

733. Poster: 8:30AM–9:20AM

Board 15

MTurk in Action: Problems With Repeated Participation, Dishonesty, and Response Time

Authors revealed that repeated participation, dishonesty, and unrealistic response time could result in problematic data from MTurk. They followed recommendations from previous researchers to prevent problems yet still ended up with a problematic dataset. They used the problematic data to demonstrate its effects on preliminary analyses such as reliability coefficients and standard deviations.

Chieh-Chen Bowen, Cleveland State University

Brent Anthony Stevenor, Bowling Green State University

Sierra Davidson, Western Reserve Area Agency on Aging

Submitter: Brent Anthony Stevenor, basteve@bgsu.edu

734. Poster: 8:30AM–9:20AM

Board 16

HARKING

The primary criteria for good scientific writing are accuracy and clarity (Darley, 2002). However, what practices lead to clear understandings of reports of scientific findings are not always clear. One issue relates to the practice of HARKing (Hypothesizing After the Results are Known). Two studies assess whether bias can emerge as a function of whether HARKing is employed.

LeVonte Brooks, Ohio University

Jeffrey B. Vancouver, Ohio University

Submitter: LeVonte Brooks, lb051616@ohio.edu

735. Poster: 8:30AM–9:50AM

Board 17

A Next Generation Social Science Study of Group Motivation to Innovate

This research demonstrates next generation social science methods aimed to address methodological concerns in social science research (e.g., incoherency; failed reproducibility, replicability, and generalizability). Several methodological advances were instituted in an experiment on group motivation to innovate under competition and uncertainty using a synchronous multiplayer online game platform.

Pablo Diego-Rosell, Gallup

Ellyn Charlotte Maese, Gallup

Sofia Pinero Kluch, Gallup

Grant Thomas Buckles, Gallup

Submitter: Pablo Diego-Rosell, pablo_diego-rosell@gallup.com

736. Poster: 8:30AM–9:20AM

Board 18

Why Do You Actually Want to Quit? Exploring Expressed Satisfaction and Turnover Intent

This work explores potential discrepancies between job satisfaction and turnover intention data, and examines if qualitative or quantitative item formatting can affect participant responses. Data from a healthcare organization demonstrate that the relationship between job satisfaction and turnover intentions is dependent on how the item is formatted, either qualitatively and quantitatively.

Christina N. Falcon, University of South Florida
Benjamin S. Listyg, University of Georgia

Submitter: Christina N. Falcon, cbarnett1@mail.usf.edu

737. Poster: 8:30AM–9:20AM

Board 19

Inattentiveness on Cognitive Tests: Comparing IER and Person-Fit Metrics

Survey researchers often try to identify inattentive participants by calculating insufficient effort response (IER) indices and examining the traits associated with IER. Authors extend this research to cognitive assessments, examining the convergence between IER indices typically applied to surveys and person-fit statistics traditionally applied to educational assessments.

Juliya Golubovich, Indeed
Christopher J. Lake, Kansas State University

Submitter: Juliya Golubovich, jgolubovich@gmail.com

738. Poster: 8:30AM–9:20AM

Board 20

Systematic Literature Searches: A Review, Evaluation, and Recommendations

The literature search process is a crucial step in systematic reviews, yet little in the way of best practices exist for study identification in I-O psychology and management. To this end, authors reviewed search protocols used in recent systematic reviews published in top journals and evaluated the comprehensiveness of commonly searched databases by carrying out an original meta-analysis.

Michael B. Harari, Florida Atlantic University
Heather Parola, University of Evansville
Christopher J. Hartwell, Utah State University
Amy Riegelman, University of Minnesota

Submitter: Michael B. Harari, mharari@fau.edu

739. Poster: 8:30AM–9:20AM

Board 21

Comparing Dichotomous and Polytomous Items Using Item Response Trees

This study compared dichotomous and polytomous items using item response trees. It was found that models based on dichotomous items explained similar amounts of variance in careless responding. In addition, scores from the dichotomous models related closer to the trait-level variance from the IR tree model.

Daniel Jenkins, Wright State University
David M. LaHuis, Wright State University
Tyler Ryan, Wright State University

Submitter: Daniel Jenkins, jenkins.257@wright.edu

740. Poster: 8:30AM–9:20AM

Board 22

The Utility of Penalized Regression in Model Creation

The session will provide an overview of penalized regression at an intermediate level and will go into detail on 3 specific penalized regression techniques. Specifically, how application of these techniques can be applied to create more parsimonious models in cases where traditional linear regression would be used will be discussed and displayed through analyses on simulated data.

Merrill Levitt, University of Minnesota

Submitter: Merrill Levitt, merrilllevitt@gmail.com

741. Poster: 8:30AM–9:20AM

Board 23

A Short Primer on Conducting Longitudinal Studies With Amazon's Mechanical Turk and R

This paper introduces a method for conducting longitudinal studies in MTurk using the R package "MTurkR." This paper explains how using the MTurkR package alleviates some of the challenges related to conducting

longitudinal MTurk studies. A brief primer on conducting longitudinal studies using MTurkR, including a link to supplemental slides, is described.

Sin-Ning Cindy Liu, Texas A&M University
Anjelica Marie Mendoza, Texas A&M University
Mindy E. Bergman, Texas A&M University

Submitter: Sin-Ning Cindy Liu, sinning.cindy.liu@tamu.edu

742. Poster: 8:30AM–9:20AM

Board 24

A Comparison of Four Methods to Analyze Case Law: Performance Appraisal as an Example

This paper compares 4 methods for gleaning data from case law: mixed-method coding, conventional content analysis, grounded theory, and natural language processing. Overviews of each method are provided, using 5 cases that involve performance appraisals. Results from each method are provided and compared. Suggestions for when each method should be used are provided.

Anjelica Marie Mendoza, Texas A&M University
Sin-Ning Cindy Liu, Texas A&M University
Stephanie C. Payne, Texas A&M University
Sierra René Stryker, Texas A&M University
Seth Polsley, Texas A&M University

Submitter: Anjelica Marie Mendoza, am19@email.tamu.edu

743. Poster: 8:30AM–9:20AM

Board 25

To Check or Not to Check?: Attention Checks and MTurker Attitudes and Behavior

With the increased use of MTurkers as convenience samples, and continued use of attention checks (ACQs), researchers must understand how MTurkers react to ACQs. Authors investigated how different quantities and types of ACQs impact MTurker reactions. Whether ACQs were used or not did not influence the examined reactions. However, characteristics of the ACQs (type and number) made a difference.

Alessa Natale, The Graduate Center CUNY & Baruch College
Kajal Rajan Patel, The Graduate Center and Baruch College, CUNY
Charles A. Scherbaum, Baruch College & The Graduate Center, CUNY
Alexandra Tumminia, The Chemistry Group

Submitter: Alessa Natale, anatale@gradcenter.cuny.edu

744. Poster: 8:30AM–9:20AM

Board 26

Moderation Testing in Organizational Research: Effect Sizes for Testing Interactions

In a series of computer simulations, authors introduce a new set of effect sizes, dMod_Signed and dMod_Unsigned, for the estimation and interpretation of continuous moderation effects. Authors establish guidelines for their interpretation and argue for their improvement in stability and interpretation, as well as their ability to identify meaningful interactions over traditional approaches.

Jeffrey Olenick, Michigan State University
Christopher D. Nye, Michigan State University

Submitter: Jeffrey Olenick, olenickj@msu.edu

745. Poster: 8:30AM–9:20AM

Board 27

Examining the Impact of Survey Identification on Response Behavior

Authors examined the impact of identified surveys on employee response behavior with data from 530 survey administrations. Employees completing identified surveys had more favorable ratings across items than those who took nonidentified surveys. Sensitive items had more favorable ratings than nonsensitive, but effects were small. This study is for an intermediate audience.

Justina M. Oliveira, Southern New Hampshire University
Peter J. Rutigliano, Mercer | Sirota
Charles A. Scherbaum, Baruch College & The Graduate Center, CUNY
Lise M. Saari, New York University/CUNY Baruch College

Submitter: Justina M. Oliveira, j.oliveira@snhu.edu

746. Poster: 8:30AM–9:20AM

Board 28

What Do These People Do? Demographics and Occupational Features of MTurk

Comparing the workforce demographics of 3 MTurk samples to the U.S. labor force, differences suggest that white-collar professions are overrepresented. Other trends mirror prior research. Uniquely, in examining the occupational features that sampled, substantial variation in key variables (e.g., dealing with unpleasant or angry people, social skills) is found.

Colin Lee Otori, Louisiana Tech University
 Kathryn Daigle, Independent Contractor
 Christopher M. Castille, Nicholls State University
 Submitter: Colin Lee Otori, clo019@latech.edu

747. Poster: 8:30AM–9:20AM

Board 29

Building Representative Norms via Poststratification Weighting

Authors propose an alternative approach to norms development: building via poststratification weighting. This approach is evaluated against “population” values via controlled simulation. Results demonstrate that poststratification weighting is effective in situations where samples are not proportionally representative of populations but potentially harmful if samples are reasonably representative.

Yang Yang, China Select
 John Kulas, Montclair State University
 Michael L. Morris, The Myers-Briggs Company
 Submitter: John Kulas, kulasj@montclair.edu

748. Poster: 8:30AM–9:20AM

Board 30

Planned Missingness: How to and How Much?

Planned missingness can be implemented for survey studies to reduce respondent fatigue. In this simulation study using a large sample of Big 5 personality data, findings show that large sample sizes and low to moderate levels of missingness can help to maximize the effectiveness of full information maximum likelihood estimation in treating missing data in planned missingness survey designs.

Charlene Zhang, University of Minnesota
 Martin C. Yu, HumRRO
 Submitter: Martin C. Yu, myu@humrro.org

749. Symposium: 10:00AM–11:20AM

201-202

Got a Bad Reputation: Better Understanding Socially Undesirable Emotions

Four papers examine a variety of socially undesirable emotions at work (i.e., schadenfreude, anxiety, anger, envy, and contempt). Each paper studies predictors, processes, and/or outcomes of undesirable emotions in different organizational contexts. This symposium contributes to the literature an understanding of undesirable emotions and offers practical advice for managing these emotions at work.

Yochi Cohen-Charash, Baruch College & the Graduate Center, *Chair*
 Paige R. Alenick, The Graduate Center & Baruch College, CUNY, *Co-Chair*
 Kaitlin Ann Busse, The Graduate Center/Baruch College, *Co-Chair*
 Soohyun (Ashley) Lee, The Graduate Center & Baruch College, CUNY, *Co-Chair*
 Kim S. Johnson, University of South Florida, Paul E. Spector, University of South Florida, Trieva A. Pelonero, University of South Florida, *A Qualitative Investigation Into Experiences of Schadenfreude in the Workplace*
 Carol Mindy Wong, George Mason University, Olivia M. Pagan, George Mason University, Lydia Craig, George Mason University, Jill Bradley-Geist, University of Colorado, Colorado Springs, Seth A. Kaplan, George Mason University, Gregory A. Ruark, U.S. Army Research Institute, *Newcomers' Emotions During Organizational Entry*
 Manuel F. Gonzalez, Baruch College & Graduate Center, CUNY, Paige R. Alenick, The Graduate Center & Baruch College, CUNY, Elliott C. Larson, Siena Consulting, Yochi Cohen-Charash, Baruch College & the Graduate Center, *“I Deserve This!” How Self- and Other Deservingness Affects Reactions to Envy*
 Maria Hamdani, University of Akron, Sorin Valcea, Cleveland State University, James M. Diefendorff, University of Akron, Debmalya Mukherjee, University of Akron, *Workplace Contempt: Nature, Regulation, and Outcomes*
 Alicia A. Grandey, Pennsylvania State University, *Discussant*
 Submitter: Kaitlin Ann Busse, kaitlinabusse@gmail.com

750. Panel Discussion: 10:00AM–11:20AM

203-204

Bolstering Inclusion: Why Difficult Conversations and Storytelling Matter

As dialogue about diversity and diversity management has increased so has discourse on workplace inclusion, which goes beyond demographic diversity and focuses instead on the degree to which an employee feels and is included in critical organizational processes. Leaders must focus on both having difficult conversations and using storytelling to better understand the unique employee experiences.

Julie S. Nugent, Catalyst, *Chair*
 Erica L. Lizano, California State University, Fullerton, *Panelist*
 Ethan R. Burris, University of Texas at Austin, *Panelist*
 Emily Shaffer, *Panelist*

Submitter: Julie S. Nugent, julie2215@hotmail.com

751. Symposium: 10:00AM–11:20AM

402-403

Relational Aspects in Human Resource Management

Managing human resources increasingly occurs as part of managers' daily tasks and unfolds in their interpersonal interactions with employees. This symposium brings together contributions that look at the relationship between managers and employees in the enactment of formal and informal HR practices.

Silvia Dello Russo, Toulouse Business School, *Co-Chair*
 Mariella Miraglia, University of Liverpool, *Co-Chair*
 Nicholas Ronald Clarke, Loughborough Business School, *Mutual Respect Between Line Managers and Their Employees*
 Paata Brekashvili, Caucasus University, Tanja R. Darden, Towson University, Lisa Schurer Lambert, Oklahoma State University, Ryan Currie, Abraham Baldwin Agricultural College, Greg F. Hardt, Xavier University, *How Promised and Actual Contributions Affect Managers' Satisfaction With Subordinates*
 Johannes M. Kraak, Toulouse Business School, Yannick Griep, Vrije Universiteit Brussel, Samantha D. Hansen, University of Toronto, *Reactions to Psychological Contract Breach: Buffering Effects of Friendly Customers*
 Payal Kumar, BML Munjal University, Manish Singhal, XLRI-Xavier School of Management, Indrajit Mukherjee, XLRI-Xavier School of Management, D. Israel, XLRI-Xavier School of Management, Stacy Blake-Beard, Simmons University, *Leader-Follower Personality Incongruence and Negative Mentoring Outcomes*
 Silvia Dello Russo, Toulouse Business School, Mariella Miraglia, University of Liverpool, *A Meta-Analysis of Supervisory Feedback Content and Delivery on Employee Responses*
 Submitter: Silvia Dello Russo, s.dellorusso@tbs-education.fr

752. Community of Interest: 10:00AM–10:50AM

408-409

Combating Change Fatigue in Organizations

In this COI, the group will discuss how to equip employees to navigate uncertainty and maintain resilience, engagement, and performance during periods of organizational transformations, including how employees can effectively articulate the strains of constant change back to leadership. Participants are encouraged to share their own experiences, research, and ideas.

Robin R. Cohen, Johnson & Johnson, *Host*
 Amy E. Crook, Belmont University, *Host*
 Eileen C. Toomey, Johnson & Johnson, *Coordinator*
 Submitter: Eileen C. Toomey, eileen.toomey@slu.edu

753. Symposium: 10:00AM–11:20AM

502-503

New Directions in Workplace Relationships Research

Interpersonal relationships have been related to performance and occupational health outcomes, but examination of the variety and impact of interpersonal relationships has been limited. This symposium highlights 5 papers that intend to expand understanding of interpersonal relationships through examination of novel relationship types, boundary conditions, and social support outcomes.

Joseph Regina, University of Southern Florida, *Co-Chair*
 Tammy D. Allen, University of South Florida, *Co-Chair*
 Joseph Regina, University of South Florida, Tammy D. Allen, University of South Florida, Rachael Hope Pyram, Shayla Rianne Bianchi, University of South Florida, *The Timeline and Turning Points of Workplace Rivalry Relationships*
 Lillian T. Eby, University of Georgia, Melissa M. Robertson, University of Georgia, David B. Fecteau, University of Georgia, *Mindful Mentoring: A New Direction in Mentoring Research*
 Christine R. Smith, Morgan Stanley, C. Malik Boykin, Brown University, Kristen M. Shockley, University of Georgia, *The Role of Self-Disclosure in Improving Workplace Cross-Race Mentoring Outcomes*
 Lebona S. Varghese, Rice University, Lisa Finkelstein, Northern Illinois University, *An Investigation of Self-Efficacy Crossover Between Mentors and Protégés*
 Elizabeth Stillwell, University of Minnesota, Michelle K. Duffy, University of Minnesota, *The Role of Coworkers in Work Outcomes of Grieving Employees*
 Submitter: Joseph Regina, JosephRegina6795@gmail.com

754. Panel Discussion: 10:00AM–11:20AM Brazos Getting Started With Computational Modeling: Understanding What, When, Why, and How

Computational modeling is a technique capable of generating dynamic theory and conducting virtual experiments to understand organizational dynamics. This session focuses on how to get started using computational models in research. Topics include the purpose of computational modeling, choosing a modeling technique, computer coding, useful resources, and how to begin to model phenomena of interest.

Michael T. Braun, DePaul University, *Chair*
Jeffrey Olenick, Michigan State University, *Co-Chair*
James A. Grand, University of Maryland, *Panelist*
Goran Kuljanin, DePaul University, *Panelist*
Justin M. Weinhardt, University of Calgary, *Panelist*
Le Zhou, University of Minnesota, *Panelist*
Submitter: Michael T. Braun, mbraun4@depaul.edu

755. Symposium: 10:00AM–11:20AM JW Grand Salon 1 From the Workplace to Well-Being: Exploring the Intersection Between Work and Health

This symposium presents 5 studies that cover a broad array of health and well-being topics relevant to both employees and employers. These studies examine occupational health psychology (OHP) topics, such as grief, psychological distress, sleep, nutrition, perfectionism, work stressors, and burn-out, while capturing data from employees in at least 3 different countries.

Jennifer K. Dimoff, University of Ottawa, *Co-Chair*
Timothy Oxendahl, Portland State University, *Co-Chair*
Jennifer K. Dimoff, University of Ottawa, Stephanie L. Gilbert, Cape Breton University, Jane Mullen, Mount Allison University, Taegen McPhee, Cape Breton University, *Grief at Work: Employee Experiences in the Workplace After a Significant Loss*
Erica L. Carleton, University of Saskatchewan, Wren Montgomery, University of Western Ontario, Amy Akers, Deloitte Canada, Nick Turner, University of Calgary, *Preventative Health Behaviors, JD-R, and General Health: A 10-Year Longitudinal Study*
Cheryl Gray, University of South Florida, *Giving It Your All: Development of a Workplace Self-Sacrifice Scale*
Michele W. Gazica, Embry-Riddle Aeronautical University, Samantha Powers, Howard University, Stacey R. Kessler, Kennesaw State University, *Striving to Achieve at the Expense of One's Health: A Longitudinal Study*
Stefanie Fox, Portland State University, Jessie Fengmin Zhen, Portland State University, Anthony Duy Nguyen, Portland State University, Liu-Qin Yang, Portland State University, Zhi Zang, Hunan University, *LMX and SES: Relational and Physical Resources to Reduce Employee Burnout*

Submitter: Jennifer K. Dimoff, jdimoff@pdx.edu

756. Symposium: 10:00AM–11:20AM JW Grand Salon 2 Multi-Objective Optimization in the Workplace: Addressing Adverse Impact in Selection

Many workplace decisions require balancing among objectives. For example, when hiring, practitioners may face a trade off between maximizing job performance and enhancing organizational diversity; there is seldom a single, best way to achieve both objectives. Authors present advances in tools/techniques to help organizations make such decisions effectively, and discuss their implications.

Q. Chelsea Song, Purdue University, *Co-Chair*
Serena Wee, University of Western Australia, *Co-Chair*
Christopher M. Allred, North Carolina State University, Adam W. Meade, North Carolina State University, *Applying Ant Colony Optimization to the Adverse Impact Problem*
Jeffrey A. Dahlke, HumRRO, *Implications of Validity–Diversity Pareto Trade Offs for Differential Prediction*
Q. Chelsea Song, Purdue University, Chen Tang, University of Illinois at Urbana-Champaign, *Adverse Impact Reduction for Multiple Subgroups: A Pareto-Optimization Approach*
Chen Tang, University of Illinois at Urbana-Champaign, Daniel A. Newman, University of Illinois at Urbana-Champaign, Q. Chelsea Song, Purdue University, *Addressing Diversity–Validity Trade Offs via Orthogonalized Criteria Weighting*
Scott B. Morris, Illinois Institute of Technology, *Discussant*

Submitter: Q. Chelsea Song, qcsong@purdue.edu

757. Alternative Session Type with multiple papers: 10:00AM–11:20AM JW Grand Salon 3 Machine Teaching: The State of the Art and Science of Rating Unstructured Data

Bringing the latest AI innovations from the best in the field of AI to the field, 3 presentations will demonstrate how to scale the power of machine learning through (a) programming of meaningful ratings, (b) selecting the most informative data, and (c) going beyond a Likert scale. These innovations are the future of the field and will be discussed by a panel of discussants.

Derek L. Mracek, Lambda School, *Co-Chair*
Isaac Benjamin Thompson, Modern Hire, *Co-Chair*
Tyler J. Slezak, Modern Hire, Yizhen Egn Zhu, North Carolina State University, Marc Cubrich, Modern Hire, *Programmatically Rating the Sentiment of an Open-Ended Candidate Experience Response*
Joshua S. Andrews, Modern Hire, Michael Geden, North Carolina State University, Jamie Strong, Modern Hire, *Putting the Computer in the Loop: Applying Active Machine Learning*
Isaac Benjamin Thompson, Modern Hire, Farshad Koohifar, Modern Hire, Nick C. Koenig, Modern Hire, *Super Charging Deep Learning Through Pairwise Comparisons of Unstructured Data*
Joshua S. Andrews, Modern Hire, *Presenter*
Tyler J. Slezak, Modern Hire, *Presenter*
Farshad Koohifar, Modern Hire, *Presenter*
Elizabeth A. McCune, Microsoft, *Presenter*
Adam W. Meade, North Carolina State University, *Presenter*
Stephen Stark, University of South Florida, *Presenter*
Submitter: Derek L. Mracek, dmracek23@gmail.com

758. Alternative Session Type with Presenters: 10:00AM–11:20AM JW Grand Salon 4 Neurofeedback Training in Leadership Development: An Interactive Ideas Incubator

This presentation delivers an interactive session exploring the combination of organizational and neuropsychology in developing leadership skills. The session involves an introduction to emotions in the workplace, followed by our neurofeedback training research, its application, and an interactive ideas incubator. Participants will learn from presenters and peers in this lively and unique format.

Neal M. Ashkanasy, University of Queensland, *Chair*
Justin Bown, Pinnacle Group Australia, *Presenter*
Trevor Brown, neuroCare Group, *Presenter*

Submitter: Justin Bown, justin@pinnacle-group.com.au

759. Symposium: 10:00AM–11:20AM JW Grand Salon 5 Allyship: What Works and What Doesn't

This session presents research toward the integrated understanding of ally effectiveness and ineffectiveness. Using a variety of methods (evaluation of critical incidents, experiments, scale development), the papers in this session aim to understand when, how, and why allies may be successful in supporting underrepresented and stigmatized workers.

Danielle M. Gardner, Michigan State University, *Co-Chair*
Ann Marie Ryan, Michigan State University, *Co-Chair*
Isabel Maria Bilotta, Rice University, Abigail R. Corrington, Rice University, Eden B. King, Rice University, Michelle (Mikki) Hebl, Rice University, Scott Tondandel, University of North Carolina at Charlotte, *The Presence and Role of Allies for Minority Undergraduate Students in STEM*
Megan Snoeyink, Portland State University, Larry R. Martinez, Portland State University, Kelly Hamilton, Portland State University, Nicholas A. Smith, Oregon Health & Science University, *Support and Advocacy as Ally Behaviors: The Creation and Validation of a Scale*
Danielle M. Gardner, Michigan State University, Ann Marie Ryan, Michigan State University, *What's In It For You? The Role of Perceived Self-Interest in Diversity Promotion*
Rachel Trump-Steele, Rice University, Michelle (Mikki) Hebl, Rice University, Abigail R. Corrington, Rice University, *Male Allies and Gender Equity: Exploring the Explanatory Mechanisms*
Lauren A. Collier-Spruel, Michigan State University, Ann Marie Ryan, Michigan State University, *Are All Allies Good? An Investigation of Ineffective Ally Behaviors*
Ellen E. Kossek, Purdue University, *Discussant*
Submitter: Danielle M. Gardner, gardn333@msu.edu

760. Panel Discussion: 10:00AM–11:20AM JW Grand Salon 6 Is Diversity Possible When the Human Is Removed From HR? A Multidisciplinary Panel

With the influx of technology in the workplace, it can feel as if the human is being removed from HR. This panel intends to discuss how diversity and inclusion looks with both technology-driven strategies and human driven, including discussions of talent management, AI and technology, and how to create a blended human–technology approach to diversity.

Sarah Schaible, North Carolina State University, *Co-Chair*
Scott A. Davies, PointLeader Predictive Analytics, Inc., *Co-Chair*
Niambi M. Powell, Ford Motor Company, *Panelist*
David Laboy, Blue Cross Blue Shield, *Panelist*
Hilke Schellmann, Wall Street Journal, *Panelist*
Sam J. Wilgus, Clarkston Consulting, *Panelist*
Submitter: Sarah Schaible, sschaib@ncsu.edu

761. Alternative Session Type with Presenters: 10:00AM–11:20AM JW Grand Salon 7-8 Talent Hackathon: Crowdsourcing Solutions for Fickle Organizational Issues

Many I-O practitioners face similar challenges within their organizations. Through audience participation, this alternative session will crowdsource solutions to pressing organizational issues. Senior HR Leaders from 6 companies will present an issue they are experiencing and then lead roundtable solutioning discussions. Each table will share their solutions to close out the session.

Brittany J. Marcus-Blank, Johnson & Johnson, *Co-Chair*
Richard J. Chambers, II, General Mills, *Co-Chair*
Pamela Congemi, Medtronic, *Presenter*
Erica I. Desrosiers, Johnson and Johnson, *Presenter*
Matthew Dreyer, Prudential Financial, *Presenter*
Hannah J. Foldes, General Mills, *Presenter*
Laura Mattimore, Procter & Gamble, *Presenter*
Karen B. Paul, 3M, *Presenter*
Hamilton Ray, Collective Next, *Presenter*

Submitter: Brittany J. Marcus-Blank, bmarcusb@its.jnj.com

762. Special Event: 10:00AM–11:20AM Lone Star Salon A SIOP Select: Distinguished Professional Contributions Award Winners

Every year, SIOP honors individuals who have developed, refined, and implemented practices, procedures, and methods that have had a major, demonstrable impact on people at work, organizations, and the practice of I-O psychology. Join us for a captivating and insightful take on lessons learned from top practitioners in the field.

David P. Baker, IMPAQ International, *Presenter*
Eduardo Salas, Rice University, *Presenter*
John C. Scott, APTMetrics, *Presenter*

Submitter: Tyree D. Mitchell, tyreedmitchell@aol.com

763. Alternative Session Type with multiple papers: 10:00AM–11:20AM Lone Star Salon B

Novel or Underutilized Research Techniques: A Research Incubator
Authors present and demonstrate a variety of research methods and techniques including the use of web scraping, eye tracking, virtual reality, and lab-based escape room to highlight emerging, novel, and/or underutilized designs. Participants will work in breakout groups to discuss how these methods could be applied to their own research then share these ideas.

Shanique G. Brown, Wayne State University, *Chair*
Georgia LaMarre, Wayne State University, *Co-Chair*
Jessica Zalewski, Wayne State University, *Co-Chair*
Vivian P. Chou, Baruch College & Graduate Center, CUNY, *Eye Tracking and Cognitive Pupillometry as Research Tools*
Sebastian Marin, University of Minnesota, Sahar Aseeri, University of Minnesota Twin Cities, Evan Suma Rosenberg, University of Minnesota Twin Cities, Richard N. Landers, University of Minnesota, *Virtual Reality as a Method for I-O Psychology*
Elizabeth M. Short, QCHI, Nathan Weidner, University of Toledo, *Web Scraping*

the World of Warcraft

Zachary L. Frago, Wayne State University, Shanique G. Brown, Wayne State University, *Escaping the Norm: A Model Escape Room for Team Research*
Marcus W. Dickson, Wayne State University, *Discussant*

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

764. Alternative Session Type with multiple papers: 10:00AM–11:20AM Lone Star Salon C

The Rise of the Servant Leader

Servant leaders put the interests of their employees and the organization ahead of their own, in contrast to traditional views of leaders as seeking power, status, and control over others. In this unique session, 5 panelists will first present on their research and/or consulting experiences in the area of servant leadership, followed by a panel discussion with heavy audience interaction.

Jeff W. Johnson, SHL, *Chair*
Corina Rice, PSI Services LLC, *Driving Servant Leadership in a Retail Organization*

Dante P. Myers, BlackRock, Debra A. Major, Old Dominion University, Seterra D. Burleson, Old Dominion University, *A Servant Leadership Model Test: Follower Trust and Prosocial Identity as Mediators*

Jeff W. Johnson, SHL, *A Context-Based Approach to Understanding the Impact of Servant Leaders*

Jared D. Lock, The JDL Group, *Driving A Servant Leadership Culture*
Scott Minnix, Los Angeles County Internal Services Department, *Living the Servant Leader Role*

Submitter: Jeff W. Johnson, jeff.johnson@shl.com

765. Symposium: 10:00AM–11:20AM Lone Star Salon D When and Why Does Emotion Regulation Occur? A Within-Person Perspective

Across 4 studies adopting a within-person perspective, this symposium aims to examine when and why emotion regulation occurs at work. Largely focusing on factors necessitating emotional labor, these studies examine unique predictors for employees' emotion regulation including employees' home lives, resource availability, customer mistreatment, and venting at work.

Allison S. Gabriel, University of Arizona, *Co-Chair*
Nikhil Awasty, Michigan State University, *Co-Chair*
Christopher C. Rosen, University of Arkansas, *Co-Chair*
Nikhil Awasty, Michigan State University, Shuqi Li, Michigan State University, Brent A. Scott, Michigan State University, *A Daily Investigation of Work–Family Antecedents of Emotional Labor*
Gordon M. Sayre, Pennsylvania State University, Nai-Wen Chi, National Sun Yat-sen University, Taiwan, Alicia A. Grandey, Pennsylvania State University, *Emotional Labor Strategies: Daily Resource Investment, Returns, and Recovery*
Megan T. Nolan, West Chester University of Pennsylvania, James M. Diefendorff, University of Akron, Daniel J. Krantz, University of Akron, John P. Trougakos, University of Toronto, *Dissecting Surface Acting: Distinguishing Faking From Suppression*

Allison S. Gabriel, University of Arizona, Christopher C. Rosen, University of Arkansas, Young Eun Lee, Texas A&M University, Joel Koopman, Texas A&M University, Jonathan Evans, University of Arizona, Russell E. Johnson, Michigan State University, *The Social Consequences of Venting at Work: A Dynamic Perspective*
Daniel J. Beal, Virginia Tech, *Discussant*

Submitter: Allison S. Gabriel, asgabriel@email.arizona.edu

766. Symposium: 10:00AM–11:20AM Lone Star Salon E Advancing the #MeToo Agenda: Sexism in the Workplace

This symposium examines sexism in the workplace from perspectives of the perpetrator, the target, and as an observer. Specifically, authors explore how perpetrators with internalized sexism act on bias during job interviews or use their power for sex harassment, how targets of sexism cope, and how observers' perception of a target's race affect gender equity policy in the workplace.

Tuyen Dinh, Indiana University, Purdue University Indianapolis, *Co-Chair*
Margaret S. Stockdale, Indiana University, Purdue University Indianapolis, *Co-Chair*
Brittany Amber, Indiana University, Purdue University, Indianapolis, Tuyen Dinh, Indiana University, Purdue University, Indianapolis, Margaret S. Stockdale, Indiana University, Purdue University Indianapolis, *Acute Power Unleashes Nonsexists to Sexually Harass*

Vyctoria Brooks, Southern Illinois University, Edwardsville, Joel T. Nadler,

Southern Illinois University, Edwardsville, Sarah Gentry, Southern Illinois University, Edwardsville, Morgan Kristina VanCleave, Southern Illinois University, Edwardsville, Elora Voyles, Southern Illinois University, Edwardsville, *Implicit and Explicit Measures of Sexism Predicting Men's Interviewing Behaviors*
 Kathrina Robotham, University of Michigan, Nadia Vossoughi, University of Michigan, Denise Sekaquaptewa, University of Michigan, *Prototypicality and Discrimination Frequency Influences Perceptions of Sexism Claims*
 Deepshikha Chatterjee, Salem State University, Ann Marie Ryan, Michigan State University, *#MeToo: Stigmatization, Identity Management, and Self-Regulatory Depletion*
 Submitter: Tuyen Dinh, tkdinh@iu.edu

767. Symposium: 10:00AM–11:20AM Lone Star Salon F Understanding Social and Contextual Factors in Performance Management

This symposium introduces novel research regarding the social context surrounding performance management (PM). Four papers address topics including the impact of rater accountability, rater dispositions and motivation, feedback interventions, and upward communication in performance management contexts. Implications for both research and applied PM practice will be discussed.

Andrew Speer, Wayne State University, *Co-Chair*
 Andrew P. Tenbrink, Wayne State University, *Co-Chair*
 Caitlynn Sendra, SAP Success Factors, Andrew P. Tenbrink, Wayne State University, Lauren Wegmeyer, Wayne State University, Andrew Speer, Wayne State University, Angelia Yvonne Delacruz, *The Mediating Effects of Accuracy Motivation and System Gaming*
 Matthew S. Prewett, Central Michigan University, Erik W. Black, University of Florida, *The Efficacy of Peer Feedback Interventions for Performance Development*
 Andrew P. Tenbrink, Wayne State University, Andrew Speer, Wayne State University, *The Development and Validation of the Rater Accountability Scale (RAS)*
 Sylvia G. Roch, University at Albany, SUNY, *Discussant*
 Submitter: Andrew Speer, speer1ab@gmail.com

768. Special Event: 10:00AM–11:20AM Lone Star Salon G SIOP Select: Masters of Media: How to Communicate I-O Psychology to the Public

Academics and practitioners in this special session will present tips and tricks for how to present I-O research to a broader audience. Panelists have shared I-O through TED talks, podcasts, blogs, and so on. Panelists will discuss critical and/or proud moments that launched their media spotlight as well as mishaps or challenges that led to key learnings or turning points.

Stephanie L. Murphy, Dell Technologies, *Chair*
 Andrea L. Hetrick, University of New Mexico, *Co-Chair*
 Timothy William Bromley, Seattle Pacific University, *Presenter*
 Patricia E. Grabarek, Workr Beeing/Infor Talent Science, *Presenter*
 Richard N. Landers, University of Minnesota, *Presenter*
 Stefanie A. Mockler, Vantage Leadership Consulting, *Presenter*
 Steven G. Rogelberg, University of North Carolina at Charlotte, *Presenter*
 Alyssa Westring, DePaul University, *Presenter*
 Submitter: Tyree D. Mitchell, tyreedmitchell@aol.com

769. Panel Discussion: 10:00AM–11:20AM Lone Star Salon H Tales of Betrayal III: Insights From I-O Professionals With Nontraditional Careers

This panel aims to bring together panelists who currently serve in unconventional roles since obtaining their I-O training. Panelists will discuss their current roles, the path(s) they took to get to their respective positions, transferable I-O skills that they use in their current roles, and advice to audience members who are considering pursuing "nontraditional" I-O career paths.

Kathakali Sircar, Deloitte Consulting LLP, *Chair*
 Matthew D. Pita, Deloitte Consulting LLP, *Co-Chair*
 Zachary N.J. Horn, Facebook, *Panelist*
 Kelsey Hardy, Change Healthcare, *Panelist*
 Amanda J. Drescher, Mercer | Sirota, *Panelist*
 Stephen B. Jeong, Center for Creative Leadership, *Panelist*
 Rebecca L. Stern, Crown Castle, *Panelist*
 Boris I. Yanovsky, Cloudflare, *Panelist*
 Submitter: Kathakali Sircar, sircark29@gmail.com

Poster Session (Teams, Coaching): 10:30AM–11:20AM Griffin Hall

770. Poster: 10:30AM–11:20AM Board 1
Staying on the Leadership Track—the Role of Psychological Capital
 This study takes a novel approach to leader derailment by looking at how psychological capital can mediate the relationship between maladaptive behaviors and leader derailment. Authors test this proposition with a sample of 219 leaders and their ratings from bosses, direct reports, and peers. Results support psychological capital as a mediator of the maladaptive behaviors–derailment relationship.

Cathleen Clerkin, Center for Creative Leadership
 Marian N. Ruderman, Center for Creative Leadership
 Katya Fernandez, Center for Creative Leadership
 Submitter: Cathleen Clerkin, clerkincc@cl.org

771. Poster: 10:30AM–11:20AM Board 2
Development and Validation of the Coachability Scale
 The authors developed the Coachability Scale, which measures the coachee characteristics necessary for successful coaching. Analyses revealed 5 dimensions of coachability, including emotional reaction to feedback, orientation toward negative feedback, humility, learning effort, and comfort with coaching. Evidence of the scale's convergent, discriminant, and criterion-related validity was found.

Matthew Joseph Johnson, Central Michigan University
 Ki Ho Kim, Central Michigan University
 Stephen M. Colarelli, Central Michigan University
 Submitter: Matthew Joseph Johnson, johns43m@cmich.edu

772. Poster: 10:30AM–11:20AM Board 3
Recommended Practices for Coaching Drivers in the Oil and Gas Industry
 Focus groups using 33 participants across 17 oil and gas industry organizations led to the creation of industry-recommended practices on properly using data collected on drivers through in-vehicle monitoring systems. These practices emphasize the importance of providing proper feedback to employees as well as influencing organizational culture positively.

Andrew M. Miller, Virginia Tech
 Submitter: Andrew M. Miller, amiller6@vt.edu

773. Poster: 10:30AM–11:20AM Board 4
Impact of Reluctance to Lead on University Leaders at All Levels
 Reluctance to lead is proposed as a new construct to understand leader behavior. As conceptualized, reluctance to lead is not the same as being unmotivated to lead but represents different "pushes" into leadership positions. Two studies are presented that describe the development of the scale and its nomological network.

Alexandria Redmond, Florida Institute of Technology
 David A. Periard, Amazon
 Jacklyn Scymcyk, Florida Institute of Technology
 Gary N. Burns, Florida Institute of Technology
 Submitter: Alexandria Redmond, aredmond2018@my.fit.edu

774. Poster: 10:30AM–11:20AM Board 5
How Anonymous Are Reviewers? Authorship Identifiability From a Single Review

This paper evaluates how anonymous reviews are by applying a neural-network method to infer authorship of an anonymous review using a single, brief writing sample as a reference. Across 3 studies in various contexts, authors were able to identify authors with a high degree of certainty, which has many implications for organizations, employees, and customers.

Zachary Hall Mastrich, Virginia Tech
 Ivan Hernandez, Virginia Tech
 Submitter: Zachary Hall Mastrich, zmast@vt.edu

775. Poster: 10:30AM–11:20AM Board 6
The Impact of Happy and Sad Affective States on Biases in Ethical Decision Making

This study examined the impact of affective states on decision biases in the context of ethical decision making. Happy states increased expression of regulation biases, whereas sad states increased expression of simplification biases,

compared with a control group. Implications are discussed with respect to advancing research and practice on ethical decision making in organizations.

Nicolette Ann Rainone, The Graduate Center & Baruch College, CUNY

Logan L. Watts, The Graduate Center & Baruch College, CUNY

Tyler Mulhearn, Neurostat Analytical Solutions, LLC

Tristan J. McIntosh, Washington University in St. Louis

Kelsey E. Medeiros, University of Nebraska, Omaha

Submitter: Nicolette Ann Rainone, nrainone@gradcenter.cuny.edu

776. Poster: 10:30AM–11:20AM

Board 7

An Examination of Team Conflict: The Essential Role of Followership

Followership and leadership provide 2 distinct yet complementary sets of role-related behaviors that jointly contribute to more positive team dynamics. Using a sample of 104 teams (N = 441) across 2 time points, authors found that team levels of effective followership were negatively related to team levels of relationship conflict and process conflict, but positively related to task conflict.

Noelle Baird, Western University

Alex Benson, Western University

Submitter: Noelle Baird, nbaird3@uwo.ca

777. Poster: 10:30AM–11:20AM

Board 8

Relationships Between Team Personality, Task Motivation, and Knowledge Sharing

Authors examined relationships between team level Big 5 personality traits and task-specific motivation with team knowledge sharing. Findings suggest openness to experience and task motivation are significant predictors of knowledge sharing at team level. Interestingly, task-specific motivation contributed more to the variance in team knowledge sharing than average team openness to experience.

Jacqueline Boggs, University of Tulsa

Joshua Royes, University of Tulsa

Anupama Narayan, University of Tulsa

Submitter: Anupama Narayan, anupama-narayan@utulsa.edu

778. Poster: 10:30AM–11:20AM

Board 9

Team Composition and Virtuality: A Meta-Analysis

The objective of this meta-analysis was to examine how team virtuality moderates the relationships between deep- and surface-level composition and team outcomes and mediators. Results indicated that the effects of team composition in highly virtual teams and teams that are low in virtuality did not differ from one another; instead, differences arose when teams were moderately virtual.

Paula Costa, Texas A&M University

Felix George, Jr., Texas A&M University

Winfred Arthur, Jr., Texas A&M University

Submitter: Paula Costa, plc339@tamu.edu

779. Poster: 10:30AM–11:20AM

Board 10

Teamwork in the Dynamic Domains of Healthcare: A Systematic Review

Teamwork in healthcare is particularly present in the dynamic domains of critical care, emergency medicine, surgery, and trauma and resuscitation. This systematic review investigates how these fields (a) study teams through the application of a teamwork processes rubric and (b) distinguish themselves through their empirical research. Implications and future directions are discussed.

Julie V. Dinh, Rice University

Allison Traylor, Rice University

Molly Kilcullen, Rice University

Eduardo Salas, Rice University

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

780. Poster: 10:30AM–11:20AM

Board 11

Helping Newcomers Versus Insiders: The Impact of Status Distance and Status Threat

This paper examines a critical factor that affects peoples' willingness to help newcomers: relative status concerns. One field and 2 experimental studies report that people help newcomers more than insiders when status distance is small but not when it is large. This moderated relationship is mediated by status threat.

Sarah Doyle, University of Arizona

Beth Polin, Eastern Kentucky University

Sijun Kim, University of Arizona

Robert Lount, The Ohio State University

Submitter: Sijun Kim, sijunkim@email.arizona.edu

781. Poster: 10:30AM–11:20AM

Board 12

Assigned Leadership as a Moderator of the Team Personality–Performance Relationship

The relationship among 3 team personality traits, team performance, and whether the relationship is moderated by leadership assignment was examined during a complex team task. A significant relationship was not found, but the findings indicate further research is needed. A relationship was predicted to still exist, but significance was unable to be found due to the limitations of the study.

Michael Dunn, Hofstra University

Erica Fernandes, Hofstra University

Nicole M. Rogers, Hofstra University

Comila Shahani-Denning, Hofstra University

Rebecca Grossman, Hofstra University

Submitter: Michael Dunn, mdunn15@pride.hofstra.edu

782. Poster: 10:30AM–11:20AM

Board 13

Linking Team Collaboration to Team Performance via Network Metrics

Authors used social network analysis (SNA) to explore the relationship between team collaboration (passing) and performance (point differential) using NBA basketball data. Computing offensive and defensive network metrics on basketball team passes explains a small to medium amount of variance in point differential. Implications of using SNA to study interdependent teams are discussed.

Alyssa Green, DePaul University

Morgan Gleason, DePaul University

Sydney Begerowski, DePaul University

Madison Cromptoets, DePaul University

Goran Kuljanin, DePaul University

Submitter: Alyssa Green, ameyer46@depaul.edu

783. Poster: 10:30AM–11:20AM

Board 14

It's Just You and Me: Exploring Dyadic Meetings in the Workplace

Workplace meetings are essential for collaboration and communication. Yet current research fails to consider the implications of dyadic meetings. This study takes an initial step in identifying variations in tactics and cadences used in dyadic meetings, and how they relate to critical work outcomes. Preliminary results advocate for regularly scheduled meetings between supervisors and subordinates.

Mary Monroe Hausfeld, University of North Carolina, Charlotte

Liana Morgan Kreamer, University of North Carolina, Charlotte

Jonathan Flinchum, University of North Carolina, Charlotte

Katie Kavanagh, University of North Carolina, Charlotte

Steven G. Rogelberg, University of North Carolina, Charlotte

Janaki Gooty, University of North Carolina, Charlotte

Submitter: Mary Monroe Hausfeld, mmonro11@unc.edu

784. Poster: 10:30AM–11:20AM

Board 15

I-Deals and Advice Network Centrality: The Moderating Role of Workgroup Attributes

Integrating idiosyncratic deals (i-deals) research with social network perspective, authors theorized and showed a positive relationship between i-deals and advice network centrality with job performance mediating this relationship. Further, they demonstrated that workgroup attributes of task interdependence, team commitment, and power distance strengthen this relationship.

Farid Jahantab, University of Texas at El Paso

Prajya Vidyarthi, University of Texas at El Paso

Submitter: Farid Jahantab, fjahantab@utep.edu

785. Poster: 10:30AM–11:20AM

Board 16

Shared Leadership Emergence and Its Effects on Information Exchange and Performance

Authors propose that members' motivation to lead facilitates the emergence of shared leadership in hierarchical teams, but only when power differentials are minimized. In turn, they propose that shared leadership

is indirectly related to team performance through enhanced information elaboration. Hypotheses are tested in an experimental study of 94 teams.

Jason Kiker, Drexel University
Jonathan C. Ziegert, Drexel University
Christian J. Resick, Drexel University
Lauren D'Innocenzo, Drexel University
Blythe L. Rosikiewicz, West Chester University
Scott Dust, Miami University
Submitter: Jason Kiker, jk3354@drexel.edu

786. Poster: 10:30AM–11:20AM Board 17
Membership Change and Team Effectiveness: The Role of Information and Members' EI

This study suggests the importance of informational attributes of membership change, as well as the role of emergent states and team composition in shaping team effectiveness following the change. Results showed that change predictability and rationality were positively related to team emergent states and effectiveness and these effects were moderated by members' emotional intelligence.

Eunhee Kim, Cornell University
Bradford S. Bell, Cornell University
Submitter: Eunhee Kim, ek635@cornell.edu

787. Poster: 10:30AM–11:20AM Board 18
Person–Group Fit Archetypes: A Latent Profile Analysis of Person–Group Fit

Research on person–group (PG) fit has identified it as consisting of multiple dimensions. Researchers have largely considered these dimensions independently. This variable-centered approach ignores the possibility that different dimensional configurations may underlie various outcomes. Using latent-profile analysis, a person-centered approach, authors identify 8 distinct subpopulations of P–G fit.

Christina S. Li, Southern Methodist University
Qi Zhang, University of Iowa
Amy L. Kristof-Brown, University of Iowa
Daniel Goering, University of Iowa
Submitter: Christina S. Li, christinal@smu.edu

788. Poster: 10:30AM–11:20AM Board 19
There's More to Meetings: Good Meetings' Effects on Meaningfulness and Motivation

Authors examined the relationship among meeting relevance, meeting load, work meaningfulness, and work motivation. Interactions between meeting relevance and meeting load (frequency of meetings) can influence work meaningfulness as well as work motivation through work meaningfulness. Managers can use meetings strategically to influence work attitudes and psychological states in their employees.

Isaac Alan Lindquist, University of Nebraska Omaha
Joseph A. Allen, University of Utah
William S. Kramer, University of Nebraska Omaha
Submitter: Isaac Alan Lindquist, ilindquist@unomaha.edu

789. Poster: 10:30AM–11:20AM Board 20
How Can Dark Personalities Contribute to Teams? A Composition Perspective

Dark Triad traits have been shown to create conflict among teams through expressed differences. The level of task complexity has been shown to moderate emergent conflict by influencing communication. This study explores how Dark Triad traits influence performance during simple tasks. Results suggests that during low-complexity tasks, Dark Triad traits do not affect team performance outcomes.

Cory Adam Long, Northwell Health
Allisa Lynn Ciccio, Hofstra University
Xi (Rita) Wang, Hofstra University
Submitter: Cory Adam Long, CLong2@pride.hofstra.edu

790. Poster: 10:30AM–11:20AM Board 21
Effects of Team Faultline Activation on Team Performance: Moderating Role of Team Collective PsyCap

This study demonstrated that dormant faultlines were antecedents of activated faultlines, and activated faultlines fully mediated the relation-

ship between dormant faultlines and team performance. In addition, team collective PsyCap acted as a deactivator, mitigating the activation process of dormant faultlines aligned by demographic characteristics.

Mingqiao Luan, University of International Business and Economics
Hong Ren, University of Wisconsin Milwaukee
Xuguang Hao, University of International Business and Economics
Submitter: Mingqiao Luan, lc2230081@126.com

791. Poster: 10:30AM–11:20AM Board 22
Longitudinal Applications of Stepladder Technique for Enhancing Group Performance

This study examined a more realistic application of the stepladder technique to a longitudinal project team engaged in a required design/build/test engineering program. Application of stepladder technique beyond 1-time use is unique addition to team performance research, as laboratory data on 1-time creative tasks (similar to task employed here) indicate limits to stepladder utility.

Conner James Lutterman, Embry-Riddle Aeronautical University
Erin E. Bowen, Embry-Riddle Aeronautical University
Submitter: Conner James Lutterman, luttermc@my.erau.edu

792. Poster: 10:30AM–11:20AM Board 23
Impact of Proactive Behavior on Communication, Trust, and Cohesion Within Teams

Authors assess the impact of proactive behavior on efforts to communicate, trust, and work cohesively with the proactive team member over time. 508 participants (providing 2083 ratings of team members) nested within 85 teams were surveyed at 3 points to analyze the impact of proactive behavior enactment at Time 1 on communication at Time 2, and trust and cohesion at Time 3. Implications discussed.

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

793. Poster: 10:30AM–11:20AM Board 24
Interactively Assessing Negotiation Skills: The Impact of Personality and Ability

This study assessed negotiation skills using interactive virtual tasks administered to 160 dyads and explored the extent to which cognitive ability and self-reported and perceived personality traits contribute to these skills. Findings showed cognitive ability, agreeableness, and conscientiousness (both self-reported and as perceived by a partner) were associated with higher negotiation scores.

Michelle Martin-Raugh, Educational Testing Service
Jiangang Hao, Educational Testing Service
Patrick C. Kyllonen, Educational Testing Service
Dovid Becker, Educational Testing Service
Zhitong Yang, Educational Testing Service
Fred Yan, Educational Testing Service
Gernissia Cherfrere, Educational Testing Service
Submitter: Michelle Martin-Raugh, mpm5042@gmail.com

794. Poster: 10:30AM–11:20AM Board 25
Prior Team Experience and Subsequent Performance Across Two Task Types

Laboratory teams performed 2 tasks to determine the effect of past teamwork on subsequent performance across different task types. Teams who performed an intellectual task followed by a creative task had worse performance on several measures of creativity than teams who performed the creative task first. There was no effect of task order on performance for the intellectual task.

Abby L. Mello, Towson University
Lisa A. Delise, Meredith College
Julie M. Blandford, Towson University
Kristen Halsey, University of Baltimore
Melanie R. Morris, Towson University
Submitter: Lisa A. Delise, ladelise@meredith.edu

795. Poster: 10:30AM–11:20AM

Board 26

A Checklist for Improving Team Dynamics in the Classroom

Teamwork is important, and educators may need to teach teamwork skills to students. Educators must be able to practically diagnose the students' strengths and weaknesses. A qualitative data-sorting analysis of 286 behaviors from 88 interviews resulted in the present checklist, broken into 6 components of teamwork (communication, cognition, coordination, coaching, cooperation, and conflict).

Jensine Paoletti, Rice University
Tiffany M. Bisbey, Rice University
Denise L. Reyes, Rice University
Amanda L. Woods, Rice University
Matthew Wettergreen, Rice University
Eduardo Salas, Rice University

Submitter: Jensine Paoletti, jensine.paoletti@rice.edu

796. Poster: 10:30AM–11:20AM

Board 27

Unpacking Relational Identity Development Among B2B Sellers

Authors examine particularized relational identity development among sellers within a B2B context. They hypothesize that sellers' knowledge and relationship identity claims are directly related to seller perceived sales likelihood, moderated by features of the sales context. Data were obtained from B2B sellers at 2 time periods. Partial support was found for the hypothesized model.

Elizabeth C. Ravlin, University of South Carolina
Christina Hymer, University of South Carolina
Submitter: Elizabeth C. Ravlin, Ravlin@moore.sc.edu

797. Poster: 10:30AM–11:20AM

Board 28

The Dynamics of Collective Performance

Collective performance and its related processes are inherently dynamic. Currently exists a need to formally integrate the dynamic features of teams within a cohesive framework. Authors present such a model and illustrate how it can estimate trajectories in a dynamic fashion, both across psychological constructs and collective units (i.e., individuals and teams).

Ajay Somaraju, Michigan State University
Christopher Dishop, Michigan State University
Daniel Jacob Griffin, Michigan State University
Richard P. DeShon, Michigan State University
Submitter: Ajay Somaraju, somaraju@msu.edu

798. Poster: 10:30AM–11:20AM

Board 29

The Impact of Perceived Ambiguity, Volatility, and Risk on Collective Performance

The impact of perceived ambiguity, volatility, and risk on collective performance and important processes were explored using a business simulation game. Findings suggest that these perceived environmental factors differentially impact collective performance and processes.

Colleen Jane Standish, University of Oklahoma
Robert Martin, University of Oklahoma
E. Michelle Todd, University of Oklahoma
Tanner Newbold, University of Oklahoma
Samantha England, University of Oklahoma
Michael D. Mumford, University of Oklahoma
Shane Connelly, University of Oklahoma
Neil Maclaren, Binghamton University
Yiding Cao, Binghamton University
Yingjun Dong, Binghamton University
Francis J. Yammarino, Binghamton University, SUNY
Shelley Dionne, Binghamton University
Hiroki Sayama, Binghamton University
Gregory A. Ruark, U.S. Army Research Institute
Submitter: Colleen Jane Standish, colleen.j.durban@ou.edu

799. Poster: 10:30AM–11:20AM

Board 30

The Influence of Team Cohesion and Contextual Performance Over Time

Authors examined the coevolution of contextual performance and team cohesion over time in student project teams. Data were collected from 40 teams who participated in a business simulation over a 10-week school quarter. Results from cross-lagged analysis revealed a stronger relationship between contextual performance at Time Point 1 and team cohesion at Time Point 2.

Melissa Vazquez, DePaul University
Suzanne T. Bell, DePaul University
Submitter: Melissa Vazquez, mvazqu33@depaul.edu

800. Poster: 10:30AM–11:20AM

Board 31

Social Networks and Team Goals: New Insights Through "Network Goal Analysis"

Grounded in dynamic network theory, this study applied network goal analysis to understand the networks involved in team goals. As predicted, using the quadratic assignment procedure, results found significant goal striving density ($D = .17$), system support density ($D = .24$), and the association between goal striving and system supporting linkages ($r = .55$). Network visualizations are presented.

James D. Westaby, Teacher's College, Columbia University
Adam Parr, Teacher's College, Columbia University
Submitter: James D. Westaby, jdww43@columbia.edu

801. Poster: 10:30AM–11:20AM

Board 32

Haves and Have Nots: Social Class Diversity in Teams

This study answers a call to investigate the effects of social class diversity (SCD) in teams. A finding was that the effect of SCD on team viability depends on both the extent to which members perspective take and if they have norms to resolve conflict. Given these results and the importance of social class inequality in organizations, research on social class in the teams should continue.

Jason A. Williamson, Pennsylvania State University
Susan Mohammed, Pennsylvania State University
Alexander S. McKay, Virginia Commonwealth University
Linda C. Angell, American University of Sharjah
Submitter: Jason A. Williamson, Jaw378@psu.edu

802. Panel Discussion: 11:30AM–12:20PM

201-202

Navigating the Obstacle Course: A Practitioner's Guide to Physical Ability Testing

Practitioners face unique obstacles with physical ability tests (PATs). This panel of PAT experts will provide thought leadership and guidance on developing, validating, and administering PATs in a variety of settings. Discussion will cover best practices, common challenges, and lessons learned from a panel with over 100 years of combined experience in developing fair, valid, and defensible PATs.

Joseph D. Abraham, PSI Services, LLC, *Chair*
Jessica Soderquist, PSI Services, LLC, *Co-Chair*
Deborah L. Gebhardt, HumRRO, *Panelist*
Mary Gevorkian, SoCalGas, *Panelist*
Rick R. Jacobs, Pennsylvania State University, *Panelist*
Johan A. Julin, County of Los Angeles, *Panelist*
Submitter: Penelope C. Palmer, ppalmer@psionline.com

803. Symposium: 11:30AM–12:20PM

203-204

Feedback That Propels Growth: Innovative 360 Applications for Personal Development

This session offers several new lenses on the use of 360 feedback as an advantageous tool for accelerating personal growth. Three innovative applications of 360s will be presented, each offering a unique and innovative approach. This session caters to practitioners interested in stretch applications of the 360 for accelerating individual and organizational growth and success.

Erin Eatough, BetterUp, *Co-Chair*
Evan F. Sinar, BetterUp, *Co-Chair*
Jeff Foster, Missouri State University, Thomas H. Stone, Oklahoma State University, *A 360-Approach to Personality Assessment for Personnel Development*
Erin Eatough, BetterUp, Evan Walker Carr, BetterUp, Evan F. Sinar, BetterUp, *The Growth Advantage of the Developmental 360 in Leadership Coaching*
Dale S. Rose, 3D Group, *Using 360 Feedback to Predict Leadership Potential*
David W. Bracken, Keiser University, *Discussant*
Submitter: Erin Eatough, erin.eatough@betterup.co

804. Alternative Session Type with Presenters:**11:30AM–12:50PM****402-403****Kicking Off Open Science Collaborations in I-O Psych**

Science has been enthralled by a replication crisis, revealing weak foundations for scientific disciplines. Although psychology (particularly social and cognitive psychology) is addressing this crisis, little has been done to gauge the crisis within I-O psych. This session draws attention to the need for open science and hopes to spark collaborations that address key field-wide needs.

Christopher M. Castille, Nicholls State University, *Chair*Sebastian Marin, University of Minnesota, *Author*Fred Oswald, Rice University, *Author*Bharati B. Belwalkar, American Institutes for Research, *Presenter*Tanja Bipp, Julius Maximilian University Würzburg, *Presenter*John E. Buckner, V, AlixPartners, *Presenter*Tim Vantilborgh, Vrije Universiteit Brussel, *Presenter*

Submitter: Christopher M. Castille, chris_castille@icloud.com

805. Community of Interest: 11:30AM–12:20PM 408-409**Dual-Career Couples in Industrial-Organizational Psychology**

Dual-career couples whose members are in the same field face a unique set of challenges and opportunities. The goal of this session is to bring together both work–family scholars and members of couples balancing 2 careers in I-O psychology (or a related field). The discussion will center on how research can inform the issues faced by these couples.

Kristen M. Shockley, University of Georgia, *Host*Jessica M. Nicklin, University of Hartford, *Host*Erin M. Richard, Louisiana State University, *Coordinator*

Submitter: Erin M. Richard, erinrichard@lsu.edu

806. Special Event: 11:30AM–12:20PM**502-503****SIOP Select: Presidential Town Hall**

Come meet with SIOP leaders to discuss the latest updates on SIOP's strategic initiatives as well as get answers to your questions about SIOP activities.

Talya N. Bauer, Portland State University, *Host*Georgia T. Chao, Michigan State University, *Host*Eden B. King, Rice University, *Host*

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

807. Symposium: 11:30AM–12:20PM**Brazos****Novel Perspectives on Incorporating the Situation in Research and Assessment**

Recently, new approaches to incorporate situational characteristics in I-O research have emerged. Examples include multidimensional situation taxonomies, approaches to more systematically capture work events, and the use of innovative situations in assessment. This symposium brings a group of organizational, assessment, and personality researchers together to discuss these recent developments.

Jonas W. B. Lang, Ghent University, *Chair*J. Malte Runge, Ghent University, *Co-Chair*Ryne A. Sherman, Hogan Assessments, *Personality Profiles of Performance Across Different Job Types*

Viktoria Gochmann, University of Fribourg, Stefan Eiring, University of Kassel,

Sandra Ohly, University of Kassel, *Daily Follower Situations and Their**Impact on Leader's Creativity*Gudrun Reindl, Ghent University, Jonas W. B. Lang, Ghent University, *Comparing**Situational Perceptions of Leader and Colleague Events, and Events Alone*Jennifer L. Tackett, Northwestern University, *How to Assess Adolescent Leadership Skills: A Leader-Follower Situational Task Study*

Submitter: Jonas W. B. Lang, jonaslang@jonaslang.info

808. Alternative Session Type with Presenters:**11:30AM–12:20PM****JW Grand Salon 1****An Interdisciplinary View on Mobile Assessments and the Candidate Experience**

This session will present common challenges and real-world examples of using mobile assessments to create a positive and impactful candidate experience. Insights from a diverse panel representing different

disciplines and global perspectives, along with audience engagement, will drive a conversation around trends, barriers, and best practices in mobile employment testing.

Alexander Stemer, Amazon, *Co-Chair*Alina Siemsen, Aon's Assessment Solutions, *Co-Chair*Chris Coughlin, SHL US LLC, *Presenter*Shane Lowery, Marriott International, *Presenter*Eoin O'Callaghan, Aon, *Presenter*Lily Patel, AT&T, *Presenter*Ave Shalom, Aon, *Presenter*Tim Warszta, Westcoast University of Applied Sciences, *Presenter*

Submitter: Alexander Stemer, stemerallexander@gmail.com

809. Panel Discussion: 11:30AM–12:20PM JW Grand Salon 2
Incentivizing Survey Scores: Do You Get What You Pay for or Something Unintended?

Organizations of all maturity levels struggle with holding leaders accountable for driving improvement based on survey feedback. The session will bring together a diverse panel of HR practitioners and consultants with a range of experiences in incentivizing leaders based on survey scores. They will examine risks and benefits of this kind of accountability and find common ground for best practices.

Megan J. Steckler, Perceptyx, *Chair*Jeffrey A. Jolton, PwC, *Panelist*Mariangela Battista, IGT, *Panelist*Cameron G. Brown, Southern Company, *Panelist*Wayne R. Edwards, Epiq, *Panelist*

Submitter: Megan J. Steckler, megan.steckler@gmail.com

810. Alternative Session Type with Presenters:**11:30AM–12:20PM****JW Grand Salon 3****It Starts With Us: The Impact That I-O Makes in the Healthcare Industry**

Six I-O professionals in the healthcare industry will discuss the many ways that I-O is used in healthcare, how it benefits the industry, and what's to come in the future. This session will begin as a panel describing 5 different I-O careers in healthcare. After panel intros, the format shifts to round table discussions where each presenter will discuss their I-O experiences in smaller groups.

Vanessa Gallo, Weill Cornell Medicine, *Chair*Paul H. Richardson, Jr., Hoag Personal Care, *Presenter*Andrew N. Garman, NCHL/Rush University, *Presenter*Melanie P. Standish, Illinois Institute of Technology, *Presenter*Taylor Scotese, Perceptyx, *Presenter*Jose L. Alba, Illinois Institute of Technology, *Presenter*

Submitter: Vanessa Gallo, vaa2012@med.cornell.edu

811. Alternative Session Type with Presenters:**11:30AM–12:20PM****JW Grand Salon 4****The Different Faces of Academia: Panel and Small-Group Discussion**

Six I-O psychologists currently working as faculty members at varying institutions, each with different roles, will discuss similarities and differences between their experiences in academia. Panel members will answer audience questions and a few common prompts regarding their careers. Panelists will then join audience members for small-group discussions about prospective academic careers.

Allison M. Tringale, Loras College, *Presenter*Alex Milam, University of Houston-Clear Lake, *Presenter*Caitlin M. Porter, University of Memphis, *Presenter*Candice L. Thomas, Saint Louis University, *Presenter*Richard G. Moffett, III, Middle Tennessee State University, *Presenter*L. A. Witt, University of Houston, *Presenter*

Submitter: Allison M. Tringale, allison.tringale@gmail.com

812. Alternative Session Type with Presenters:**11:30AM–12:20PM****JW Grand Salon 5****The Evolution of the Career Development Revolution!**

Panelists from 3 organizations will share their experiences implementing career management and development interventions. Each speaker represents a company at a different stage of maturity in their approaches based on organizational capability and readiness. After each panelist provides a brief presentation of their interventions, an interactive discussion with the audience will follow.

Nabila Sheikh-Hashmi, Sony Playstation, *Chair*Jenna Case-Lee, PepsiCo, *Co-Chair*Nicole M. Ginther, Thermo Fisher Scientific, *Co-Chair*Michael Martin, Ingersoll Rand, *Co-Chair*Jo Mills, Fuel50, *Co-Chair*

Submitter: Nabila Sheikh-Hashmi, nabila.sheikh@gmail.com

813. Symposium: 11:30AM–12:20PM**JW Grand Salon 6****Confronting Stigma Among LGBT Workers: New Developments in Stigmatization at Work**

Stigmatized employees experience negative consequences that may take a toll on their careers and lead to adverse consequences for the organizations that they work for. This symposium explores approaches to tactical disclosure of sexual orientation, the identification of emotions and how they impact the work of HIV+ employees, and the role of identity in one's career development.

Anthony Decoste, De La Salle University, *Co-Chair*Simon Restubog, University of Illinois at Urbana-Champaign, *Co-Chair*Kelly Hamilton, Portland State University, Larry R. Martinez, Portland State University, *Stigma or Superpower? Gay and Lesbian Identity Work as Catalyst to Career Development*Anna Carmella Ocampo, Australian National University, Yueyang Chen, University of Illinois at Urbana-Champaign, Simon Restubog, University of Illinois at Urbana-Champaign, Lu Wang, Australian National University, Anthony Decoste, De La Salle University, *HIV Stigma, Discrete Emotions, and Work Behaviors Among HIV+ Workers*Brent J. Lyons, York University, John W. Lynch, University of Illinois at Chicago, Tiffany D. Johnson, Georgia Institute of Technology, *Heterosexual Employees' Intimacy Responses to Gay/Lesbian Disclosure*Belle Rose Ragins, University of Wisconsin-Milwaukee, *Discussant*

Submitter: Anthony Decoste, mail@adecoste.com

814. Alternative Session Type with multiple papers:**11:30AM–12:20PM****JW Grand Salon 7-8****Show and Tell: Generating Solutions in Combating Workplace Sexual Harassment**

Thanks to the #MeToo movement, and changes in legislation globally, attention to issues around sexual harassment (SH) at work has grown. Yet, the focus tends to be on the target reporting or "speaking up." This alternative session highlights the importance of other practical factors—organizational climate for SH, role of observers and managers, and technology—in mitigating SH at work.

Aarti Shyamsunder, Psymantics Consulting, *Chair*Afra S. Ahmad, George Mason University, *Co-Chair*Afra S. Ahmad, George Mason University, Caren Goldberg, Bowie State University, *Improving the Measurement of Sexual Harassment Climate*Charu Khanna, Independent Consultant, Aarti Shyamsunder, Psymantics Consulting, Ayesha Sharma, Independent Consultant, Patricia D'Souza, Sophia College, *Sexual Harassment: The Power of Observer Actions*Caitlin Meyer, University of Tennessee at Chattanooga, Alexandra I. Zelin, University of Tennessee at Chattanooga, *Cultural Shift From the Top Down: Active Bystanders*Meghana Srinivas, TrustIn, *Technology Solutions for Workplace Safety and Equitable Access to Justice*

Submitter: Aarti Shyamsunder, aarti.shyamsunder@gmail.com

815. Master Tutorial: 11:30AM–12:20PM Lone Star Salon A
Using MetaBUS to Locate, Synthesize, and Visualize I-O Research Findings

The metaBUS platform provides open-access tools for locating, synthesizing, and visualizing I-O research. Authors demonstrate an updated

interface for facilitating meta-analyses drawing on a collection of over 1,000,000 findings reported in 27 journals from 1980–2018. They will engage attendees by demonstrating and providing access to an online platform (<http://shiny.metabus.org/>).

Yingyi Chang, George Mason University, *Presenter*James G. Field, West Virginia University, *Presenter*Frank A. Bosco, Virginia Commonwealth University, *Presenter*Krista L. Uggerlev, Northern Alberta Institute of Technology, *Presenter*

Submitter: Frank A. Bosco, siop@frankbosco.com

816. Symposium: 11:30AM–12:20PM**Lone Star Salon B****Selecting for Retention: Reducing Turnover Prehire**

Although turnover in organizations has a long history of scholarly research, I-Os still know surprisingly little about how to anticipate and reduce turnover prehire. This session will present findings of 3 studies spanning hundreds of thousands of hires and multiple organizations with the goal of advancing the state of research and practice in reducing turnover risk prehire.

Carter Gibson, Modern Hire, *Chair*Jennifer A. Griffith, University of New Hampshire, *A Hundred Million Reasons to Walk Away: Beyond Dichotomous Taxonomies of Turnover*Jay H. Hardy, III, Oregon State University, *Reasons Matter: Decomposing Turnover Reasons for Improving Prehire Prediction*Andrew J. Barsa, Modern Hire, *Presenting Prehire Turnover Impact to Laymen: Empirically Derived Knowledge*Josh W. Allen, Walmart, *Discussant*

Submitter: Carter Gibson, Carter.Gibson@shakercg.com

817. Alternative Session Type with Presenters:**11:30AM–12:20PM****Lone Star Salon C****Challenges for the Structure and Nature of Future Work**

The dawning of the so-called 4th industrial revolution brings a new set of challenges for organizations to contemplate. In this alternative session, 6 distinguished international scholars will present different perspectives of important aspects of work that have implications for preparing for future work. After, presenters and audience will engage in a lively facilitated discussion.

Gretchen A. Petery, Centre for Transformative Work Design/CEPAR, *Chair*Lars U. Johnson, Wayne State University, *Author*Sara J. Perry, Baylor University, *Author*Tristan Casey, Griffith University, *Presenter*Caroline Knight, Curtin Graduate School of Business, *Presenter*Emily David, China Europe International Business School (CEIBS), *Presenter*Jose M. Peiro, University of Valencia, *Presenter*Mahima Saxena, Illinois Institute of Technology, *Presenter*Mark Griffin, Curtin University, *Presenter*

Submitter: Gretchen A. Petery, gretchen.petery@curtin.edu.au

818. Debate: 11:30AM–12:20PM**Lone Star Salon E****Are Machine Learning Algorithms a Hiring Panacea or Pandora's Box?**

Machine learning has demonstrated value from predicting important workplace outcomes to solving complex data problems. However, challenges persist from limitations in extracting actionable insights to eliminating differences among protected classes. This debate will present different perspectives and seek a framework to analyze both the promises and limitations of ML in employment decision making.

Brandon Ferrell, Hogan Assessments, *Moderator*Matthew L. Arsenault, Walmart, *Presenter*Nathan A. Hundley, Hogan Assessments, *Presenter*Ken Lahti, SHL, *Presenter*Georgi P. Yankov, DDI, *Presenter*

Submitter: Brandon Ferrell, bferrell@hoganassessments.com

819. Alternative Session Type with Presenters:**11:30AM–12:20PM****Lone Star Salon F****The Ins and Outs of I-O Internships: IGNITE and Panel Session Combo**

Five young professionals and students in I-O will share their insights and advice on how to find and maximize an I-O internship. Speakers

will draw on their knowledge and experience from their own I-O-focused internship. After 4 IGNITE presentations (20 slides each advancing every 15 seconds), panelists will answer audience questions in an open forum panel discussion.

Daniel Bashore, SKS Consulting Group, *Co-Chair*
 Abbie N. Caudill, SKS Consulting Group, *Co-Chair*
 Jacob C. Bradburn, Michigan State University, *Presenter*
 Cheyna Brower, Wright State University, *Presenter*
 Patrick Josh, Minnesota State University-Mankato, *Presenter*

Submitter: Daniel Bashore, bashore.17@wright.edu

820. Panel Discussion: 11:30AM–12:20PM Lone Star Salon G Strategic Directions in Forced-Choice Personality Testing

Forced-choice personality tests provide an alternative measurement approach to single-stimulus, Likert-style scales; however, they are used far less frequently. This panel brings together I-O psychologists working in academia, consulting, and applied practice to discuss the current state, challenges, and future needs in the research and use of forced-choice personality tests.

Brennan D. Cox, U.S. Navy, *Co-Chair*
 Henry L. Phillips, IV, Naval Aerospace Medical Institute, *Co-Chair*
 Anthony S. Boyce, Amazon, *Panelist*
 Tracy Kantrowitz, PDRI, an SHL Company, *Panelist*
 Heidi N. Keiser, Naval Aerospace Medical Institute, *Panelist*
 Stephen Stark, University of South Florida, *Panelist*
 Len White, Army Research Institute, *Panelist*

Submitter: Brennan D. Cox, cox.brennan@gmail.com

821. Symposium: 11:30AM–12:20PM Lone Star Salon H Exploring the Impact of Work Technology Use on Employee Performance and Well-Being

Organizations depend on work-related information and communication technologies (ICT) now more than ever. However, the implications of constant work ICT use on employee performance and well-being are complex and multifaceted. This symposium presents a series of studies that aim to elucidate the conditions under which work ICT use are associated with positive versus negative employee outcomes.

Stephanie A. Andel, Indiana University, Purdue University Indianapolis, *Co-Chair*
 Michelle Van Laethem, University of Amsterdam, *Co-Chair*
 Keaton A. Fletcher, Georgia Institute of Technology, Ruth Kanfer, Georgia Institute of Technology, Cathy Liu, Georgia Institute of Technology, *New Technologies and I-O Psychology: A Review*
 Michelle Van Laethem, University of Amsterdam, Larissa K. Barber, San Diego State University, *Daily Work-Related Smartphone Use and Perceived Job Performance*

Stephanie A. Andel, Indiana University, Purdue University Indianapolis, Morgan Rose Taylor, Portland State University, *Cyberloafing as a Buffer Between Role Conflict and Job Satisfaction*

David J. Howard, University of South Florida, Logan M. Steele, University of South Florida, Cheryl Gray, University of South Florida, Kim S. Johnson, University of South Florida, Paul E. Spector, University of South Florida, *In the Eye of the Beholder: Individual Differences and Perceiving Email Incivility*

Submitter: Stephanie A. Andel, sandel@mail.usf.edu

Poster Session (Job Attitudes, HR): 11:30AM–12:50PM Griffin Hall

822. Poster: 11:30AM–12:20PM Board 1

Belief in God and Job Satisfaction: A Meta-Analytic Study

The meta-analytic review ($N = 10$) explored the relationship between religious commitment and job satisfaction. Using Schmidt and Hunter's "bare bones" procedure (2004), the unattenuated coefficient for religion-specific scales was small to moderate ($r = .29$). Studies utilizing nonspecific ("general") scales had a smaller relationship ($r = .21$) than those using religion-specific scales.

Juan Balcazar, Saint Mary's University
 Cody B. Cox, St. Mary's University
 Gregory J. Pool, St. Mary's University

Submitter: Juan Balcazar, jbalcazar@mail.stmarytx.edu

823. Poster: 11:30AM–12:20PM

Board 2

The Outcomes of Union Commitment: A Facet-Level, Meta-Analytic Investigation

Authors investigated the relations among the facets of union commitment (UC) and organizational and psychological outcomes, using meta-analysis (replicating and extending Bamberger et al., 1999). Novel results reveal that Union Participation mediates the relationship between union commitment and job satisfaction. This poster session is intended for intermediate to advanced audiences.

Lifei Chen, University of Illinois at Urbana-Champaign
 Anoop Javalagi, University of Illinois at Urbana-Champaign
 Raees Meghani, University of Illinois at Urbana-Champaign
 Yuan Cai, University of Illinois at Urbana-Champaign
 Daniel A. Newman, University of Illinois at Urbana-Champaign
 J. Ryan Lamare, University of Illinois at Urbana-Champaign

Submitter: Anoop Javalagi, anoop.javalagi@gmail.com

824. Poster: 11:30AM–12:20PM

Board 3

A 14-Year Analysis of Unit-Level Job Satisfaction/Employee Engagement Score Stability

The unit-level, test-retest reliability of items and scale scores for a job satisfaction/employee engagement survey was investigated over a 14-year time period. There was a significant negative relationship between reliability and time, with some evidence of curvilinearity. The overall score test-retest reliability was .93 at 1 year and .45 at 13 years.

Jeffrey M. Cucina, U.S. Customs and Border Protection
 Scott K. Burtnick, U.S. Customs and Border Protection
 Kevin A. Byle, U.S. Customs and Border Protection
 Theodore L. Hayes, U.S. Department of Justice
 Hanna K. Pillion, U.S. Customs and Border Protection

Submitter: Jeffrey M. Cucina, jcucina@gmail.com

825. Poster: 11:30AM–12:20PM

Board 4

The Relationship Among Negatively Perceived Tasks, Fit, and Re-Enlistment Intentions

Using an army sample, this research investigated the relationship between negative perceptions of assigned tasks and reenlistment intentions via person-organization fit (army fit) and person-job fit (MOS fit). Findings indicate that both types of fit are instrumental in explaining this relationship. Implications for research and practice are discussed.

Sydnée Cunningham, U.S. Army Research Institute
 Jessica Rose Carre, U.S. Army Research Institute
 Caitlin Rodgers, Suited
 Alexis Noel Roman, Florida State University

Submitter: Sydnée Cunningham, scunningham117@gmail.com

826. Poster: 11:30AM–12:20PM

Board 5

Perceived Job Alternatives and the Employee-Organization Social Exchange

Contextual determinants of the employee-organization social exchange relationship (SER) have been underexplored. Authors report a meta-analysis ($k = 97$) of such a determinant: perceived job alternatives (PJA). Main effect and moderator analyses across 3 operationalizations of the SER support the conclusion that, with some caveats in mind, PJA affects the quality of the employee-organization SER.

Michael B. Harari, Florida Atlantic University
 Kate McCombs, Florida Atlantic University
 Submitter: Michael B. Harari, mharari@fau.edu

827. Poster: 11:30AM–12:20PM

Board 6

Owning Yourself at Work, Speaking Up More? A Moderated Mediation Model of Voice

This study examined the relationships among job self-determination, work engagement, person-organization fit (P-O fit), and voice. Results indicated that job self-determination has an indirect relationship with voice through work engagement. Additionally, P-O fit moderated the mediating effect of work engagement on the self-determination-promotive voice relationship when P-O fit is high.

Hao-Hsin Hsu, National Chiao Tung University
 Ying-Chan Cheng, Ming Chuan University

Kuo-Yang Kao, National Chiao Tung University
 Hui-Ting Lee, National Chiao Tung University
 Bachir Bastien, National Chiao Tung University
 Submitter: Hui-Ting Lee, htlynnlee.ms06g@nctu.edu.tw

828. Poster: 11:30AM–12:20PM Board 7

The Forgotten Working-Class Experience and Job Satisfaction

This study examines the experience of forgotten working-class employees. Using data from a nationally representative sample, as well as corresponding O*NET data, authors collected a sample of 3,547 employees nested in 330 occupations. Results of multilevel analyses suggested that working-class jobs are objectively worse than upper/middle class jobs, resulting in lower levels of job satisfaction.

Stacey R. Kessler, Kennesaw State University
 Melissa Gutworth, Montclair State University

Submitter: Melissa Gutworth, gutworthm@montclair.edu

829. Poster: 11:30AM–12:20PM Board 8

Investigating the Role of Psychological Resources and Ethics in Goal Pursuit

Authors propose the mechanism in which employees experiencing fear of goal failure may become ego depleted and in turn make unethical choices. Additionally, authors hypothesize that individual characteristics like conscientiousness can help counter resource depletion. Further, relationship between ego depletion and unethical behavior is contingent on the level of individual's moral attentiveness.

Rahman Khan, Université de Pau et Pays de l'Adour
 Ghulam Murtaza, Université de Pau & des Pays de l'Adour
 Jean P. Neveu, UPPA University in Bayonne, France
 Alexander Newman, Deakin University

Submitter: Jean P. Neveu, jp.neveu@univ-pau.fr

830. Poster: 11:30AM–12:20PM Board 9

Psychological Contract Breach and Corporate Reputation Influence Job Attitudes

This study examined the 3-way interaction between corporate reputation, supervisor and subordinate PCB on job attitudes and intention to quit using a sample of 227 employees (including matched data from their supervisors) in Oman. PCB had strong effects on job attitudes and intention to quit, and the 3-way interaction was significant in predicting job attitudes.

Danilo Le Sante, Florida International University
 Naveen Kumar Jain, Stockton University
 Chockalingam Viswesvaran, Florida International University
 Rakesh Belwal, Sohar University

Submitter: Danilo Le Sante, dlesante@gmail.com

831. Poster: 11:30AM–12:20PM Board 10

The Importance of Job Factors Versus Personality for Boosting Workplace Engagement

Authors used relative weights analysis to directly compare the importance of job factors and personality in predicting work engagement. Findings suggested devoting the most resources towards intrinsically motivating job characteristics. Personality factors also incrementally predicted work engagement over and above both intrinsically and extrinsically motivating job factors.

Xue Lei, George Mason University
 Dena H. Rhodes, Hogan Assessments
 Phillip Borden, Hogan Assessments

Submitter: Dena H. Rhodes, drhodes@hoganassessments.com

832. Poster: 11:30AM–12:20PM Board 11

What Happens to Job Satisfaction Trajectory Under Normal and Intervention Conditions?

Authors examined the longitudinal trajectories of job satisfaction using a 2nd-order growth mixture model. Data from both a control and an intervention condition showed similar patterns of trajectories (high stable, increasing, and decreasing), but the 2 conditions differed in the slopes of the trajectories. Work-family related antecedents and work outcomes of the trajectories were also examined.

Xue Lei, George Mason University
 Philseok Lee, George Mason University
 Seulki Jang, Pennsylvania State University Mont Alto

Submitter: Xue Lei, xlei2@masonlive.gmu.edu

833. Poster: 11:30AM–12:20PM Board 12

When Reputations Collide: Benefits and Drawbacks of Person–Group Reputational Misfit

Using a person–environment fit perspective, authors examine how the direction of misfit between person and group reputation leads to different behavioral strategies. Negative misfit relates to resignation, whereas positive misfit relates to resolution strategies. Different organizational outcomes of using these strategies in response to reputational misfit are explored.

Erin Makarius, University of Akron
 Steffanie L. Wilk, The Ohio State University

Submitter: Erin Makarius, makarius@uakron.edu

834. Poster: 11:30AM–12:20PM Board 13

How Can We Reduce Burnout Among Mental Health Professionals?

High job demands and overload lead to burnout among mental health professionals (MHP). To combat burnout, self-compassion that buffers stress is recommended. Self-compassion was hypothesized to increase perceptions of inclusion, thereby reducing burnout. The results from 95 MHPs confirmed this prediction. Recommendations to implement self-compassion methods and inclusion strategies are discussed.

Chintanya McGowan, Alliant International University
 Nurcan Ensari, Alliant International University

Submitter: Nurcan Ensari, nensari@alliant.edu

835. Poster: 11:30AM–12:20PM Board 14

Cultivating a Mindful Workforce: Is Mindfulness Training Enough?

A growing number of organizations are implementing training programs to increase employee mindfulness. However, to effectively achieve this goal, it is important that organizations also understand the broader set of antecedents that have an influence on this construct. This study finds that individual differences and work context are important predictors of trait mindfulness in employees.

James C. Meaden, SHL

Submitter: James C. Meaden, james.meaden@gmail.com

836. Poster: 11:30AM–12:20PM Board 15

Do Engaged Midwives Accumulate More Work Resources? A New Zealand-Based Study

Authors conducted a cross-sectional study involving 287 self-employed midwives in New Zealand to test the theoretical proposition that work engagement is positively related to work resources via job crafting. Results show that engagement (absorption) is linked to work resources (self-efficacy and service to others) through approach increasing challenging job demands.

Tago Mharapara, Auckland University of Technology
 Jennifer L. Kisamore, University of Oklahoma

Submitter: Jennifer L. Kisamore, jkisamore@ou.edu

837. Poster: 11:30AM–12:20PM Board 16

Conflict Management Styles: Exploring Links With Negative Mood Regulation and Burnout

Conflict is inevitable in organizations. This research develops and examines a model incorporating negative mood regulation as an antecedent and burnout as a consequence of conflict management styles. Results suggested that regulation is related to several conflict styles, avoiding and dominating styles are related to burnout, and these styles partially mediate the regulation–burnout relationship.

Nicholas Aaron Moon, Florida Institute of Technology
 Patrick D. Converse, Florida Institute of Technology
 Katrina Piccone Merlini, Florida Institute of Technology
 Lida Priscila Ponce, Florida Institute of Technology

Submitter: Nicholas Aaron Moon, nickmoon9@gmail.com

838. Poster: 11:30AM–12:20PM

Board 17

Psychological Capital's Role in Work–School Facilitation/Conflict on Study Engagement

This intermediate level study explores the mediating effects of psychological capital on the relationship between work–school facilitation/conflict and study engagement. Results have implications for the university setting, suggesting that psychological capital and improving the congruence between work and school-work roles can lead to an increase in study engagement among graduate students.

Daren S. Protolipac, St. Cloud State University

Jordann K. Morey, Target

Rebecca Moy, Saint Cloud State University

Submitter: Daren S. Protolipac, dsprotolipac@stcloudstate.edu

839. Poster: 11:30AM–12:20PM

Board 18

How Psychological Ownership Creates Paternalistic Leaders Across Cultures

The study examines how psychological ownership affects managers' paternalistic leadership across national cultures. Findings indicate that both individual ($b = 1.43, p < .01$) and collective ($b = 5.38, p = .09$) psychological ownership are positively related to paternalistic leadership behavior. The latter effect is enhanced in national cultures high in individualism ($b = 0.04, p = .06$).

Franziska M. Renz, University of Texas at El Paso

Richard A. Posthuma, University of Texas at El Paso

Eric Smith, University of Texas at El Paso

Submitter: Franziska M. Renz, fmrenz@utep.edu

840. Poster: 11:30AM–12:20PM

Board 19

The Effect of Managers' Psychological Ownership on Organizational Performance

The study examines the relationship between managers' ownership feelings (i.e., psychological ownership) for the organization and 2 organization-level outcomes: fraudulent behavior ($b = -386931.92, p < .001$) and financial performance ($b = 146.28, p < .001$). The poster gives an introductory-level overview on psychological ownership theory and demonstrates its value for practitioners.

Franziska M. Renz, University of Texas at El Paso

Submitter: Franziska M. Renz, fmrenz@utep.edu

841. Poster: 11:30AM–12:20PM

Board 20

The Influence of Engagement and Burnout on Job Performance and Turnover Intentions

Authors examined the relationship between job attitudes (i.e., engagement and burnout) and work outcomes (i.e., turnover intentions and proficiency-based job performance). Results indicate dedication is the strongest predictor of engagement and burnout when outcomes are turnover intentions and proficiency-based job performance.

Lauren N. Scanlan, East Carolina University

Zachary M. Love, TIAA

Anne Francis dos Santos, East Carolina University

Mark C. Bowler, East Carolina University

Jennifer L. Bowler, East Carolina University

Submitter: Lauren N. Scanlan, scanlanl16@students.ecu.edu

842. Poster: 11:30AM–12:20PM

Board 21

Assessing Attitudes Toward Overqualification

This study showed that employee's attitude toward overqualification (EAOQ) and perceived management attitudes toward overqualified employees (PMAOQ) were related to person–job fit and perceived investment in employee development. EAOQ, but not overqualification itself, was associated with job satisfaction. Overqualification and turnover intention relationship was significantly moderated by PMAOQ.

Stacy A. Stoffregen, Kansas State University

Frank Bryan Giordano, Kansas State University

Jin Lee, Kansas State University

Submitter: Stacy A. Stoffregen, sastoffregen@ksu.edu

843. Poster: 11:30AM–12:50PM

Board 22

To Be or Not to Be (Sleep Deprived): Classifying Growth Patterns of Insomnia

Authors adopt a person-centric view of employees' sleep experiences and examine whether different growth patterns of insomnia exist and suggest their physical exercise and their late-night electronic device use for work can predict employees' membership in a particular subgroup. Authors also advance how belonging to one subgroup over another predicts their level of work–family conflict.

Riki Takeuchi, University of Texas at Dallas

Olivier Dorian Boncoeur, The University of Texas at Dallas

Nan Guo, University of Texas at Dallas

Submitter: Riki Takeuchi, Riki.Takeuchi@utdallas.edu

844. Poster: 11:30AM–12:20PM

Board 23

Relation Between Trust Attitudes and Behavioral Intentions to Trust
A vignette methodology was used to examine whether cognitive and affective trust judgements in a subordinate lead to supervisors' willingness to engage in reliance and disclosure behaviors. Affective trust lead to supervisors' willingness to engage in reliance and disclosure behaviors, whereas, cognitive trust only leads to supervisors' willingness to engage in reliance behaviors.

Christopher Upton, University of Guelph

Harjinder Gill, University of Guelph

Leanne Son Hing, University of Guelph

Emma Vreeker-Williamson, University of Guelph

Submitter: Harjinder Gill, gillh@uoguelph.ca

845. Poster: 11:30AM–12:20PM

Board 24

Benefits of Upward Perceived Support: The Roles of Gratitude and Indebtedness

Authors examined the positive consequences of managers' upward perceived support (UPS) from the subordinate workgroup and the mediating roles of perceived indebtedness and gratitude. Findings suggest gratitude mediates the relationships of UPS with managers' job satisfaction and subordinates' extra-role performance beyond the effect of perceived indebtedness.

Xueqi Wen, University of Houston

Blaine Austin Lewis, University of Houston

Zihan Liu, University of Houston

Clare Simcox, University of Houston

Robert Eisenberger, University of Houston

Submitter: Xueqi Wen, xwen5@uh.edu

846. Poster: 11:30AM–12:20PM

Board 25

Happy Work, Happy Life? Constructive Replication Assessing the Longitudinal Relation

Longitudinal research assessing job and life satisfaction relation has been equivocal. A 4-sample constructive replication examining both top-down and bottom-up perspectives found support for both perspectives with substantial effect size magnitude variation. Meta-analytic path analysis ($k = 17, n = 24,863$) found both top-down and bottom-up effects were moderated by country and measurement lag.

Christopher Wiese, Georgia Institute of Technology

Hoda Vaziri, University of North Texas

Louis Tay, Purdue University

Job Chen, Clemson University

Bart Wille, Ghent University

Submitter: Christopher Wiese, ChrisWWiese@gmail.com

847. Poster: 11:30AM–12:20PM

Board 26

Workplace Ostracism Undermines Job Engagement

Drawing on social exchange theory and a cultural perspective, this study conducts a 2-wave survey and indicates that workplace ostracism has a negative relationship with job engagement through a reduced sense of felt obligation. Collectivism strengthens the main effect of workplace ostracism on felt obligation and the indirect effect of workplace ostracism on job engagement via felt obligation.

Xiaofeng Xu, Tongji University

Ho Kwong Kwan, China Europe International Business School (CEIBS)

Miaomiao Li, Tongji University

Xiangfan Wu, Xinjiang University of Finance and Economics

Submitter: Xiangfan Wu, xiangfanwu@hotmail.com

848. Poster: 11:30AM–12:20PM

Board 27

Entrepreneurial Goal Progress Under Uncertainty: The Role of Flexible Goal Adjustment

The authors investigated the relationship among perceived uncertainty, task engagement, and venture goal progress among 72 start-up entrepreneurs in a weekly field study. Findings support a negative indirect effect and indicate that entrepreneurs' flexible goal adjustment, strengthens this relationship.

Stephen X. Zhang, University of Sydney

Antje Schmitt, University of Groningen

Lun Li, Tsinghua University

Submitter: Antje Schmitt, a.schmitt@rug.nl

849. Poster: 11:30AM–12:20PM

Board 28

Employer Brand, Servant Leadership, and Retention Intention in Corporate M&A

This study explores the relationship among employer brand, servant leadership, and employee retention intention in merger and acquisition context. The results show before M&A, CSR and unique work experience; after M&A, corporate identity strength, CSR and unique work experience are related to retention intention. Servant leadership mediated the relationship proposed.

Ben-Roy Do, National Central University

Alaleh Dadvari, National Central University

Shan Jung Wu, Quanta Computer

Submitter: Ben-Roy Do, benroydo@gmail.com

850. Poster: 11:30AM–12:20PM

Board 29

Changing Nature of Work: A Comparison of Worker Values and Work Characteristics

Authors provide the first simultaneous examination of changes in worker values and work characteristics. By applying the hierarchical age-period-cohort model to General Social Survey data, this study provides

evidence of changes over time while disentangling age, generation, and time period. Results indicate that values and characteristics are more affected by time period than birth year.

Jorge Lumbreras, University of Georgia

Brian J. Hoffman, University of Georgia PhD

Nathan T. Carter, University of Georgia

William Keith Campbell, University of Georgia

Submitter: Jorge Lumbreras, jorgelum@uga.edu

851. Poster: 11:30AM–12:20PM

Board 30

Culture, Innovation, and Moderators of High-Performance Work Systems Effectiveness

Fit among HPWSs, industry and country culture clusters increased firm innovation. Expatriates data and multiple regression analyses showed transformational HPWSs increased innovation more than transactional systems. HPWSs increased innovation in high-tech firms. Transactional systems decreased innovation in Germanic countries and increased innovation in Latin American and Far East countries.

Richard A. Posthuma, University of Texas at El Paso

Haiyan Zhang, Cigna

Yang Zhang, University of Texas at El Paso

Submitter: Richard A. Posthuma, rposthuma@utep.edu

852. Poster: 11:30AM–12:20PM

Board 31

Talent Management Effectiveness: Engagement and Turnover Intention at the Unit Level

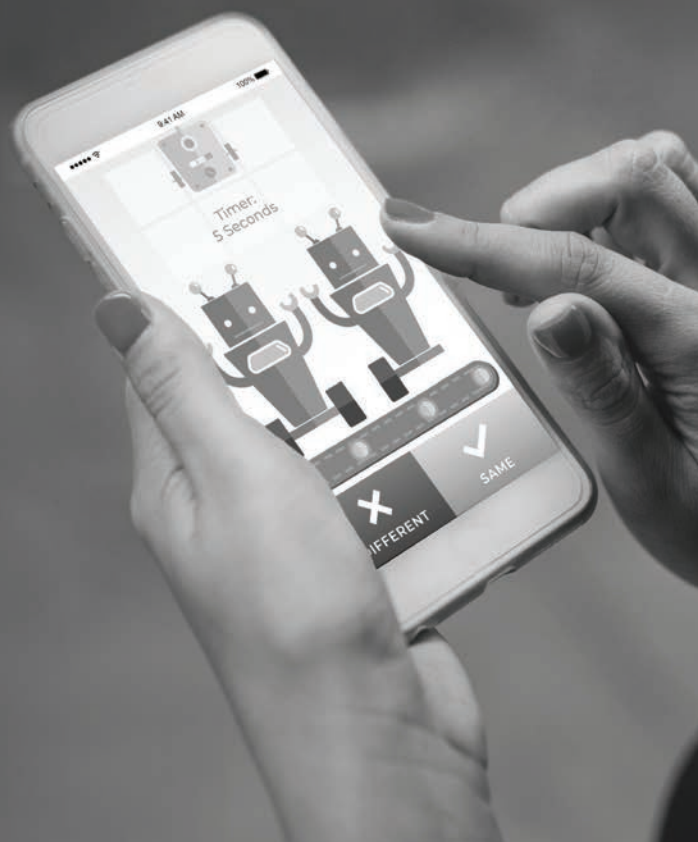
This empirical study examined at the organizational level, employee engagement as a mediator of the talent management and turnover intention relationship. It was found that at the organizational level, talent management had an indirect effect on turnover intention through employee engagement ($b = -.01$, $SE = .00$, $p < .01$).

Jimmy Zheng, DDI

Submitter: Jimmy Zheng, jimmy.zheng@ddiworld.com

Get ahead of the game

Take the candidate experience to the next level with Criteria's mobile-first, adaptive, game-based assessments.





**Hire.
Promote.
Develop.
Exceptional Leaders.**



Booth #207

Learn about our cutting edge solutions at ddiworld.com



Business problems are people problems.

Solve them with talent optimization.

PI helps 8,000+ companies design and execute their talent strategies.

When business decisions are driven by data, you can diagnose the root cause of business challenges, design a competition-crushing organization, hire top talent, assemble high-performing teams, develop leaders, and boost employee engagement and performance.



www.predictiveindex.com/SIOP

Learn more about PI

Talent optimization may be new, but the science behind it is not.

Talent optimization is a four-part discipline backed by more than 60 years of research and 500+ criterion-related validity studies that leaders can implement to connect their business strategy and their people strategy for optimal business results.

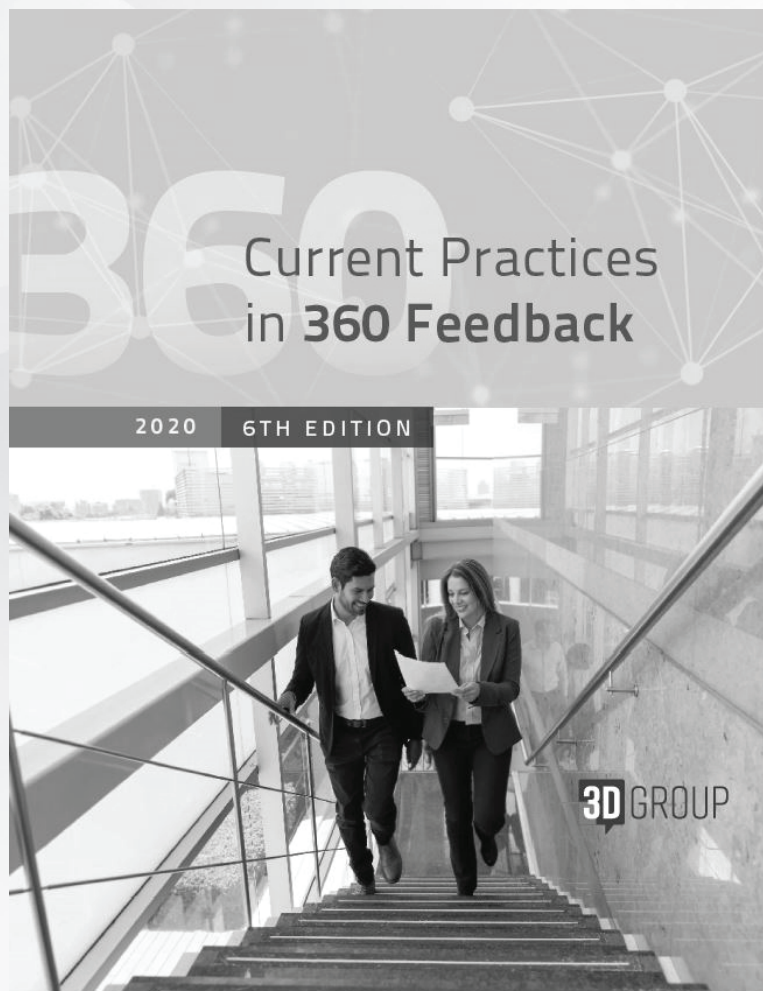


**Learn more in person at
OPTIMA, the leading talent
optimization conference
with emcee Guy Raz!**



www.optimaconference.com
Use the code SIOP20 for 20% off.

Get the latest, most comprehensive research on 360 Feedback practice- 18 years of data from over 500 companies



For a complimentary copy, email us at research@3dgroup.net or visit Booth #210.

3D GROUP
www.3dgroup.net



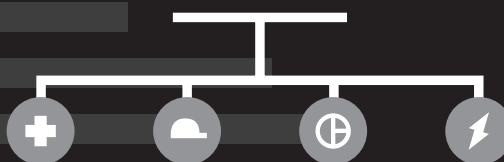
Booth 603



8
MILLION
ASSESSMENTS

974

Job Solutions



440⁺



**JOURNAL
ARTICLES**

**&
BOOK CHAPTERS**



MORE THAN

1.2K

VALIDATION STUDIES

MORE THAN

40K

CERTIFIED

47
LANG
UAGES

ăăă

ăăă

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 address 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. Alenick, The Graduate Center & Baruch College, Joshua Nagel, Baruch College & Graduate Center, CUNY, Xinxuan Che, Florida Institute of Technology, Zhiqing 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, jgrandall@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, danielshore86@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. Shoenfelt, Western Kentucky University, *Presenter*

Submitter: Tyree D. Mitchell, tyreedmitchell@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*

Paul M. Mastrangelo, CultureIQ, *Panelist*
 Megan J. Steckler, Perceptyx, *Panelist*
 Submitter: Jeffrey A. Jolton, jeffrey.a.jolton@pwc.com

862. Special Event: 12:30PM–1:20PM JW 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.

Allan H. Church, PepsiCo, *Chair*
 Tiffany R. Poeppelman, LinkedIn, *Chair*
 Nicole M. Ginther, Thermo Fisher Scientific, *Presenter*
 Eden B. King, Rice University, *Presenter*
 Elaine D. Pulakos, PDRI, an SHL Company, *Presenter*
 Enrica N. Ruggs, University of Memphis, *Presenter*
 Shanique G. Brown, Wayne State University, *Presenter*
 Michelle L. Goro, Infor, *Presenter*
 Caitlin J. Jacobson, APTMetrics, *Presenter*

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

863. Panel Discussion: 12:30PM–1:20PM JW 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.

Ryan A. Mills, Qualcomm, *Co-Chair*
 Robert L. Wooderson, Qualcomm, *Co-Chair*
 Madison W. Beard, Cisco, *Panelist*
 Stephanie L. Murphy, Dell Technologies, *Panelist*
 Mary Kate Stimmler, Google, *Panelist*
 Tim R. Wolf, SAP SE, *Panelist*
 Alec B. Nordan, VMware, *Panelist*

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

864. Panel Discussion: 12:30PM–1:20PM JW 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.

Chia-Lin Ho, Ho Leadership & Talent Management Associates, *Chair*
 Matthew J. Del Giudice, *Panelist*
 Carolyn Hill-Fotouhi, Merck & Co., Inc., *Panelist*
 Neelima Paranjpey, 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.

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

Evan Mulfinger, Rice University, Leo Alexander, III, Rice University, Fred Oswald, Rice University, *Introducing an R Shiny Tool to Unlock the Power of the O*NET*
 Q. Chelsea Song, Purdue University, Serena Wee, University of Western Australia, *Objective Optimization R Shiny App for Organizational Research and Practice*
 Leo Alexander, III, Rice University, Evan Mulfinger, Rice University, Fred Oswald, Rice University, Wayne F. Cascio, University of Colorado Denver, John W. Boudreau, University of Southern California/Center for Effective Organizations, Alexis A. Fink, Facebook, Alexander Alonso, Society for Human Resource Management (SHRM), *Investing in People Online: An R Shiny Textbook Companion Software*

Farshad Koohifar, Modern Hire, Isaac Benjamin Thompson, Modern Hire, Nick C. Koenig, Modern Hire, *Signal in the Noise: Machine Extraction of Features of Humans Speech*

Richard N. Landers, University of Minnesota, *Discussant*

Evan Mulfinger, Rice University, *Presenter*

Farshad Koohifar, Modern Hire, *Presenter*

Submitter: Leo Alexander, III, lalexander3@hotmail.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.

Elizabeth A. McCune, Microsoft, *Chair*
 Shuqi Li, Michigan State University, Russell E. Johnson, Michigan State University, Hun Whee Lee, Michigan State University, Brent A. Scott, Michigan State University, *When and for Whom Does Voice Inspire Managers to Be Transformational?*

Ethan R. Burris, University of Texas at Austin, *Manage by Emailing? How Global Versus Local Manager Networks Shape Voice Content*

Hong Yu, Microsoft, Elizabeth A. McCune, Microsoft, *Effects of Perception-Based Team Faultlines on Employee Voice*

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, rising pressure from regulatory agencies, and increased competition globally) 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.

Omar Khodr, New York University, *Chair*
 Linda M. Gookin, Korn Ferry, *Panelist*
 Tanya Brubaker, Johnson & Johnson, *Panelist*
 José H. David, Merck & Co., *Panelist*
 Steve Brengle, Korn Ferry, *Panelist*
 Caryn Parlavecchio, 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.

Melissa Marie Fakler, HireVue, Inc., *Chair*
 Timothy C. Lisk, Facebook, *Panelist*
 David J. Lux, Georgia-Pacific, *Panelist*
 John S. Slifka, 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.

Weiwen Nie, Virginia Tech, *Presenter*

Ivan Hernandez, Virginia Tech, *Presenter*

Submitter: Weiwen Nie, weiwennie1960@gmail.com

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 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.

Aarti Shyamsunder, Psymantics Consulting, *Chair*

Nikita Agnihotri, Psymantics Consulting, *Co-Chair*

Anna Boyer, Starbucks Coffee Company, *Panelist*

Janice Gassam, Hofstra University, *Panelist*

Kalpna 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: Nikita Agnihotri, nikita.agnihotri@gmail.com

871. Alternative Session Type with Presenters:
12:30PM–1:20PM Lone Star Salon G
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 research-based practical advice and highlight areas where I-O psychologists can contribute to entrepreneurship research.

Sonia Cristina Codreanu, HireVue/University College London, *Co-Chair*

M.K. Ward, Centre for Transformative Work Design, *Co-Chair*

Gorkan Ahmetoglu, University College London, *Presenter*

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: Sonia Cristina Codreanu, sonia.codreanu@yahoo.com

872. Alternative Session Type with Presenters:
12:30PM–1:20PM Lone Star Salon H
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*

Cari L. Gardner, HireVue, *Presenter*

Sarah Kelle, Aon Assessment GmbH, *Presenter*

Maria Schuchinsky, Aon, *Presenter*

Darrin Grelle, SHL US LLC, *Presenter*

Andrew F. Lam, PepsiCo, *Presenter*

Ted B. Kinney, PSI Services LLC, *Presenter*

Submitter: Sara Lambert Gutierrez, Sara.Gutierrez@shl.com

Poster Session (Careers & Mentoring, Emotions):
12:30PM–1:20PM Griffin Hall

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 functions 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.

Yilei Chen, Nottingham University Business School China

Joon Hyung Park, Nottingham University Business School China

Demi Kunjing 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

Yoshie Nakai, Eastern Kentucky University

Submitter: Celine Kristoff, ckristo3@mail.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. Enterprising job demands facilitate the success of dark personalities, that high honesty-humility makes up for a low other-rating of social skill and that task but not team performance mediates organizational advancement.

Bastian Paul Kueckelhaus, University of Bonn

Mareike Kholin, University of Bonn

Gerhard Blickle, 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 Jobholders 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

Sydney Cunningham, U.S. Army Research Institute

Submitter: Sydney Cunningham, scunningham117@gmail.com

883. Poster: 12:30PM–1:20PM

Board 11

Dealing With Complex Data: A New Measure for Social and Enterprising Occupations

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 intraindividual 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.

Brendon Woody, Consortium of Universities of the Washington Metropolitan Area

Kimberly E. O'Brien, Central Michigan University

Submitter: Brendon 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

The 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

Board 16

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

Zhuolin She, Tsinghua University

Xuhua Yang, Capital University of Economics and Business

Submitter: Yejun Zhang, zhangyejun1990@gmail.com

889. Poster: 12:30PM–1:20PM

Board 17

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

Alissa Zawacki, Auburn University

Hairong Li, Auburn University

Submitter: Teng Zhao, tzz0037@auburn.edu

890. Poster: 12:30PM–1:20PM

Board 18

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

Board 19

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. Wiernik, University of South Florida

Submitter: Matthew Zimmerman, mdzimmerman@mail.usf.edu

892. Poster: 12:30PM–1:20PM

Board 20

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@life.hkbu.edu.hk

893. Poster: 12:30PM–1:20PM

Board 21

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 Baumgartner, Southern Illinois University, Edwardsville

Submitter: Catherine S. Daus, cdaus@siue.edu

894. Poster: 12:30PM–1:20PM

Board 22

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 Deregla, United States Air Force

Cody B. Cox, St. Mary's University

Submitter: Andrew Deregla, a.deregla@gmail.com

895. Poster: 12:30PM–1:20PM

Board 23

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

Board 24

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

Board 25

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 (N = 651). 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, dmaneethai@gmail.com

898. Poster: 12:30PM–1:20PM

Board 26

Leader's Self-Disclosing Anger, Followers' Attribution, and Attitudinal Reactions

Authors investigated the effects of leader's self-disclosing anger on followers' attributions of warmth/competence, and in turn on their trust and OCB intention toward the leader. Results showed that leader's self-dis-

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 Blicke, University of Bonn

Andreas Wihler, 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. Burnick, U.S. Customs and Border Protection, *Presenter*

Kevin A. Byle, 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, jcucina@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 topic 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 Uni-

versity, 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.

Austin Smith, McCann Worldgroup, *Chair*
 Liubov G. Phillips, Mercer|Sirota, *Presenter*
 Andrew Kimmel, McCann Worldgroup, *Presenter*
 Shane Lowery, Marriott International, *Presenter*

Submitter: Liubov G. Phillips, liubov.phillips@gmail.com

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*

Evan F. Sinar, BetterUp, *Host*

Jason G. Randall, University at Albany, SUNY, *Coordinator*

Submitter: Jason G. Randall, jgrandall@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 the transition to 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. Pury, Clemson University, *Co-Chair*

Marta Chrzanowski, Elmhurst College, Arielle P. Rogers, Human Resources Research Organization (HumRRO), Krista Ekberg, 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. Pury, Clemson University, *Effects of Positive Versus Negative Identity Perceptions on Identity Disclosure*

Brandon Reid McIntyre, Clemson University, Cynthia L. S. Pury, 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, Lilia M. Cortina, University of Michigan, Isis H. Settles, University of Michigan, Tim Johnson, Von Voigtlander Women's Hospital, Reshma Jagsi, 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@humro.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*

Yael Oelbaum, JetBlue, *Presenter*
 Marcel Harper, TTS, *Presenter*
 Alina Siemsen, Aon's Assessment Solutions, *Presenter*
 Ave Shalom, Aon, *Presenter*

Submitter: Ruchi Patel, ruchipatel2003@gmail.com

916. Panel Discussion: 1:30PM–2:20PM JW Grand Salon 6 If an I-O Researcher 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*
 Rosaria Furlano, Government of Canada, Fraser Alexander James Boyes, Government of Canada, *The Impact of Waiving Cognitive Ability Test Scores in Selection*

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 Canagasuriam, Saint Mary's University, Sharmili 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.

Hong Yu, Microsoft, *Chair*
 Victoria Blanshteyn, Chevron Corporation, *Presenter*
 Christina Fleck, Deloitte, *Presenter*
 Lilia Hayrapetyan, Citi, *Presenter*
 Roza Jankovic, PepsiCo, *Presenter*
 Candice M. Young, Microsoft, *Presenter*

Submitter: Hong Yu, hong.yu927@gmail.com

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. Merlo, 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, University of New Hampshire, Lisa Feldman Barrett, 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, Korn Ferry, *Co-Chair*
 Maria Albir, 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, HRCatalyst, 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, *Co-Chair*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, Georgia 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, Samuel T. Hunter, 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 LIWC to Assess the Implicit Traits of Terrorists*

Submitter: Sydney L. Reichin, sydneyreichin@gmail.com

Poster Session (Work-Family): 1:30PM–2:20PM**Griffin Hall****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 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. Stress and supervisor 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 interface 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 their 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, lcraig3@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

932. Poster: 1:30PM–2:20PM

Board 7

Exploring the Cornucopia of Personal Life Activities: A Taxonomy Development

Based on the recent push in the work–family literature to include personal life roles in the interface, 2 studies are used to develop a taxonomy of personal life activities. This sets the stage for examining the breadth of personal life activities and their differential benefits for work outcomes.

Victoria Daniel, Wilfrid Laurier University

Yujie Zhan, Wilfrid Laurier University

Submitter: Victoria Daniel, dani4250@mylaurier.ca

933. Poster: 1:30PM–2:20PM

Board 8

Intimate Partner Aggression at Work: The Buffering Role of Career Adaptability

Integrating conservation of resources and career construction perspectives, authors tested the indirect effects of intimate partner aggression (IPA) on work outcomes (performance, OCBs) via work engagement and buffering role of career adaptability. Using a matched sample ($n = 228$), results confirmed hypothesized effects and role of career adaptability in alleviating the effects of IPA at work.

Catherine Midel Deen, Research School of Management

Yaqing He, University of Illinois at Urbana-Champaign

Yueyang Chen, University of Illinois at Urbana-Champaign

Simon Restubog, University of Illinois at Urbana-Champaign

Peter Teruel Cayayan, De La Salle-College of Saint Benilde

Submitter: Catherine Midel Deen, catherine.deen@anu.edu.au

934. Poster: 1:30PM–2:20PM

Board 9

Exploring the Recovery Paradox: Burnout and Personality Affect Recovery Experiences

In line with the recovery paradox, authors examined if burnout predicted relaxation and psychological detachment over a weekend and if neuroticism and conscientiousness moderated these relationships. Burnout was related to both psychological detachment and relaxation. Neuroticism moderated the relationship between burnout and psychological detachment.

Nicole Marie Dickie, University of Tulsa

Jennifer M. Ragsdale, University of Tulsa

Submitter: Jennifer M. Ragsdale, jen-ragsdale@utulsa.edu

935. Poster: 1:30PM–2:20PM

Board 10

Career Consequences of Flexwork Use Among Parents of Children With Autism

Working parents of children with autism report that flexibility is critical for them in managing intense family demands, but there is little research devoted to understanding career-related consequences of flexibility use for this population. Using a vignette design, little evidence was found of career penalties for using flexibility, although there were some gender differences.

Hope Dodd, University of Georgia

Kristen M. Shockley, University of Georgia

Rachel Omansky, Goldman Sachs

Submitter: Hope Dodd, hedodd8@gmail.com

936. Poster: 1:30PM–2:20PM

Board 11

Effects of Future Time Perspective and Identity on Boundary Management

Employees need to manage boundaries between work and family, deciding whether to allow the domains to intrude upon each other, but what predicts these choices is not yet fully understood. Work and family identities, as well as future time perspective (i.e., a perception that one is running out of time in a particular domain) predicted boundary management behavior.

Michael Horvath, Cleveland State University

Kiara A'Lonn Gray, Cleveland State University

Submitter: Michael Horvath, m.horvath59@csuohio.edu

937. Poster: 1:30PM–2:20PM

Board 12

Employee Reactions to Interruptions From Family During 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.

Michael Horvath, Cleveland State University

Jacqueline Gueulette, Cleveland State University

Kiara A'Lonn Gray, Cleveland State University

Submitter: Michael Horvath, m.horvath59@csuohio.edu

938. Poster: 1:30PM–2:20PM

Board 13

Changes in Work–Family Conflict Over Time and Health, Financial, and Family Outcomes

Based on conservation of resources theory, authors used panel data to examine the effects of WFC change and how these effects are realized. Results suggest that employees who experienced greater increases in WFC over a period of 10 years reported lower perceived control. Perceived control was negatively related to health, self-esteem, yearly income, and family support another 10 years later.

Andrew Li, West Texas A&M University

Jonathan A. Shaffer, West Texas A&M University

Submitter: Jonathan A. Shaffer, jshaffer@wtamu.edu

939. Poster: 1:30PM–2:20PM

Board 14

Examining Work–Life and Childcare of Employees With Exceptional Care Responsibilities

This study compared the work–life and childcare outcomes for workers with exceptional childcare responsibilities to employees with typical childcare responsibilities. Results revealed that employees with exceptional childcare responsibilities reported greater work–family and family–work conflict, lower levels of childcare arrangement satisfaction and childcare quality, and higher childcare costs.

Benjamin E. Liberman, U.S. Office of Personnel Management

Submitter: Benjamin E. Liberman, ben.liberman@gmail.com

940. Poster: 1:30PM–2:20PM

Board 15

Putting WLB in Context: Fit and Dissimilarity Considerations of Work–Life Balance

In this study, authors develop and test a model of how diversity in work–life balance (WLB) perceptions among group members influences individual attitudes and performance behaviors. Greater WLB fit between a team member and their group related to greater positive outcomes, regardless of whether WLB was high or low. Implications are discussed for WLB dissimilarity and WLB fit with team members.

Erin Makarius, University of Akron

Alison Dachner, John Carroll University

David Greenberger, The Ohio State University

Robert L. Heneman, The Ohio State University

Submitter: Erin Makarius, makarius@uakron.edu

941. Poster: 1:30PM–2:20PM

Board 16

Factors Influencing Career Advancement Potential for Mothers in the Workplace

This study examined various factors influencing the career advancement potential of mothers in the workplace. Data showed that family-oriented workplace practices significantly predicted a mother's career advancement potential. A significant correlation between career advancement self-efficacy and career advancement potential was found. Implications and future research directions are discussed.

Kara McCord, Talmatrix, Inc.

Morrie Mullins, Xavier University

Submitter: Kara McCord, kmccord49@gmail.com

942. Poster: 1:30PM–2:20PM

Board 17

Work–School Conflict, Expectancies, and Substance Use, in College Students Employed

Work–school conflict (WSC) is an interrole conflict analogous to work–family conflict. This study analyzed the relations of WSC, job demands, expectancies, and their interactions to use of alcohol and marijuana while controlling for previous substance use. Results support the importance of considering expectancies and demands when studying WSC.

Nicolas Mireles, University of Texas at San Antonio

Michael R. Baumann, University of Texas at San Antonio

Jessica K. Perrotte, Texas State University

Submitter: Michael R. Baumann, michael.baumann@utsa.edu

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 work–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

Akaylie Rain Finberg, University of Georgia

Nicholas J. Haynes, University of Georgia

Malissa A. Clark, University of Georgia

Submitter: Katelyn Nicole Sanders, katelyn1@uga.edu

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. Rotch, 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, dvsimonet@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, sclaire@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 moderated 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.

Min 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 Anderson, *Panelist*Brennan D. Cox, U.S. Navy, *Panelist*Jana L. Higdén, Korn Ferry, *Panelist*Tim Quesnell, Halverson Group, *Panelist*Sean D. Robinson, Goodyear Tire & Rubber Company, *Panelist*

Submitter: Michael W. Natali, MWNatali@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 composition. 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 Misco, 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 A. DeChurch, Northwestern University, Noshir Contractor, Northwestern University, *Accounting for Variability in Team Member Value Expression Over Time*

Anthony Misco, 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 Broliar, 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 Misco, 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. Kehoe, Cornell University, *The Changing Value Proposition Across a Star Employee's Career*

Rebecca L. Greenbaum, Rutgers University, Truit 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, Tianna Shari Barnes, 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.

Aimee K. Gardner, Baylor College of Medicine/SurgWise Consulting, *Host*
 Keaton A. Fletcher, Georgia Institute of Technology, *Host*
 Stephanie A. Zajac, UT MD Anderson Cancer Center, *Coordinator*
 Submitter: Stephanie A. Zajac, zajac.stephanie@gmail.com

961. Symposium: 3:00PM–4:20PM 502-503

Investigations Into Factors That Build Positive Safety Capacity

Safety is defined as freedom from unacceptable risk. However, as organizations become safer, there is less information. In the field of resilience engineering, safety is also defined as the presence of positive capacities that enable work to be successful. This symposium describes 5 studies that together outline new ideas and methods to build positive safety capacities.

Tristan Casey, Griffith University, *Chair*

Stephanie C. Payne, Texas A&M University, Stefan Val Dumlaio, Texas A&M University, Delbert Benny Holland, Texas A&M University, Angela Mulcahy, Texas A&M University, Jose J. Hernandez-Muñoz, Texas A&M University, *Implementing a Near Miss Reporting System Into Medical Training Called Whoops!*

Archana Manapragada, University of Baltimore, Natalie Armenteros, Florida International University, Valentina Bruk-Lee, Florida International University, Laura Heron, Florida International University, Arieana Thompson, Florida International University, *Examining the Role of Safety Silence Motives in Nurse Safety and Intent to Turnover*

Nick Turner, University of Calgary, Pernille Goodbrand, University of Calgary, Charlotte McClelland, Independent Consultant, Krista L. Uggerslev, Northern Alberta Institute of Technology, *Exploring Dynamics of Safety Knowledge Sharing*

Sara Willis, University of Manchester, Sharon Clarke, University of Manchester, David Holman, University of Manchester, *Evaluation and Improvement of Safety Culture in the Nuclear Industry*

Tristan Casey, Griffith University, Janis Hanley, Griffith University, *Revitalizing Safety Culture Science and Practice With New Materialism*

Andrew F. Neal, University of Queensland, *Discussant*

Submitter: Tristan Casey, tristan.casey@griffith.edu.au

962. Symposium: 3:00PM–4:20PM Brazos

Research in the MeToo Era: Novel Approaches to Studying Workplace Sexual Harassment

Workplace sexual harassment (SH) continues to be an important research area in applied psychology due to its psychological and physiological outcomes for survivors. However, past SH research has largely involved cross-sectional survey designs. This symposium presents 5 papers in which authors adopt alternative methodological approaches to gain a deeper understanding of the impacts of SH.

Arturia T. Melson-Silimon, University of Georgia, *Co-Chair*

Nathan T. Carter, University of Georgia, *Co-Chair*

Allison S. Gabriel, University of Arizona, Elena Maria Wong, University of Arizona, Christopher C. Rosen, University of Arkansas, Joel Koopman, Texas A&M University, Young Eun Lee, Texas A&M University, *Understanding the Episodic Consequences of Sexism at Work*

Laura April Pineault, Wayne State University, Nathan Weidner, University of Toledo, Ariel Lechhook, Gettysburg College, Marcus W. Dickson, Wayne State University, *Sexual Harassment and Gaslighting: A 10-year Follow-Up Study*

Gregoire Bollmann, University of Zurich, Rafaela Papadopoulos, University of Zurich, *Sex-Based Harassment and Organizational Fairness: Long-Term Changes in Well-Being*

Timothy G. Kundra, Pennsylvania State University, Vanessa A. Burke, Pennsylvania State University, Alicia A. Grandey, Pennsylvania State University, *Tippling and Smiling: Service Norms Enable Sexual Harassment*

Arturia T. Melson-Silimon, University of Georgia, Kate M. Conley, Maximus International, Nathan T. Carter, University of Georgia, *Time's Up: Employee Resilience Following Experiences of Workplace Sexual Harassment*

Submitter: Arturia T. Melson-Silimon, atm36555@uga.edu

963. Panel Discussion: 3:00PM–4:20PM JW Grand Salon 1

From Black Boxes to Glass Boxes: Legal Defensibility of Machine Learning in Selection

In an evolving legal landscape, interest in using machine learning in the hiring process continues to grow, and innovations in these techniques are beginning to address legal concerns. This expert panel will review recent legal developments, ways companies are using machine learning

in the hiring process, the biggest risks to doing so, and perspectives on what can be done to reduce those risks.

Nicole L. Petersen, Modern Hire, *Co-Chair*

Jennifer L. Harvel, Amazon, *Co-Chair*

Pamela Congemi, Medtronic, *Panelist*

Mark Girouard, Nilan Johnson Lewis PA, *Panelist*

Lisa Grant Harpe, DCI Consulting Group, *Panelist*

Christopher R. Honts, Cargill, *Panelist*

Rachel T. King, Modern Hire, *Panelist*

Submitter: Nicole L. Petersen, nlpetersen13@gmail.com

964. Symposium: 3:00PM–4:20PM JW 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, Clare 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. McAbee, Bowling Green State University, Scott Highhouse, Bowling Green State University, Susannah 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. Ciarlante, 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

965. Alternative Session Type with Presenters: 3:00PM–4:20PM JW 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

966. Master Tutorial: 3:00PM–4:20PM JW 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, Jsandre2@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. Bliese, University of South Carolina, *Presenter*
Alicia A. Grandey, Pennsylvania State University, *Presenter*
Michelle (Mikki) 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. Blaik, Revelian, *Predicting Noncognitive Traits Using Trace Data From a Cognitive Ability GBA*

Alina Siemsen, 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*
Harrison J. Kell, Educational Testing Service, Katrina Roehr, Educational Testing Service, Daniel Fishtein, Educational Testing Service, *Who's Who in CTE Jobs? Documenting the Demographic Composition of CTE Job Holders*
Kevin M. Williams, Educational Testing Service, David M. Klieger, Educational Testing Service, Jennifer L. Bochenek, Educational Testing Service, Teresa Jackson, Educational Testing Service, *High School Equivalency Students in CTE Training and Employment: A 2-Year Study*

Daniel R. Hawthorne, PAIRIN, Federico Salas-Isnardi, FSI Diversity and Education, Karl Haigler, Haigler Enterprises International, Inc., Rae Nelson, Haigler Enterprises International, Inc., Maria Elena Oliveri, Educational Testing Service, *The SAIC Project: An Innovative CTE Training and Industry Partnership*
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

Poster Session (Inclusion): 3:00PM–3:50PM Griffin Hall

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 Benevolent Sexism on Hiring Decisions

This study examined the compensation effect and benevolent 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 benevolent sexism. Implications for future research and practice will be discussed.

Jenna Ampulski, Creighton University
Juliana Ellis, Creighton University
David Gianos, Creighton University
Alexa Newman, Creighton University
Ben Fernandes, 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 focused 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.

Richard E. Beyer, Integritas LLC
 Adrian Thomas, Roosevelt University
 Submitter: Adrian Thomas, athomas18@roosevelt.edu

975. Poster: 3:00PM–3:50PM Board 6
Manifestation and Suppression of Concealable 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. teamwork) 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 Gerstandt, 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@polyu.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.

Charlie Law, Florida Southern College
 Allen Shorey, Florida Southern College
 Emily Ready, Florida Southern College
 Submitter: Charlie Law, claw@flsouthern.edu

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.

Aitong Li, Teachers College, Columbia University
 Elissa L. Perry, Teachers College, Columbia University
 Submitter: Aitong Li, al3288@tc.columbia.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, li3137@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 factor 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

Racioethnic 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 racioethnic 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 psych 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. Rizzuto, 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 Ghuman, 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 Stinebaugh, Southern Illinois University, Edwardsville
 Elora Voyles, Southern Illinois University, Edwardsville
 Submitter: Zachary Stinebaugh, zstineb@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 ($\alpha = .89$) 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

Evonzia 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

Evonzia 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@unc.edu

2020 LEADING EDGE CONSORTIUM

Please join us
at the annual SIOP Leading Edge
Consortium (LEC) on October 15–17
at the Hilton in Minneapolis!



discover. measure.

improve

It's time to rethink the employee experience. Reshape the way your organization designs, enables and measures its people investment.

Stop by the Mercer | Sirota booth #304 to learn about giving your employees a voice — to help them feel more connected and help you make your business stronger.

www.mercer.com/sirota

welcome to brighter





HOW WILL YOU **SEE THE WAY FORWARD** FOR YOUR ORGANIZATION?



Perceptyx combines employee surveys and people analytics in a way that not only helps you see more of what's going on in your organization, but also helps you see how to drive the organization forward. Too many surveys only focus on measurement. They rarely connect the dots between the employee experience and business outcomes, making it difficult to know which actions will have the greatest impact. Get a demo to see why 30% of the Fortune 100 already rely on Perceptyx and why 95% of the organizations that come to us stay with us.

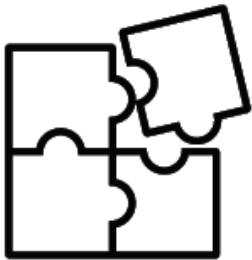
Visit us at booth #609!

Copyright 2020 Perceptyx, Inc. All rights reserved.



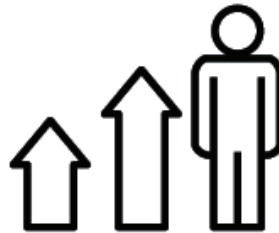
Your Partner in Driving High Performance

Innovative, Evidence-based Talent Solutions



Assessment and Hiring

Accelerate hiring and more effectively compete for talent



Leadership Development

Optimize leader, team, and organizational agility



Performance Management

Enable your workforce to deliver higher performance



Career Management

Align career planning with changing work needs

pdri.com

Hear from PDRI at SIOP

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



DATA SOLUTIONS
INTERNATIONAL



SOLUTIONS
Aligned to Your Business

YOUR ENTERPRISE
SOFTWARE SOLUTION



WHY DATA SOLUTIONS?

We help companies achieve business results by measuring and evaluating talent, improving decision making, and unleashing potential. At Data Solutions we leverage technology and broad experiential knowledge to deliver easy-to-use, high quality, employee measurement solutions aligned with your talent initiatives and goals.

- ✓ 360° Multi-Rater Feedback
- ✓ Employee Lifecycle Surveys
- ✓ Testing & Assessments
- ✓ Assessment Systems Integrator



Booth #301

Data Solutions International Inc. | 952.943.8137 | datasolutionsinc.com | solutions@datasolutionsinc.com



Elevate Your Talent Assessment and Development with PSI's market- leading tools.

**Visit PSI at
Booths 212 & 612**

→ Where people meet potential.

psionline.com/talent

Unlock High Performance

Only Willis Towers Watson has the key for organizations to unlock a high-performance culture. Our unique combination of employee insights and talent assessment solutions means you can:



Discover ground-breaking research on the factors that link employee experience with financial performance.




Diagnose where to focus with our cutting-edge Employee Insights solutions.



Deliver tangible results with our award-winning talent assessments.

Visit

Willis Towers Watson 
at **booth 213**
to get the key:



Hire Talent



Build Talent



Engage Talent



Lead Talent



Employee
Insights

Saville Assessment
Willis Towers Watson 

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.





Better research starts with Stata.

- » Easy data wrangling
- » Fully customized visualizations
- » Powerful statistical analyses
- » Automated and reproducible reporting
- » All in one package

And you can go even further with the newest features in Stata 16—truly reproducible reporting, multiple-group IRT, import from SPSS and SAS, meta-analysis, Python integration, lasso, choice models, multiple datasets in memory, and more.

Visit us at booth 604.

STATA

stata.com/siop20

© 2020 StataCorp LLC
Stata is a registered trademark of StataCorp LLC, 4905 Lakeway Drive, College Station, TX 77845, USA

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

SIOP
Foundation

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](http://www.siop.org/Foundation/Awards)

Careers/Mentoring/Socialization/Onboarding/Retirement

- 4 SIOP Select: Dunnette Prize Winner, 402-403, 10:30AM
- 56 Applying I-O to Academic Administration: Female Faculty Experiences, 502-503, 11:30AM
- 60 Networking at SIOP 101: Understanding the Basics, JW Grand Salon 3, 11:30AM
- 67 Adaptability at Work: Cross-Cultural Perspectives, Lone Star Salon H, 11:30AM
- 136 Relationship Management 101: Understanding the Basics, 201-202, 1:00PM
- 149 Learning From My Mistakes: A Series of Personal Case Studies, Lone Star Salon A, 1:00PM
- 150 The (I-O) People of People Analytics: Career Paths for I-Os in a Data-Driven HR World, Lone Star Salon B, 1:00PM
- 153 Changing the Career Development Narrative: Internal Mobility for the 2020 Workforce, Lone Star Salon G, 1:00PM
- 192 SIOP Select: Distinguished Professional Contributions Award Winners, 408-409, 2:00PM
- 199 I-Os as Influencers: Working Through SIOP and Local I-O Groups to Make an Impact, JW Grand Salon 5, 2:00PM
- 201 Triumphs and Tribulations: Showcasing Early Career Practitioner Critical Incidents, JW Grand Salon 7-8, 2:00PM
- 216 Developing a Talent Agenda for Leveraging the Aging Workforce, JW Grand Salon 3, 3:30PM
- 262 SIOP Select: Best of Science Award Winners, 402-403, 4:30PM
- 264 Beyond Publishing: Contributing to Academic Research Culture Through Service Roles, 502-503, 4:30PM
- 278 At Least We're in This Together: Onboarding as a Collective Experience, Lone Star Salon F, 4:30PM
- 325 SIOP Select: Best of Practice Award Winners, 402-403, 8:00AM
- 381 Personalized Career Pathing at Scale, 408-409, 10:00AM
- 398 Got My Degree, Now What?: Lessons Learned From New Practitioners, Lone Star Salon H, 10:00AM
- 446 Know Your Worth: Results From the 2019 SIOP Salary Survey, Lone Star Salon C, 11:00AM
- 447 SIOP Select: Distinguished Scientific Contributions Award Winners, Lone Star Salon D, 11:00AM
- 466 Sell Outs: I-O Psychologists Who Sell!, Lone Star Salon B, 12:30PM
- 509 Demystifying the Spousal Hiring Process: Perspectives From Seekers and Administrators, 502-503, 1:30PM
- 558 You Can't Spell Administration Without IO: Careers in Academic Leadership, 201-202, 3:00PM
- 649 Current Research and Practice Regarding Person-Job Fit, 502-503, 4:30PM
- 655 Industry Insider Secrets: A Panel on Early Career Paths at Large Organizations, JW Grand Salon 5, 4:30PM
- 661 Out of Sight, But Not Out of Mind: Managing Remote Workers, Lone Star Salon D, 4:30PM
- 701 Best Practices to Hire and Retain Veterans, 502-503, 8:00AM
- 753 New Directions in Workplace Relationships Research, 502-503, 10:00AM
- 762 SIOP Select: Distinguished Professional Contributions Award Winners, Lone Star Salon A, 10:00AM
- 769 Tales of Betrayal III: Insights From I-O Professionals With Nontraditional Careers, Lone Star Salon H, 10:00AM
- 812 The Evolution of the Career Development Revolution!, JW Grand Salon 5, 11:30AM
- 858 SIOP Select: Distinguished Teaching Contributions Award Winners, JW Grand Salon 1, 12:30PM
- 873 Perceptions of Communication Patterns and Career Outcomes: Does Gender Matter?, Griffin Hall, 12:30PM
- 874 The Role of Self-Efficacy in the Internship Search in College Students, Griffin Hall, 12:30PM
- 875 Spiritual Mentorship and Work Meaningfulness: The Mediating Role of Calling, Griffin Hall, 12:30PM
- 876 Do You See What I See? Intern and Supervisor Perspectives of Their Internships, Griffin Hall, 12:30PM
- 877 Why Dark Personalities Can Get Ahead: Extending the Toxic Career Model, Griffin Hall, 12:30PM
- 878 Changing Nature of Work: Exploring Multiple Jobholders Trends, Griffin Hall, 12:30PM
- 879 Won't Stop Searching: Detachment, Self-Improvement, and Job Search Outcomes, Griffin Hall, 12:30PM
- 880 Exploring Self-Regulation in Online Learning: Implications for Workforce Reskilling, Griffin Hall, 12:30PM
- 881 When Do Negative Mentoring Experiences Relate to CWB?, Griffin Hall, 12:30PM
- 882 The Impact of Mentor Relationships and Gender on Reenlistment Intentions, Griffin Hall, 12:30PM
- 883 Dealing With Complex Data: A New Measure for Social and Enterprising Occupations, Griffin Hall, 12:30PM
- 884 Maintaining Job Crafting Over Time: The Joint Effect of Autonomy and Career Support, Griffin Hall, 12:30PM
- 885 Maybe She's Gifted? Maybe It's Mentoring: Benefits of Mentors Over Career Trajectory, Griffin Hall, 12:30PM
- 886 Living a Calling and Burnout: Life Satisfaction and Workaholism as Mediators, Griffin Hall, 12:30PM
- 887 The Effect of Values on Negative Mentoring, Job Satisfaction, and Career Success, Griffin Hall, 12:30PM
- 888 A Relational Model of Career Adaptability and Career Prospects, Griffin Hall, 12:30PM
- 889 Newcomer Proactive Behaviors and Socialization Outcomes: A Meta-Analytic Review, Griffin Hall, 12:30PM
- 890 Protean Career Orientation Causing "Plot Reversal" in Organizational Identification, Griffin Hall, 12:30PM
- 891 Interests and Self-Efficacy: One Construct or "Related but Distinct"?, Griffin Hall, 12:30PM
- 924 The Many Paths to Prosperity: Early Career Advice for Those at the Onset, Lone Star Salon G, 1:30PM
- 960 I-Os in Healthcare: Exploring Opportunities for Practice and Research, 408-409, 3:00PM
- 969 Career and Technical Education Participation/Training, Lone Star Salon C, 3:00PM

Coaching/Leadership Development

- 11 The Impact of Affirmation on Emotions in Coaching, JW Grand Salon 4, 10:30AM
- 53 Early Career Rotational Programs: The Next Generation of Talent Development, 203-204, 11:30AM
- 141 Coaching Executive Teams: An I-O Perspective, Brazos, 1:00PM
- 146 A Pine Box for the 9-Box: Delivering More Value in the Talent Review, JW Grand Salon 5, 1:00PM
- 189 Who Am I? Changing Leader Self-Conceptualizations, 201-202, 2:00PM
- 263 Developmental Readiness: Leaders and Preparation to Learn, 408-409, 4:30PM
- 448 Assessment-Based Leadership Development Programs: The State of the Art (and Science), Lone Star Salon E, 11:00AM
- 506 Connecting to Build the Business Case for Evidence-Based Coaching Interventions, 203-204, 1:30PM
- 565 Developing Frontline Leadership Talent: Foundations and Innovations, JW Grand Salon 2, 3:00PM
- 568 Preparing Leaders for the Unpredictable: Leadership Development in a VUCA World, JW Grand Salon 5, 3:00PM
- 658 Future Proofing Leaders Through Coaching, Lone Star Salon A, 4:30PM
- 758 Neurofeedback Training in Leadership Development: An Interactive Ideas Incubator, JW Grand Salon 4, 10:00AM

- 770 Staying on the Leadership Track—the Role of Psychological Capital, Griffin Hall, 10:30AM
- 771 Development and Validation of the Coachability Scale, Griffin Hall, 10:30AM
- 772 Recommended Practices for Coaching Drivers in the Oil and Gas Industry, Griffin Hall, 10:30AM
- 773 Impact of Reluctance to Lead on University Leaders at All Levels, Griffin Hall, 10:30AM
- 918 Professional Coaching: Issues, Perspectives, and Future Avenues, Lone Star Salon A, 1:30PM

Consulting Practices/Ethical Issues

- 10 Ethical Considerations for the Use of Employee Metadata to Understand Engagement, JW Grand Salon 3, 10:30AM
- 226 Selling the Science: Tales and Lessons From the Field, Lone Star Salon F, 3:30PM
- 389 Lessons Learned: Fads, Fashions, and Folderol in I-O Psychology, JW Grand Salon 6, 10:00AM
- 395 Translating the Hype: Evaluating Trends for Business Partners, Lone Star Salon E, 10:00AM
- 457 I-Os Are From Mars, Business Leaders Are From Venus, Brazos, 12:30PM
- 467 Making Headlines: Corporate Scandals and Employee Trust, Lone Star Salon C, 12:30PM
- 700 Changing Privacy Expectations in Research and Practice, 408-409, 8:00AM
- 703 Real-Life Ethical Quandaries: The Internal/External Consultant Interplay, JW Grand Salon 1, 8:00AM
- 774 How Anonymous Are Reviewers? Authorship Identifiability From a Single Review, Griffin Hall, 10:30AM
- 775 The Impact of Happy and Sad Affective States on Biases in Ethical Decision Making, Griffin Hall, 10:30AM
- 856 Debating Value Conflicts Associated With Ethical Dilemmas in I-O Psychology, 502-503, 12:30PM
- 912 Revising the APA Ethics Code to Better Fit the Roles of I-O Psychologists, JW Grand Salon 2, 1:30PM

Counterproductive Behavior/Workplace Deviance

- 09 Politically Based Workplace Incivility In Turbulent Times, JW Grand Salon 2, 10:30AM
- 62 Detox Your Workplace: Identify and Prevent Counterproductive Work Behaviors, Lone Star Salon A, 11:30AM
- 265 The Influence of Supervisor and Employee Dark Tetrad on Workplace Deviance, Brazos, 4:30PM
- 311 When the Powerful Behave Unethically: The Interaction of Stability and Beneficiary, JW Foyer, 6:00PM
- 346 Affective Pathways Linking Perceived Overqualification to Behavioral Outcomes, Griffin Hall, 8:30AM
- 347 Workplace Harassment and Upward Displaced Aggression, Griffin Hall, 8:30AM
- 348 Meta-Analysis of Risk Factors for Counterproductive Work Behaviors, Griffin Hall, 8:30AM
- 349 Rebels With a Cause: The Role of Moral Identity in Workplace Deviance, Griffin Hall, 8:30AM
- 350 Proud of Being Creative: Behavioral Consequences of Pride in the Workplace, Griffin Hall, 8:30AM
- 351 When Competition Leads to CWB: Emotional Stability and Intimidation, Griffin Hall, 8:30AM
- 352 From Conflict to Undermining: The Role of Abusive Supervision and Personality, Griffin Hall, 8:30AM
- 353 Employee Perceptions of and Engagement in Constructive and Destructive Deviance, Griffin Hall, 8:30AM
- 354 MSEM to Examine Protective Factors Against Sexual Harassment in the Military, Griffin Hall, 8:30AM
- 355 Daily Prevention Focus and CWB: The Moderating Role of Prosocial Identity, Griffin Hall, 8:30AM
- 356 The Effects of Commuting on Self-Regulatory Depletion and Unethical Behavior, Griffin Hall, 8:30AM
- 357 The Gossip on Workplace Gossip: A Latent Profile Analysis, Griffin Hall, 8:30AM
- 358 Heavy Identities: Carrying the Load of Weight-Based Mistreatment at Work, Griffin Hall, 8:30AM
- 359 Reciprocal Relationship Between Workplace Incivility and Deviant Silence, Griffin Hall, 8:30AM
- 360 The Impact of Workplace Gossip on Gossiper Power and Retention, Griffin Hall, 8:30AM
- 361 Implication of Downward Envy in a Job Search Context, Griffin Hall, 8:30AM
- 362 Bullying in Korean Hotel Restaurant Kitchens: Why Is Everybody Always Picking on Me?, Griffin Hall, 8:30AM
- 363 How Status Influences Individuals' Responses to Approach- and Avoidance-Oriented CWB, Griffin Hall, 8:30AM
- 364 Perpetrator-Targeted Reciprocated Incivility: Moderating Role of Agreeableness, Griffin Hall, 8:30AM
- 365 Neutralization, Moral Disengagement, and Workplace Outcomes: A Meta-Analysis, Griffin Hall, 8:30AM
- 366 Coping With Success: Effects of Coworker Relationship Quality on Outperformer, Griffin Hall, 8:30AM
- 367 The Need to Belong: How to Reduce Workplace Ostracism, Griffin Hall, 8:30AM
- 368 "Yes, Chef": Exploring the Negative Impact of Workplace Bullying Among Chefs, Griffin Hall, 8:30AM
- 369 Say It to My Face: Online Disinhibition Predicts Cyber Incivility in Telecommuters, Griffin Hall, 8:30AM
- 370 Go Faster! Slow Work Progress Increases Shortcut Behaviors, Griffin Hall, 8:30AM
- 371 Exploring Workplace Victimization: The Role of the Dark Triad, CWBs, and OCBs, Griffin Hall, 8:30AM
- 372 Breaking the Destructive Cycle of Abuse and Deviance: A Structural Approach, Griffin Hall, 8:30AM
- 373 The Influence of Adult Attachment Orientation on Organizational Commitment and CWB, Griffin Hall, 8:30AM
- 374 The Effect of Desire for Revenge and Negative Reciprocity on Customer-Directed CWB, Griffin Hall, 8:30AM
- 375 Can We Reduce Positive Employment Recommendations for High-Performing Jerks?, Griffin Hall, 8:30AM
- 376 Why and When Team Members Display Pro-Group Unethical Behavior: Trickle In Effects of, Griffin Hall, 8:30AM
- 377 A Dyadic Theory of Customer Mistreatment, Griffin Hall, 8:30AM
- 453 Continuing Discussions Regarding Sexual Harassment of Teenage Workers, 203-204, 12:30PM
- 665 Research Advances in the Situational and Person Predictors of CWB, Lone Star Salon H, 4:30PM
- 666 Anti-Science Attitudes and CWB: The Role of Hostile Attributions and Goal Orientation, Griffin Hall, 5:00PM
- 706 Research Incubator: Measuring and Conceptualizing Workplace Deviance, JW Grand Salon 4, 8:00AM
- 766 Advancing the #MeToo Agenda: Sexism in the Workplace, Lone Star Salon E, 10:00AM
- 964 Naughty by Nature: An In-Depth Look at Personality's Role in Employee Deviance, JW Grand Salon 2, 3:00PM

Emotions/Emotional Labor

- 17 Preparing for Workplace 2025: Can We Find Meaning in the Experience of Working?, Lone Star Salon F, 10:30AM
- 193 Enhancing Well-Being and Performance by Building Emotional Resources in Organizations, 502-503, 2:00PM
- 312 What Does It Cost You to Get There? Effects of Emotional Journeys on Daily Outcomes, JW Foyer, 6:00PM
- 456 Unique Perspectives and Populations: Resilience Beyond the Nine to Five, 502-503, 12:30PM

- 648 Leader-Facilitated Emotion Regulation, 408-409, 4:30PM
- 749 Got a Bad Reputation: Better Understanding Socially Undesirable Emotions, 201-202, 10:00AM
- 765 When and Why Does Emotion Regulation Occur? A Within-Person Perspective, Lone Star Salon D, 10:00AM
- 892 How Anxiety Enhances and Undermines Employee Performance, Griffin Hall, 12:30PM
- 893 Ain't Too Proud to Beg! Effects of Leader's Use of Pride on Groups, Griffin Hall, 12:30PM
- 894 The Effects of Emotional Labor on Employee Burnout and Turnover Intention, Griffin Hall, 12:30PM
- 895 Does Emotional Labor Harm Diet and Exercise? A Weekly Diary Exploration, Griffin Hall, 12:30PM
- 896 Discrete Emotions and Complex Skill Learning: Evidence of Incremental Validity, Griffin Hall, 12:30PM
- 897 Exploring Gender Differences in the Experience of Being Envied, Griffin Hall, 12:30PM
- 898 Leader's Self-Disclosing Anger, Followers' Attribution, and Attitudinal Reactions, Griffin Hall, 12:30PM
- 899 A Bifactor Measurement Model of Perceiving Others' Emotions With Job-Related Outcomes, Griffin Hall, 12:30PM
- 900 Emotional Labor and Sleep Quality: A Multimethod Study of Self-Regulatory Mechanisms, Griffin Hall, 12:30PM
- 901 Mindfulness and Swearing as Affective Regulators of Employee Well-Being Outcomes, Griffin Hall, 12:30PM
- 902 Creativity Is Distracting: Regulating Negative Emotions With Idea Generation Tasks, Griffin Hall, 12:30PM
- 903 How and When Workplace Anxiety Increases Challenging Voice and Reduces Citizenship Behaviors, Griffin Hall, 12:30PM
- 904 A Little Thanks Makes "Me" Work Harder: The Effects of Multiple Identifications, Griffin Hall, 12:30PM
- 913 Tell Us How You Really Feel: Alternative Methods for Measuring Workplace Affect, JW Grand Salon 3, 1:30PM

Employee Withdrawal (e.g., absence, turnover)/Retention

- 252 Complementary Fit and Presenteeism: Personality and Work Culture on Working When Ill, Griffin Hall, 3:30PM
- 253 Do Leader Departures Invoke Greater Subordinate Turnover?, Griffin Hall, 3:30PM
- 254 A Cultural Value Congruence Approach to Organizational Embeddedness, Griffin Hall, 3:30PM
- 255 Teasing Apart Turnover Intentions and Satisfaction: A Class Analytic Approach, Griffin Hall, 3:30PM
- 256 Employee Tenure as a Moderator of Job Satisfaction and Turnover Intention, Griffin Hall, 3:30PM
- 257 Dogs in the Workplace: The Emotional, Social, and Physical Benefits to Employees, Griffin Hall, 3:30PM
- 258 An Empirical Examination of Reluctant Stayers, Griffin Hall, 3:30PM
- 259 How Employee Fit Intervenes Between HRM Practices and Employee Retention, Griffin Hall, 3:30PM

Global/International/Cross-Cultural Issues

- 322 Starting, Funding, and Maintaining International Research Collaborations, 201-202, 8:00AM
- 463 When Culture Counts: Multilevel Insights Into the Global Workforce, JW Grand Salon 6, 12:30PM
- 704 Political Ideas in Global Workplaces: Role of I-O in Politically Charged Environments, JW Grand Salon 2, 8:00AM
- 719 Universalism, Immigration Attitudes, and Trust: Implications for Leadership Practice, Griffin Hall, 8:30AM
- 720 How Global Leaders Resolve Intercultural Conflicts? Evidence Using Intercultural SJTs, Griffin Hall, 8:30AM
- 721 A Cross-Country Study on the Situational Impacts on Sojourner Adaptation, Griffin Hall, 8:30AM
- 722 The Stereotype Content of Trustworthy Colleagues and Supervisors Across 11 Nations, Griffin Hall, 8:30AM
- 723 What Really Matters in Cross-Cultural Teams: A Multilevel Investigation of Cultural, Griffin Hall, 8:30AM
- 724 Do You Look Like You Belong? The Outcomes of Appearing Foreign in the US Workplace, Griffin Hall, 8:30AM
- 725 Performance in the Eye of the Beholder: A Global Study Across 64 Countries, Griffin Hall, 8:30AM
- 726 How Can Organizations Help Repatriates? Provide the Right Tasks, Griffin Hall, 8:30AM
- 727 Escape From Neoliberalism: The Unfortunate Capitalists' Desire for Authoritarianism, Griffin Hall, 8:30AM
- 728 Shouldn't You Sound American by Now? The Negative Work Experiences of US Immigrants, Griffin Hall, 8:30AM
- 729 Workplace Bullying and Harassment: Effects on Absenteeism, Griffin Hall, 8:30AM
- 730 Impacts of Cross-Cultural Management Training on Cultural Intelligence, Griffin Hall, 8:30AM
- 817 Challenges for the Structure and Nature of Future Work, Lone Star Salon C, 11:30AM
- 855 Identifying Emerging Issues in I-O Psychology Around the World, 408-409, 12:30PM
- 925 How I-O Psychology Can Contribute to the Study of Terrorism, Lone Star Salon H, 1:30PM

Groups/Teams

- 64 Research Incubator: Methodological Challenges in Team Composition Research, Lone Star Salon C, 11:30AM
- 148 Unpacking Organizational, Multiteam, and Team System Dynamics, JW Grand Salon 7-8, 1:00PM
- 215 The Networked Paradigm in Organizations: The Rise of Organizational Network Analysis, JW Grand Salon 2, 3:30PM
- 274 Human-Agent Teams Will Revolutionize the Future of Work: Implications for I-O, Lone Star Salon B, 4:30PM
- 337 Trapped Together: Teamwork in Isolated, Confined, and Extreme Contexts, Lone Star Salon B, 8:00AM
- 559 Synergies Between Teams and Social Network Literatures: Brokering the Paradigms, 203-204, 3:00PM
- 652 Using Teams to Leverage Strategic Human Capital in the Organization, JW Grand Salon 2, 4:30PM
- 714 Moon 2024: Translating Research to Practice for Upcoming Artemis Lunar Exploration, Lone Star Salon E, 8:00AM
- 776 An Examination of Team Conflict: The Essential Role of Followership, Griffin Hall, 10:30AM
- 777 Relationships Between Team Personality, Task Motivation, and Knowledge Sharing, Griffin Hall, 10:30AM
- 778 Team Composition and Virtuality: A Meta-Analysis, Griffin Hall, 10:30AM
- 779 Teamwork in the Dynamic Domains of Healthcare: A Systematic Review, Griffin Hall, 10:30AM
- 780 Helping Newcomers Versus Insiders: The Impact of Status Distance and Status Threat, Griffin Hall, 10:30AM
- 781 Assigned Leadership as a Moderator of the Team Personality-Performance Relationship, Griffin Hall, 10:30AM
- 782 Linking Team Collaboration to Team Performance via Network Metrics, Griffin Hall, 10:30AM
- 783 It's Just You and Me: Exploring Dyadic Meetings in the Workplace, Griffin Hall, 10:30AM
- 784 I-Deals and Advice Network Centrality: The Moderating Role of Workgroup Attributes, Griffin Hall, 10:30AM
- 785 Shared Leadership Emergence and its Effects on Information Exchange and Performance, Griffin Hall, 10:30AM
- 786 Membership Change and Team Effectiveness: The Role of Information and Members' EI, Griffin Hall, 10:30AM
- 787 Person-Group Fit Archetypes: A Latent Profile Analysis of Person-Group Fit, Griffin Hall, 10:30AM

788	There's More to Meetings: Good Meetings' Effects on Meaningfulness and Motivation, Griffin Hall, 10:30AM
789	How Can Dark Personalities Contribute to Teams? A Composition Perspective, Griffin Hall, 10:30AM
790	Effects of Team Faultline Activation on Team Performance: Moderating Role of Team Collective PsyCap, Griffin Hall, 10:30AM
791	Longitudinal Applications of Stepladder Technique for Enhancing Group Performance, Griffin Hall, 10:30AM
792	Impact of Proactive Behavior on Communication, Trust, and Cohesion Within Teams, Griffin Hall, 10:30AM
793	Interactively Assessing Negotiation Skills: The Impact of Personality and Ability, Griffin Hall, 10:30AM
794	Prior Team Experience and Subsequent Performance Across Two Task Types, Griffin Hall, 10:30AM
795	A Checklist for Improving Team Dynamics in the Classroom, Griffin Hall, 10:30AM
796	Unpacking Relational Identity Development Among B2B Sellers, Griffin Hall, 10:30AM
797	The Dynamics of Collective Performance, Griffin Hall, 10:30AM
798	The Impact of Perceived Ambiguity, Volatility, and Risk on Collective Performance, Griffin Hall, 10:30AM
799	The Influence of Team Cohesion and Contextual Performance Over Time, Griffin Hall, 10:30AM
800	Social Networks and Team Goals: New Insights Through "Network Goal Analysis", Griffin Hall, 10:30AM
801	Haves and Have Nots: Social Class Diversity in Teams, Griffin Hall, 10:30AM
860	Past, Present, and Future of Virtual Teamwork in Organizations, JW Grand Salon 3, 12:30PM
958	Modern Advances in the Study of Team Composition and Diversity, 203-204, 3:00PM

Inclusion/Diversity (e.g., sexual orientation, race, gender)

15	SIOP Select: WHAT Is Inclusion? Its Past, Present, and Future, Lone Star Salon D, 10:30AM
59	Science-Based Advocacy to Minimize Discrimination or Harassment, JW Grand Salon 2, 11:30AM
101	Ye of Any and No Faith: Exploring Faith Identity Management in the Workplace, JW Grand Salon 7-8, 12:00PM
102	SIOP Select: WHOSE Diversity Is Still Not Included?, Lone Star Salon D, 12:00PM
139	Attacking on All Fronts: Examining the Stages of Military Veteran Transition, 408-409, 1:00PM
155	SIOP Select: HOW to Foster Inclusion—Best Practices for People & Organizations, Lone Star Salon D, 1:30PM
206	Toward Building a Better Understanding of Female Leaders, Lone Star Salon G, 2:00PM
224	SIOP Select: WHY Should We Care? Making the Case for Inclusion, Lone Star Salon D, 3:30PM
260	Understanding the Past, Present, and Future of LGBTQ Research, 201-202, 4:30PM
272	Soldier or Civilian? Military Veteran Identity and the Transition Process, JW Grand Salon 7-8, 4:30PM
276	SIOP Select: WHERE Are We Going? Future Directions in Diversity and Inclusion, Lone Star Salon D, 4:30PM
315	Examining the Role of Gender in Scholarly Collaborations in I-O Psychologists, JW Foyer, 6:00PM
327	LGBTQ+ at the Work/Life Interface: A Multidisciplinary Multimethod Examination, 502-503, 8:00AM
329	Where Are the Men? Bringing Men Into the Mix to Push for Workplace Gender Equality, JW Grand Salon 1, 8:00AM
342	Diamond in the Rough? Neurodiversity Inclusion in Practice, Lone Star Salon G, 8:00AM
384	Breadcrumbs in the Maze: Unlocking Access to Leadership for Women, JW Grand Salon 1, 10:00AM
392	Bringing Indigenous Voices to Industrial Organizational Psychology, Lone Star Salon B, 10:00AM
397	Organizational Approaches to Effective Management of an Age-Diverse Workforce, Lone Star Salon G, 10:00AM
406	Double Jeopardy? Gender Safety Cues and Asian American and White Women, Griffin Hall, 10:30AM
407	Do Gender and Sexual Orientation Stereotypes Differentially Impact Job Applicants, Griffin Hall, 10:30AM
408	Gender and the Psychological Experience of Negotiation: A Field Sample, Griffin Hall, 10:30AM
409	Identifying as LGB at Work: Implications of Disclosure Within Work Teams, Griffin Hall, 10:30AM
410	The Relationship Between Demographic Faultlines and Collective Voluntary Turnover, Griffin Hall, 10:30AM
411	A Multilevel Process Model of Research on Fatherhood and Impression Management, Griffin Hall, 10:30AM
412	HIV+ Workers Facing Stigma: The Roles of Negative Affect and CD4 Count, Griffin Hall, 10:30AM
413	Encouraging Women to Identify With Male Exemplars in STEM and Non-STEM Organizations, Griffin Hall, 10:30AM
414	A Target-Centered Approach for Determining How to Confront Workplace Sexism, Griffin Hall, 10:30AM
415	Perceived Fairness of Workplace Accommodation: The Role of Controllability, Griffin Hall, 10:30AM
416	Improving Third-Party Reactions Toward Preferential Treatment Affirmative Actions, Griffin Hall, 10:30AM
417	Why Did They Stay? The Impact of Race-Based Discrimination on Work-Related Outcomes, Griffin Hall, 10:30AM
418	Opt-Out Choice Framing Attenuates Gender Differences in the Decision to Compete, Griffin Hall, 10:30AM
419	Climate of Inclusion: A Necessary Ingredient for A Successful Diversity Climate?, Griffin Hall, 10:30AM
420	Intergroup Contact and Islamophobia: Psychological Threat and Religious Identity as M, Griffin Hall, 10:30AM
421	How Positive Attitudes Toward Asians Impact Perceptions of Subtle Microaggressions, Griffin Hall, 10:30AM
422	A Taxonomy of Challenging Cross-Cultural Situations in the Workplace, Griffin Hall, 10:30AM
423	Why Do You Need an Accommodation?: Controllability and Fairness Perceptions, Griffin Hall, 10:30AM
424	The Effects of Income Mobility on Personal Control and Leadership Attainment, Griffin Hall, 10:30AM
425	An Intersectional Approach to Ambivalent Sexism, Race, Sexuality, and Self-Esteem, Griffin Hall, 10:30AM
426	Women-Exclusive Professional Development Programs Cause Inadvertent Backlash, Griffin Hall, 10:30AM
427	Blocked by the Bamboo Ceiling? Meta-Analysis of Asian-Americans' Perceived Leadership, Griffin Hall, 10:30AM
428	Organizational Identification: A Mechanism for Organizational Transformation?, Griffin Hall, 10:30AM
429	Psychological Ownership and Decent Work: A Multiwave Study, Griffin Hall, 10:30AM
430	Issues of Veterans in Non-Military Organizations, Griffin Hall, 10:30AM
439	Creating a Diverse and Inclusive Workplace: An Exercise in Collective Wisdom, JW Grand Salon 3, 11:00AM
445	Contemporary Barriers to the Recruitment and Inclusion of Persons With Disabilities, Lone Star Salon B, 11:00AM
454	Cultivating an Inclusive and Diverse SIOP: Interrogating the Status Quo, 402-403, 12:30PM
462	Diversity and Inclusion in Action: Approaches to IGNITE Inclusive Workplaces, JW Grand Salon 5, 12:30PM
507	Thinking Outside the Box: I-Os Improving Employment for Neurodiverse Individuals, 402-403, 1:30PM
518	Extending Intersections: Emerging Themes in Organizational Intersectionality Research, Lone Star Salon A, 1:30PM
561	Neurodiversity and Inclusion in the Workplace, 408-409, 3:00PM
572	Doing Gender and Undoing Stereotypes: Persistent Issues in Gender Expression at Work, Lone Star Salon B, 3:00PM

- 573 Talking Taboos: Stigmatized Topics in I-O Research, Lone Star Salon C, 3:00PM
 650 Building Allied Organizations: Concrete Strategies for Engaging Employees in Allyship, Brazos, 4:30PM
 659 Creating a Neurodiverse Workplace: Issues in Recruiting and Hiring, Lone Star Salon B, 4:30PM
 662 Getting Action on Inclusion: Insights From Organizational Surveys and Analytics, Lone Star Salon E, 4:30PM
 711 Research Incubator: The Future of Stigma Identity Management Research, Lone Star Salon B, 8:00AM
 717 Talent Retention in the Future of Work: How Inclusion of People of Color Is the Key, Lone Star Salon H, 8:00AM
 750 Bolstering Inclusion: Why Difficult Conversations and Storytelling Matter, 203-204, 10:00AM
 759 Allyship: What Works and What Doesn't, JW Grand Salon 5, 10:00AM
 760 Is Diversity Possible When the Human Is Removed From HR? A Multidisciplinary Panel, JW Grand Salon 6, 10:00AM
 813 Confronting Stigma Among LGBT Workers: New Developments in Stigmatization at Work, JW Grand Salon 6, 11:30AM
 814 Show and Tell: Generating Solutions in Combating Workplace Sexual Harassment, JW Grand Salon 7-8, 11:30AM
 854 Best Practice Recommendations for Conducting Research With Stigmatized Populations, 203-204, 12:30PM
 859 The State of the Art and Future Horizons for Diversity and Inclusion, JW Grand Salon 2, 12:30PM
 870 The Inclusion Imperative: Leveraging Women's Leadership Potential, Lone Star Salon F, 12:30PM
 910 Concealable Identity Disclosure at Work: A Positive Approach, Brazos, 1:30PM
 967 #TimesUp: How Men Around the World #StepUpAtWork, Lone Star Salon A, 3:00PM
 970 Interaction of Emotional Self-Regulation and Egalitarianism With Bigotry, Griffin Hall, 3:00PM
 971 Validation of the Gender Privilege SJT (GPSJT), a Measure of Gender Privilege, Griffin Hall, 3:00PM
 972 The Interaction of the Compensation Effect and Benevolent Sexism on Hiring Decisions, Griffin Hall, 3:00PM
 973 Mental Illness Disclosure: Predicting (Un)Supportive Responses, Griffin Hall, 3:00PM
 974 Perceived Pay Equity Predicts Important Employer-Valued Outcomes, Griffin Hall, 3:00PM
 975 Manifestation and Suppression of Concealable Stigma, Griffin Hall, 3:00PM
 976 Reactions to Selection Processes Involving Diversity Statements, Griffin Hall, 3:00PM
 977 Burden of Stigma and Identity Management: Impact on Police Officers' Outcomes, Griffin Hall, 3:00PM
 978 The Toll of Recurring Sexism in the Workplace: A Self-Regulatory Perspective, Griffin Hall, 3:00PM
 979 Visualizing the Intellectual Structure and Emerging Trends of Diversity Research, Griffin Hall, 3:00PM
 980 Masculinity and Attractiveness in Hiring: An Eye-Tracking Approach to Gender Bias, Griffin Hall, 3:00PM
 981 Diversity Sells: Why Mixed-Gender Coalitions Best Advocate Gender Equity at Work, Griffin Hall, 3:00PM
 982 Intersectional Stereotypes: An Examination of Race, Gender, and Occupations, Griffin Hall, 3:00PM
 983 Stereotype Endorsement and Female Duos' Gender-Specific Undermining in Groups, Griffin Hall, 3:00PM
 984 Colorism in the Workplace: Intergroup and Intragroup Discrimination, Griffin Hall, 3:00PM
 985 Cyber Sexual Harassment: A New Conceptualization of an Old Problem, Griffin Hall, 3:00PM
 986 The Inclusive Leadership Questionnaire: Development of a Theory-Based Measure, Griffin Hall, 3:00PM
 987 A Psychological Needs Framework for Refugee Integration in the Workplace, Griffin Hall, 3:00PM
 988 Assessing the Relative Impacts of Multilevel Organizational Connections on Inclusion, Griffin Hall, 3:00PM
 989 Representation and Work Stress Among Women of Color: Challenges of Intersectionality, Griffin Hall, 3:00PM
 990 Racioethnic Differences in the Effect of Diversity Climate on Emotional Exhaustion, Griffin Hall, 3:00PM
 991 Where's the "I-O" in Bias? A Field Study of Racial Bias in Policing, Griffin Hall, 3:00PM
 992 Does It Matter Who Is Harassed? Third-Party Anger/Reactions to Workplace Harassment, Griffin Hall, 3:00PM
 993 Dismantling the Racial Hierarchy: Measuring Learning and Reactions to White Privilege, Griffin Hall, 3:00PM
 994 Influence of Leader Identity on Psychological Diversity Climate Perceptions, Griffin Hall, 3:00PM
 995 Development and Validation of the Benevolent Sexism in the Workplace Scale, Griffin Hall, 3:00PM
 996 Examining Reactions to Inclusive Religious Events at Work, Griffin Hall, 3:00PM
 997 Gender Differences in Productivity and Compensation of Academics, Griffin Hall, 3:00PM
 998 Positive Stereotypical Expectations: Performance Boosts or Performance Decrements?, Griffin Hall, 3:00PM
 999 Applicant Perceptions of Diversity Climate and Organizational Attractiveness, Griffin Hall, 3:00PM
 1000 The Role Inclusion Has on Applicant Reactions; Organizational Trust as a Mediator, Griffin Hall, 3:00PM
 1001 The Effects of Emotional Labor on Diversity and Inclusion Professionals, Griffin Hall, 3:00PM

Innovation/Creativity

- 227 Shape of the Future of Work: Visionary Grants Finals, Lone Star Salon G, 3:30PM
 228 Balancing Between Action and State Orientation Enables Creativity Under Low Autonomy, Griffin Hall, 3:30PM
 229 Do-It-Yourself Workplace Creativity: Job Crafting Supplements Creative Personality, Griffin Hall, 3:30PM
 230 Employee's Job Crafting Behavior and Creativity: Influence of Supervisor Support, Griffin Hall, 3:30PM
 231 Investigating the Link Between Adult Attachment and Innovative Work Behavior, Griffin Hall, 3:30PM
 232 I-Deals and Creative Deviance: The Role of Psychological Entitlement, Griffin Hall, 3:30PM
 233 Fair-Weather Folks or Team Players? Rejected Ideas, Fairness, and Idea Implementation, Griffin Hall, 3:30PM
 234 Effect of Time Pressure on Creative Performance: Role of Creative Self-Efficacy, Griffin Hall, 3:30PM
 235 Contrasts of the Effects of Anger and Anxiety on Idea Generation and Idea Evaluation, Griffin Hall, 3:30PM
 382 The Role of Time for Creativity: Expanding the Lens in Creativity Research, 502-503, 10:00AM
 644 Organizational Transformation: Critical Levers for Driving Change, Griffin Hall, 4:00PM
 761 Talent Hackathon: Crowdsourcing Solutions for Fickle Organizational Issues, JW Grand Salon 7-8, 10:00AM
 871 Question Time: What Advice Can I-O Psychology Researchers Give to Entrepreneurs?, Lone Star Salon G, 12:30PM
 923 Designing the Perfect Report: Concise Storytelling From Big Data, Lone Star Salon F, 1:30PM

Job Analysis/Job Design/Competency Modeling

- 66 Functional Leadership Profiles: How, When and Why?, Lone Star Salon G, 11:30AM
 614 Booming Practice or Bust? Use and Development of Competency Models in Organizations, Griffin Hall, 4:00PM
 615 Individual Attributes That Contribute to Career Success in the US Submarine Force, Griffin Hall, 4:00PM

- 616 Generalizability of Multitasking Research and Predictors of Multitasking Performance, Griffin Hall, 4:00PM
- 617 Providing Personality "Insight" to Competency Differentiation: A Synthetic Approach, Griffin Hall, 4:00PM
- 618 A Synthesis of Work Analysis Techniques to Introduce Automation in Mining Operations, Griffin Hall, 4:00PM
- 619 The Dark Side of Job Crafting: Intentions Matter, Griffin Hall, 4:00PM
- 620 How Job Autonomy and Occupational Skill Variety Influence Employee Well-Being, Griffin Hall, 4:00PM
- 621 Effects of Work Characteristics on Motivation, Interruptions, and Goal Attainment, Griffin Hall, 4:00PM
- 622 What Does It Take to Lead Change? Uncovering Change Leader Functions and Competencies, Griffin Hall, 4:00PM
- 623 Perceived Overqualification: A Review and Future Research Agenda, Griffin Hall, 4:00PM
- 699 Competency and Skill Gap Analysis: A Best Practice Incubator, 203-204, 8:00AM
- 807 Novel Perspectives on Incorporating the Situation in Research and Assessment, Brazos, 11:30AM
- 857 The Future Has Arrived: Practice Task Analysis for Cognitive Nonobservable Job Tasks, Brazos, 12:30PM

Job Attitudes/Engagement

- 6 Insights on Multilevel Trust in Organizations From a SIOP Frontiers Series Volume, 502-503, 10:30AM
- 190 Work Hard, Play Hard: Creating, Measuring, and Sustaining Fun in the Workplace, 203-204, 2:00PM
- 523 Employee Engagement: On the Bill, but No Longer the Star of the Show, Lone Star Salon F, 1:30PM
- 657 What's the Deal With Employee Experience? How to Deliver on Your Promises, JW Grand Salon 7-8, 4:30PM
- 822 Belief in God and Job Satisfaction: A Meta-Analytic Study, Griffin Hall, 11:30AM
- 823 The Outcomes of Union Commitment: A Facet-Level, Meta-Analytic Investigation, Griffin Hall, 11:30AM
- 824 A 14-Year Analysis of Unit-Level Job Satisfaction/Employee Engagement Score Stability, Griffin Hall, 11:30AM
- 825 The Relationship Among Negatively Perceived Tasks, Fit, and Reenlistment Intentions, Griffin Hall, 11:30AM
- 826 Perceived Job Alternatives and the Employee–Organization Social Exchange, Griffin Hall, 11:30AM
- 827 Owning Yourself at Work, Speaking Up More? A Moderated Mediation Model of Voice, Griffin Hall, 11:30AM
- 828 The Forgotten Working-Class Experience and Job Satisfaction, Griffin Hall, 11:30AM
- 829 Investigating the Role of Psychological Resources and Ethics in Goal Pursuit, Griffin Hall, 11:30AM
- 830 Psychological Contract Breach and Corporate Reputation Influence Job Attitudes, Griffin Hall, 11:30AM
- 831 The Importance of Job Factors Versus Personality for Boosting Workplace Engagement, Griffin Hall, 11:30AM
- 832 What Happens to Job Satisfaction Trajectory Under Normal and Intervention Conditions?, Griffin Hall, 11:30AM
- 833 When Reputations Collide: Benefits and Drawbacks of Person–Group Reputational Misfit, Griffin Hall, 11:30AM
- 834 How Can We Reduce Burnout Among Mental Health Professionals?, Griffin Hall, 11:30AM
- 835 Cultivating a Mindful Workforce: Is Mindfulness Training Enough?, Griffin Hall, 11:30AM
- 836 Do Engaged Midwives Accumulate More Work Resources? A New Zealand-Based Study, Griffin Hall, 11:30AM
- 837 Conflict Management Styles: Exploring Links With Negative Mood Regulation and Burnout, Griffin Hall, 11:30AM
- 838 Psychological Capital's Role in Work–School Facilitation/Conflict on Study Engagement, Griffin Hall, 11:30AM
- 839 How Psychological Ownership Creates Paternalistic Leaders Across Cultures, Griffin Hall, 11:30AM
- 840 The Effect of Managers' Psychological Ownership on Organizational Performance, Griffin Hall, 11:30AM
- 841 The Influence of Engagement and Burnout on Job Performance and Turnover Intentions, Griffin Hall, 11:30AM
- 842 Assessing Attitudes Toward Overqualification, Griffin Hall, 11:30AM
- 843 To Be or Not to Be (Sleep Deprived): Classifying Growth Patterns of Insomnia, Griffin Hall, 11:30AM
- 844 Relation Between Trust Attitudes and Behavioral Intentions to Trust, Griffin Hall, 11:30AM
- 845 Benefits of Upward Perceived Support: The Roles of Gratitude and Indebtedness, Griffin Hall, 11:30AM
- 846 Happy Work, Happy Life? Constructive Replication Assessing the Longitudinal Relation, Griffin Hall, 11:30AM
- 847 Workplace Ostracism Undermines Job Engagement, Griffin Hall, 11:30AM
- 848 Entrepreneurial Goal Progress Under Uncertainty: The Role of Flexible Goal Adjustment, Griffin Hall, 11:30AM
- 866 Advances in Employee Voice: Inspiring Change, Network Influences, and Team Faultlines, Lone Star Salon B, 12:30PM
- 906 Cutting Edge Approaches to Studying Trust in Organizations, 201-202, 1:30PM

Job Performance/Citizenship Behavior

- 319 Investigation of Compulsory Citizenship Behavior in the OCB Nomological Network, JW Foyer, 6:00PM
- 330 Working and Aging: New Insights Into Behavior, Experience, and Performance, JW Grand Salon 2, 8:00AM
- 378 All Work, All Play: Examining Play and Gamification Across Levels of the Organization, 201-202, 10:00AM
- 537 A Moderated Mediation Examination of Workplace Isolation, Griffin Hall, 1:30PM
- 538 Job Performance: Comparing Differences Among the Self- and Organizationally Employed, Griffin Hall, 1:30PM
- 539 A New Hope: The Light Side of Helping Prevails, Griffin Hall, 1:30PM
- 540 Using Latent Personality Profiles to Improve Prediction of OCB, Griffin Hall, 1:30PM
- 541 A Social Network View of Advice Exchange and Job Performance Similarity, Griffin Hall, 1:30PM
- 542 Perception of OCB Engagement: Does Anyone Differentiate it From Task Performance?, Griffin Hall, 1:30PM
- 543 Sleep on Helping Through Positive Affect: Moderating Role of Recovery, Griffin Hall, 1:30PM
- 544 Manager's Negative Affectivity and Employees' OCBs, Griffin Hall, 1:30PM
- 545 Helping Type, Hostile Attribution Bias, and State Self-Esteem at the Daily Level, Griffin Hall, 1:30PM
- 546 Forced Citizenship and Broken Contracts Lead to Counterproductive Work Behavior, Griffin Hall, 1:30PM
- 547 Meta-Analytic Examination of OCB Self–Observer Convergence for Specific Indicators, Griffin Hall, 1:30PM
- 548 Observers in Sexual Harassment: Factors Related to Intervention, Griffin Hall, 1:30PM
- 549 When Minorities Get Their Voice: The Role of Formal Position and Network Centrality, Griffin Hall, 1:30PM
- 550 Sustaining Proactive Behavior in the Face of Situational Constraints, Griffin Hall, 1:30PM
- 551 Employee Happiness: Why We Should Care, Griffin Hall, 1:30PM
- 552 Toward a Model of Optimal Performance at Work: Fostering Flow, Griffin Hall, 1:30PM
- 553 Context Matters: Moderators of the Effect of Neuroticism on Adaptive Performance, Griffin Hall, 1:30PM
- 554 What Are We Measuring? Comparison Between Two Measures of Job Crafting, Griffin Hall, 1:30PM

- 555 Who Is Better and Who Is Best? What Differentiates Stars From the Rest, Griffin Hall, 1:30PM
 556 Testing and Extending the Theory of Purposeful Work Behavior With High-Performance, Griffin Hall, 1:30PM
 557 Social Networks as Antecedents of Identification and Citizenship, Griffin Hall, 1:30PM
 959 Hidden and Contingent Consequences of Employees Who Stand Out, 402-403, 3:00PM

Judgment/Decision Making

- 521 From Humans OR Machines to Humans AND Machines: Optimizing Decision Making Using AI, Lone Star Salon D, 1:30PM
 634 The Dark Triad and Advice Taking: Does Measurement Method Matter?, Griffin Hall, 4:00PM
 635 Can Cognitive Heuristics and Biases Be Classified by Shared Causal Mechanisms?, Griffin Hall, 4:00PM
 636 Individual Difference Determinants of Heuristics-and-Biases Task Performance, Griffin Hall, 4:00PM
 637 The Relative Importance of Antecedents of Cognitive Complexity, Griffin Hall, 4:00PM
 638 Numeracy and the Role of Cognitive Abilities in Decision Making Quality, Griffin Hall, 4:00PM
 639 Examination of Internships and Ethical Decision Making Among Business Students, Griffin Hall, 4:00PM
 640 Who Chooses Whom? Conceptualizing Informal Job Search as a Self-Regulated Process, Griffin Hall, 4:00PM
 641 The Effects of Mindset and Sensory Processing Sensitivity on Ethical Decision Making, Griffin Hall, 4:00PM
 642 A Meta-Analytic Approach to Exploring the Maximizing and Well-Being Relationship, Griffin Hall, 4:00PM

Leadership

- 1 Opening Plenary, JW Grand Salon 5, 8:30AM
 14 Leadership: What Have We Learned in the Last 25 Years?, Lone Star Salon C, 10:30AM
 55 The Role of Congruence in Follower Schemas, 408-409, 11:30AM
 57 What's New With CIP Model of Leadership Research? Novel Advancements and Applications, Brazos, 11:30AM
 154 The Path to Linking C-Suite Personality/Behavior to Firm-Level Metrics, Lone Star Salon H, 1:00PM
 222 Conducting Your Psychological Due Diligence: I-Os Providing Value for Private Equity, Lone Star Salon B, 3:30PM
 275 Everything Old Is New Again: The Revival of Traditional Assessment Centers, Lone Star Salon C, 4:30PM
 316 An Initial Examination of a Supervisor Interpersonal Relationship Ambiguity Scale, JW Foyer, 6:00PM
 317 Leader Machiavellianism and Supervisory Behaviors: Do Employee Political Skills Matter?, JW Foyer, 6:00PM
 318 Perceived Leadership Behavior Variability: Capricious or Adaptable Leaders?, JW Foyer, 6:00PM
 341 Organizational Leadership: What Is Now Needed in a Changing World?, Lone Star Salon F, 8:00AM
 343 New Advances in Social Network Science and Practice in Organizations, Lone Star Salon H, 8:00AM
 469 CHRO Panel on Changing Leadership in a VUCA world, Lone Star Salon E, 12:30PM
 513 A Conversation on Executive Assessment: Sharing Best Practices and Experiences, JW Grand Salon 3, 1:30PM
 526 Continuing Validation of the Follower Categorization Assessment, Griffin Hall, 1:30PM
 527 Abusive Supervision and State Paranoia: The Role of Sexual Orientation, Griffin Hall, 1:30PM
 528 An Exploration of Co-Leader Relationships and the Impact on Team Functioning, Griffin Hall, 1:30PM
 529 A Systematic Review and Critique of Research on "Healthy Leadership", Griffin Hall, 1:30PM
 530 Transforming Leadership Impressions: Effects of Trans Label, Gender, and Behavior, Griffin Hall, 1:30PM
 531 Let Your Employee Talk! The Effects of Servant Leadership on Employee Voice Behavior, Griffin Hall, 1:30PM
 532 Inclusive Leadership Improves Job-Goal Alignment for Diverse Teams, Griffin Hall, 1:30PM
 533 A Trickle-Down Effect of Paradoxical Leadership on Employee Radical Creativity, Griffin Hall, 1:30PM
 534 Leadership in the Face of Threat: Directive Leadership in Response to Brexit, Griffin Hall, 1:30PM
 535 A Dynamic Approach to Abusive Supervision and Subordinates' Emotions and Performance, Griffin Hall, 1:30PM
 536 Leader Extraversion and Team Performance: Moderated Mediation Models, Griffin Hall, 1:30PM
 581 The Role of Cultural Preferences in the Effectiveness of Leader Behaviors, Griffin Hall, 3:00PM
 582 Elections as a Selection Method: SAOCs in Office Versus Campaigning, Griffin Hall, 3:00PM
 583 Transformational Leadership and Creativity: The Role of Engagement and Self-Efficacy, Griffin Hall, 3:00PM
 584 When Control Freak Becomes Performance Facilitator: Authoritarian Leadership, Goal Clarity, and Informational Justice, Griffin Hall, 3:00PM
 585 The Effect of Leader Self-Sacrifice on Leader and Follower Work Engagement, Griffin Hall, 3:00PM
 586 Comparing Full-Time Working Leaders' Versus Follower's Profiles of IFTs, Griffin Hall, 3:00PM
 587 Leadership Self-Efficacy for Native American Students, Griffin Hall, 3:00PM
 588 The Implications of Leader Personality for Follower Engagement and Satisfaction, Griffin Hall, 3:00PM
 589 Where Is My Motivation (to Lead)? Leader Motivation's Impact on Effectiveness, Griffin Hall, 3:00PM
 590 A Meta-Analysis of the Antecedents and Outcomes of Motivation to Lead, Griffin Hall, 3:00PM
 591 Can Followers Influence Leaders?: Exploring a Role-Based View of Followership, Griffin Hall, 3:00PM
 592 Contextual Influences on Pygmalion and Golem Effects, Griffin Hall, 3:00PM
 593 Emotional Blackmail? Emotion-Eliciting Influence Behaviors in Supervisors, Griffin Hall, 3:00PM
 594 Can Effects of Empowering Leadership Be Due to Levels of Energetic Resources?, Griffin Hall, 3:00PM
 595 Abusive Supervision and Voice: The Different Roles of Affective and Cognitive Trust, Griffin Hall, 3:00PM
 596 Who Plays the Lead(er)? A Historiometric Analysis of Leadership Diversity in Films, Griffin Hall, 3:00PM
 597 What Motivates Transformational Leaders? Psychological Needs as the Antecedent, Griffin Hall, 3:00PM
 598 Drained and Confused: Effects of Supervisor Abuse on Sleep and Clarity, Griffin Hall, 3:00PM
 599 How Leaders' Boundary Spanning Affects Employee Performing: Resourcing and Buffering, Griffin Hall, 3:00PM
 600 Performance on a Simulation: Integrating Models of Collective Leadership and Planning, Griffin Hall, 3:00PM
 601 Syncing Up or Sinking?: Temporality and Status in Leader-Follower Dynamics, Griffin Hall, 3:00PM
 602 The Downside of Being an Inexperienced Humble Leader, Griffin Hall, 3:00PM
 603 True Colors: How and When Race Relates to Leadership Emergence, Griffin Hall, 3:00PM
 604 Effects of Servant Leadership on Procedural Justice and Voice, Griffin Hall, 3:00PM
 605 Examining the Bright and Dark Sides of Transformational Leadership, Griffin Hall, 3:00PM
 606 Small Scale Issues, Big World Problems: Examining Gender Disparities in Leadership, Griffin Hall, 3:00PM

- 607 Sophistication Can Be More Stressful: Subordinates Under Abusive Leaders, Griffin Hall, 3:00PM
- 608 The Gratitude Effect: Shaping LMX Through Subordinate Perceptions, Griffin Hall, 3:00PM
- 609 Skip-Level Participation and Helping Behavior: The Role of Leader-Leader Exchange, Griffin Hall, 3:00PM
- 610 Effects of Leader Mixed Emotional Displays on Follower Evaluations and Performance, Griffin Hall, 3:00PM
- 611 Robotic Leadership: A Systematic and Multilevel Framework, Griffin Hall, 3:00PM
- 612 A Comparison of Profiles of Self- and Other Ratings of Character Strengths, Griffin Hall, 3:00PM
- 647 Leadership 2020s: Evolution or Revolution? More Best Practice or Radical Reinvention?, 402-403, 4:30PM
- 713 Context Matters: Experiences From Building Leadership Programs in High-Stake Jobs, Lone Star Salon D, 8:00AM
- 716 From Silver Bullets to Sound Science: Learning Agility in Theory and Practice, Lone Star Salon G, 8:00AM
- 764 The Rise of the Servant Leader, Lone Star Salon C, 10:00AM
- 867 R&D Leadership in Pharma: The R&D Leader of the Past, Present, and Future, Lone Star Salon C, 12:30PM
- 922 Effective Cybersecurity Leadership: The Key Role of Context and Importance of Agility, Lone Star Salon E, 1:30PM
- 1002 Closing Plenary, JW Grand Salon 5, 4:30PM

Legal Issues/Employment Law

- 5 Pay Equity Analysis: Hey, Labor Economist—Anything You Can Do I-O Can Do Better!, 408-409, 10:30AM
- 219 2020 EEOC/OFCCP Practitioner Update: Things Old, New, Borrowed, or Blue, JW Grand Salon 6, 3:30PM
- 441 A Tale of Two Pay Gaps: An All-Female Expert Pay Equity Panel, JW Grand Salon 5, 11:00AM
- 963 From Black Boxes to Glass Boxes: Legal Defensibility of Machine Learning in Selection, JW Grand Salon 1, 3:00PM

Measurement/Statistical Techniques

- 16 Life in the Fast Lane: Advances in Rapid Response Measurement, Lone Star Salon E, 10:30AM
- 75 Lack of Focus on Construct Conceptualization Is Impeding Scientific Advancement, Griffin Hall, 11:30AM
- 76 A Monte Carlo Simulation Comparing Three Approaches for Studying Predictive Test Bias, Griffin Hall, 11:30AM
- 77 Probing Nonlinear Three-Way Interactions: Extending the Slope Difference Test, Griffin Hall, 11:30AM
- 78 Tomayto, Tomahto? Empirical Comparison and Integration of Job Crafting Perspectives, Griffin Hall, 11:30AM
- 79 Investigating the Construct Validity of Mental Toughness Scores, Griffin Hall, 11:30AM
- 80 Improving the Interpretability of NLP Models on Written Responses to Assessments, Griffin Hall, 11:30AM
- 81 Using Infrequency Scales to Assess Careless Responding, Griffin Hall, 11:30AM
- 82 Applying Advanced Embedding Techniques in I-O Research: Demonstrations Using Doc2Vec, Griffin Hall, 11:30AM
- 83 Intersectionality in DIF: Perceptions of Sexual Harassment by Race and Gender, Griffin Hall, 11:30AM
- 84 Will the Machines Save Us? Adapting Machine Learning for Personality Assessments, Griffin Hall, 11:30AM
- 85 A Multiyear Evaluation of Physical Ability Test Validity and Mean Group Differences, Griffin Hall, 11:30AM
- 86 Crossing a River to Get Some Water? Revisiting Item Social Desirability Ratings, Griffin Hall, 11:30AM
- 87 Latent State-Trait Theory, Analytic Models, and a Worked Example, Griffin Hall, 11:30AM
- 88 Measuring Coordination: Using Network Psychometrics to Explore MTMM Team Data, Griffin Hall, 11:30AM
- 89 The Development and Validation of a Self-Control Strategies Measure, Griffin Hall, 11:30AM
- 90 An Unobtrusive Method of Testing Health-Related Hypotheses Using Facial Photographs, Griffin Hall, 11:30AM
- 91 Examining the Two-Factor Job Satisfaction Model With Mixture Regression, Griffin Hall, 11:30AM
- 92 Single-Item Measure of Job Satisfaction: A Test of Reliability and Stability, Griffin Hall, 11:30AM
- 93 Measurement Invariance in Burnout: A Multicultural Study, Griffin Hall, 11:30AM
- 94 A Simulation Study: Cluster Analysis in High Dimensional Space in Psychology Research, Griffin Hall, 11:30AM
- 95 Curbing Curbstoning: Methods to Detect Survey Data Fabrication by Third Parties, Griffin Hall, 11:30AM
- 96 Machines Learn to Improve Inputs-Outputs: Why Not I-O?, Griffin Hall, 11:30AM
- 97 Using Machine Learning to Classify Assessment Center Text Data, Griffin Hall, 11:30AM
- 98 Using the Actor-Partner Interdependence Model With Leader-Follower Dyadic Data, Griffin Hall, 11:30AM
- 99 Using Bifactor Models to Examine the Predictive Validity of Hierarchical Constructs, Griffin Hall, 11:30AM
- 156 Machine Learning for I-O 2.0, Lone Star Salon E, 1:30PM
- 207 Excel Can Do That Too? Six Fantastic Functions for I-Os, Lone Star Salon H, 2:00PM
- 221 Creating Consensus: Workplace Resilience Measurement Best Practices, Lone Star Salon A, 3:30PM
- 270 Teaching Big Data Methods in I-O Graduate Curriculum 3.0, JW Grand Salon 5, 4:30PM
- 324 Friday Seminar 1: Python Programming for I-O Psychology: How to Start and How to Grow, 301-302, 8:00AM
- 334 Text Analytics and NLP With R, JW Grand Salon 6, 8:00AM
- 434 Making the Qualitative, Quantitative With Text Analytics, 408-409, 11:00AM
- 437 Missing Guidance on Missingness: Dealing With Missing Data in Applied Research, JW Grand Salon 1, 11:00AM
- 511 Weight No More: Strategies for Estimating and Communicating Relative Weights, JW Grand Salon 1, 1:30PM
- 563 SIOP Select: The Third SIOP Machine Learning Competition, Brazos, 3:00PM
- 569 Big Data Systems With R, JW Grand Salon 6, 3:00PM
- 660 Algorithmic Fairness: Theoretical, Applied, and Legal Considerations, Lone Star Salon C, 4:30PM
- 707 Scale Development, Adaptation, and Other Measurement Issues in I-O Psychology, JW Grand Salon 5, 8:00AM
- 754 Getting Started With Computational Modeling: Understanding What, When, Why, and How, Brazos, 10:00AM
- 818 Are Machine Learning Algorithms a Hiring Panacea or Pandora's Box?, Lone Star Salon E, 11:30AM
- 869 Creating a Glass Box: Interpretable Machine Learning Models, Lone Star Salon E, 12:30PM
- 920 Assessing Within-Person Variability: Tools for Your Toolbox, Lone Star Salon C, 1:30PM
- 966 Variable Selection Using Random Forest Importance Metrics: An Interactive Tutorial, JW Grand Salon 4, 3:00PM

Motivation/Rewards/Compensation

- 13 Setting New Goals for Goal Research: Questioning Assumptions and New Directions, Lone Star Salon B, 10:30AM
- 104 A Study on When and Why Psychological Contract Overfulfillment Is Not Appreciated, Griffin Hall, 12:30PM

- 105 A Qualitative Investigation of Flow at Work: Strategies, Activities, and Disruptions, Griffin Hall, 12:30PM
- 106 Faking in Trait Measures of Motivation, Griffin Hall, 12:30PM
- 107 Trait Motivation: A Meta-Analysis of Predictive Validity, Griffin Hall, 12:30PM
- 108 A Latent Profile Analysis of PsyCap: Impressive Employees or Measurement Issues?, Griffin Hall, 12:30PM
- 109 Fulfilling Their Purposes to Elicit Their Best, Griffin Hall, 12:30PM
- 110 What Makes a Job a Good Job? A Meta-Analytic Investigation, Griffin Hall, 12:30PM
- 111 So Can It!: How Capitalizing on Others' Success Leads to Empowerment and Performance, Griffin Hall, 12:30PM
- 112 A Daily-Diary Examination of Work/Nonwork Need Fulfillment Spillover, Griffin Hall, 12:30PM
- 113 Learned Helplessness: A Control Construct With Prediction Over Locus of Control, Griffin Hall, 12:30PM
- 114 The Joy of Gratification: Short-Term Boost or Long-Term Success?, Griffin Hall, 12:30PM
- 115 Ya Gotta Wanna: Shifting Motivational Priorities in the Self-Control Process, Griffin Hall, 12:30PM
- 116 Can Your Passion Last? The Role of Job Crafting and Their Reciprocal Relationships, Griffin Hall, 12:30PM
- 344 Friday Seminar 3: Conducting Pay Equity Analyses: The Essentials, 310-311, 8:00AM
- 809 Incentivizing Survey Scores: Do You Get What You Pay for or Something Unintended?, JW Grand Salon 2, 11:30AM

Occupational Health/Safety/Stress & Strain/Aging

- 2 Job Insecurity in Higher Education: The Struggle and the Road Forward, 201-202, 10:30AM
- 157 How Daily Workload Impacts Sleep Quality: The Mediating Role of Sleep Hygiene, Griffin Hall, 1:30PM
- 158 A Framework for Assessing Data Analytics Readiness, Griffin Hall, 1:30PM
- 159 Help or Hindrance? A Daily Diary Study on the Workaholism-Performance Relation, Griffin Hall, 1:30PM
- 160 Development of the Person-Centered Support Scale for the Workplace, Griffin Hall, 1:30PM
- 161 Do Brooding and Reflection Mediate the Effect of Self-Reflection Resilience Training?, Griffin Hall, 1:30PM
- 162 Experience Affecting Safety Behaviors and Self-Efficacy, Griffin Hall, 1:30PM
- 163 Examining the Implications of Work-Leisure Demand Congruence, Griffin Hall, 1:30PM
- 164 Move Your Body, Change Your Mind: Physical Activity Before Work, Griffin Hall, 1:30PM
- 165 Explaining the Inconsistent Workaholism-Job Satisfaction Relationship, Griffin Hall, 1:30PM
- 166 Measurement Invariance of the Workplace Telepressure Measure Across Occupations, Griffin Hall, 1:30PM
- 167 Transformational Leadership and Safety Performance: Testing a Felt Obligation Model, Griffin Hall, 1:30PM
- 168 Examining O*NET General Work Activities as Predictors of Customer Sexual Harassment, Griffin Hall, 1:30PM
- 169 Are Construction Workers in Pain at High Risk for Poor Sleep Due to Work Conditions?, Griffin Hall, 1:30PM
- 170 How Does National Culture Relate to Workplace Safety Constructs?, Griffin Hall, 1:30PM
- 171 Workload and Fatigue: Recovery, Accumulation, or Sensitization?, Griffin Hall, 1:30PM
- 172 The Costs of Political Conversation at Work: An Experienced Sampling Study, Griffin Hall, 1:30PM
- 173 Challenge Demands and Family Outcomes: The Moderating Effect of Conscientiousness, Griffin Hall, 1:30PM
- 174 Long Commutes and Well-Being: Examining Nonlinear Relations, Griffin Hall, 1:30PM
- 175 Effects of Stress on Burnout and Job Satisfaction Among U.S. Air Force RPA Operators, Griffin Hall, 1:30PM
- 176 Testing the Stress Specificity Hypothesis in United States Air Force Imagery Analysts, Griffin Hall, 1:30PM
- 177 Physical Consequences of Experienced Incivility: The Role of Perseverative Cognition, Griffin Hall, 1:30PM
- 178 The Effects of Work-Family Conflict on Distress and Drinking to Cope, Griffin Hall, 1:30PM
- 179 Insufficient Responding in Safety Surveys, Griffin Hall, 1:30PM
- 180 Break Time Task Reminders, Psychological Detachment, and Performance Recovery, Griffin Hall, 1:30PM
- 181 When Counterproductive Work Behavior Can Be Functional at Work, Griffin Hall, 1:30PM
- 182 Incivility and Employee Silence: A Serial Mediation Model, Griffin Hall, 1:30PM
- 183 Determinants of Successful Return to Work After Burnout, Griffin Hall, 1:30PM
- 184 Nurse Stress Prep: Training Redesign to Impact Longevity in Field, Griffin Hall, 1:30PM
- 185 Unpacking Workplace Social Support Judgments: A Policy Capturing Experiment, Griffin Hall, 1:30PM
- 186 Effects of Anticipatory Stress and Stress Forecasting on Well-Being Outcomes, Griffin Hall, 1:30PM
- 187 Acculturation Demands and Workplace Ostracism in Immigrant Workers, Griffin Hall, 1:30PM
- 188 Workplace Communication: The Mediating Role of Burnout and Moderating Role of Gender, Griffin Hall, 1:30PM
- 209 Mindfulness at Work: Is It the Fad or the Future?, 203-204, 3:30PM
- 214 A Life of Leading: Emerging Trends in Age-Leadership Research, JW Grand Salon 1, 3:30PM
- 279 O*NET as a Secondary Occupational Data Source, Griffin Hall, 4:30PM
- 280 Coping Styles and Burnout in American Nurses, Griffin Hall, 4:30PM
- 281 Testing Predictors of Burnout in India and the US, Griffin Hall, 4:30PM
- 282 Benefits of Weekend Recovery in the Context of Leadership and Well-Being, Griffin Hall, 4:30PM
- 283 Trajectories of Daily Work-Break Relaxation Experiences Across the Workweek, Griffin Hall, 4:30PM
- 284 Uh Oh! Experiencing Incivility at Work May Make You a Jerk on the Road, Griffin Hall, 4:30PM
- 285 Hazard Exposure and Organizational Justice on ERI in High-Risk Occupations, Griffin Hall, 4:30PM
- 286 Job Demands and Burnout: The Buffering Role of Relative Leader-Member Exchange, Griffin Hall, 4:30PM
- 287 The Polysemous Quality of Mindfulness: Mapping the Field and Identifying Research Gaps, Griffin Hall, 4:30PM
- 288 Uncertain, Yet Thriving: Need Uncertainty in Work Relationships and Worker Health, Griffin Hall, 4:30PM
- 289 Personality and Well-Being: Testing an Integrative Model Across Retirement Status, Griffin Hall, 4:30PM
- 290 Supervisor Ostracism and Emotional Labor: The Moderating Role of Harmony, Griffin Hall, 4:30PM
- 291 Leadership Influence on Safety: Psychological Safety and Safety Climate as Mediators, Griffin Hall, 4:30PM
- 292 What Are Worksite Wellness Programs and Are They Effective?, Griffin Hall, 4:30PM
- 293 Unpacking the Burnout Phenomenon: Understanding Daily Influences on Burnout Over Time, Griffin Hall, 4:30PM
- 294 Are Values Valuable? Individual Differences on the Effects of Economic Stress, Griffin Hall, 4:30PM
- 295 Going Home Exhausted, Sleepless in Bed: The Power of Psychological Detachment, Griffin Hall, 4:30PM
- 296 Perceived Work Environment Change With Age and Education, Griffin Hall, 4:30PM

- 297 Multi-Item Subjective Age as a Better Predictor of Distal Work-Related Outcomes, Griffin Hall, 4:30PM
- 298 Resilience, Job Strain, and Well-Being of Working Cancer Survivors, Griffin Hall, 4:30PM
- 299 Field Examination of Occupational Driver Behaviors and Commute Times in Oil and Gas, Griffin Hall, 4:30PM
- 300 Effects of LMX and Interpersonal Justice on Emotional Exhaustion, Griffin Hall, 4:30PM
- 301 Investigating the Momentary and Stable Predictors of Break Taking, Griffin Hall, 4:30PM
- 302 A Meta-Analysis of Workplace Health Intervention Programs: The What, How, and Who, Griffin Hall, 4:30PM
- 303 Job Insecurity in Post-Crisis Europe: The Role of Job Preservation Motivation, Griffin Hall, 4:30PM
- 304 Workplace Incivility and Work-Family Conflict: Effects of Negative Rumination and Min, Griffin Hall, 4:30PM
- 305 Leadership: A Buffer From Stress and Strain, Griffin Hall, 4:30PM
- 306 The Development and Validation of a Workplace Nontask Ostracism Scale, Griffin Hall, 4:30PM
- 307 Understanding Underemployment: Is It Better to Be Crafty or Stable?, Griffin Hall, 4:30PM
- 308 Sleep Intervention's Effects on Sleep Behavior Through a Social Mechanism, Griffin Hall, 4:30PM
- 309 Does Your Work Kill Your Sleep? Use Machine Learning in Predicting Sleep Quality, Griffin Hall, 4:30PM
- 310 The Immediate and Long-Term Implications of Inequality at Work on Well-Being, Griffin Hall, 4:30PM
- 321 Intersectionality and Stereotype Threat During Pregnancy, JW Foyer, 6:00PM
- 379 Managing Workplace Mental Health: Implications for Employees and Employers, 203-204, 10:00AM
- 383 Surviving and Thriving: Improving Residents' Clinical Learning Environment, Brazos, 10:00AM
- 387 Addressing Job Insecurity Across the Globe: The Role of Resources, JW Grand Salon 4, 10:00AM
- 388 Level Up: Exploring Implementation Level in Intervention Research, JW Grand Salon 5, 10:00AM
- 435 Promoting a Culture of Reporting Health Concerns, 502-503, 11:00AM
- 484 Work Hard, Play Hard: Investigating Workaholism, Work-Leisure Conflict, and Stress, Griffin Hall, 12:30PM
- 485 Perfectionism and Health: Longitudinal Mediation Effects of Drug Use, Griffin Hall, 12:30PM
- 486 Positive Psychology and Safety Performance: A Longitudinal Model of PsyCap and PERMA, Griffin Hall, 12:30PM
- 487 Recovery During Downtime: Are All Leisure Activities Equal, and for Everyone?, Griffin Hall, 12:30PM
- 510 Why Is Work so Hard? Exploring the Roles of Work Stressors on Health and Well-Being, Brazos, 1:30PM
- 524 Hot Topics for the Future of Work: The Future (Age Diverse) Workforce, Lone Star Salon G, 1:30PM
- 562 The Many Faces of Work and Well-Being: Untangling Relations Between Work and Health, 502-503, 3:00PM
- 705 Got Stress? Leveraging I-O Psych to Transform Workplace Behavioral Health Approaches, JW Grand Salon 3, 8:00AM
- 755 From the Workplace to Well-Being: Exploring the Intersection Between Work and Health, JW Grand Salon 1, 10:00AM
- 853 What's Stopping You? Organizational Constraints as a Major Work Stressor, 201-202, 12:30PM
- 911 Mistreatment in Healthcare Workers: Antecedents, Outcomes, and Interventions, JW Grand Salon 1, 1:30PM
- 961 Investigations Into Factors That Build Positive Safety Capacity, 502-503, 3:00PM

Organizational Culture/Climate

- 7 SIOP Select: How to Create a Culture of Psychological Safety, Brazos, 10:30AM
- 143 Four Stories of Real Culture Change, JW Grand Salon 2, 1:00PM
- 211 Bridging the Gap Between Organizations and Nontraditional Team Members, 408-409, 3:30PM
- 218 Culture Joins Strategy for Breakfast: Changing Culture to Align With a New Strategy, JW Grand Salon 5, 3:30PM
- 473 Effects of Harassment and Reporting Climate on Suicide Prevention, Griffin Hall, 12:30PM
- 474 Psychological Safety, Ethical Leadership, and Perceived Combat Readiness in Soldiers, Griffin Hall, 12:30PM
- 475 Climate Strength: Antecedents, Moderating Roles, and Boundary Conditions, Griffin Hall, 12:30PM
- 476 Hospice Nurses Workplace Social Support, Compassion Fatigue, and Work-Family Balance, Griffin Hall, 12:30PM
- 477 Effects of Climate and Core Self-Evaluations on Citizenship Behaviors, Griffin Hall, 12:30PM
- 478 The Impact of Ethical Leadership Depends on Climate Strength, Griffin Hall, 12:30PM
- 479 LPA to Examine Climates Protective Against Sexual Harassment in the Military, Griffin Hall, 12:30PM
- 480 How to Induce Error Management Culture: Experimental Evidence From Newly Formed Teams, Griffin Hall, 12:30PM
- 481 Inclusion as a Moderating Factor of Perceptions of the Reporting Climate, Griffin Hall, 12:30PM
- 482 Using Actual Executive Values in Value Congruence Measurement, Griffin Hall, 12:30PM
- 483 Development of a Multidimensional Political Behavior Scale, Griffin Hall, 12:30PM
- 575 Culture Change (For Real This Time): Quantifying Powerful Employee Stories, Lone Star Salon E, 3:00PM
- 663 Sustainable Resilience: Surviving and Thriving in Dynamic Environments, Lone Star Salon F, 4:30PM
- 710 Assessing and Affecting Organizational Culture Using Modern Survey Practices, Lone Star Salon A, 8:00AM
- 810 It Starts With Us: The Impact That I-O Makes in the Healthcare Industry, JW Grand Salon 3, 11:30AM
- 962 Research in the MeToo Era: Novel Approaches to Studying Workplace Sexual Harassment, Brazos, 3:00PM

Organizational Justice

- 68 The Role of Fairness Perceptions in Employee and Patient Health, Griffin Hall, 11:30AM
- 69 Fair Decision Making: Supervisors' Leader-Member Exchange and Accountability, Griffin Hall, 11:30AM
- 70 Third Party's Reactions to Witnessed Abusive Supervision: Voice From Guilt and Shame, Griffin Hall, 11:30AM

Organizational Performance/Change/Downsizing/OD

- 71 Impact of Merging Into a Comprehensive Healthcare Center on Employees and Patients, Griffin Hall, 11:30AM
- 72 Making Sense of Change: A Regression Tree Approach to Contextual Predictors of AP, Griffin Hall, 11:30AM
- 73 The Thesis I Wrote Last Night: Procrastination, Self-Regulation, Self-Efficacy, Griffin Hall, 11:30AM
- 74 The Effect of Affective and Cognitive Reactions on Change Readiness Over Time, Griffin Hall, 11:30AM
- 137 Applying I-O to Healthcare: Opportunities for Research and Practice, 203-204, 1:00PM
- 223 Organization Design: Who, What, When, Why, and How, Lone Star Salon C, 3:30PM
- 266 Perspectives on Organizational Integration and Dis-Integration, JW Grand Salon 1, 4:30PM
- 332 Blueprint for Success: Designing the Customer Experience for Organizational Impact, JW Grand Salon 4, 8:00AM

- 571 Agility in the New World of Work: Leadership and Talent Management Implications, Lone Star Salon A, 3:00PM
 752 Combating Change Fatigue in Organizations, 408-409, 10:00AM
 907 Ensuring Objectivity: Modern Corporate Approaches, 203-204, 1:30PM

Performance Appraisal/Feedback/Performance Management

- 191 Feedback on Fire! Hot New Ideas to Get People to Love Feedback as Much as We Do, 402-403, 2:00PM
 328 Novel Approaches to Organizational Feedback, Brazos, 8:00AM
 386 Performance Management Transformation: Lessons Learned and Next Steps, JW Grand Salon 3, 10:00AM
 470 Can Cognitive Psychology and Neuroscience Answer Problems in Performance Management?, Lone Star Salon F, 12:30PM
 522 Implementing Ongoing Feedback in Performance Management: Strategies and Outcomes, Lone Star Salon E, 1:30PM
 624 Criterion-Related Validity of Feedback Orientation Ratings: A Multisource Examination, Griffin Hall, 4:00PM
 625 All Is Not Fair in the Appraisals of Performance: Appraisals, Justice, and Outcomes, Griffin Hall, 4:00PM
 626 How Do You Stack Up? Improving 360 Reactions With Normative Feedback, Griffin Hall, 4:00PM
 627 The Effect of Informal Feedback Processes on CWB: Exploring Boundary Conditions, Griffin Hall, 4:00PM
 628 The Effect of Perceived Feedback-Seeking Motives on Feedback Givers' Effort, Griffin Hall, 4:00PM
 629 Frequency and Effects of Performance Appraisal Training in Applied Settings, Griffin Hall, 4:00PM
 630 Do We Practice What We Preach?: Adding Soft Skills to Leader Performance Evaluations, Griffin Hall, 4:00PM
 631 Computerized Continuous Feedback Undermines Performance, Griffin Hall, 4:00PM
 632 Stop Doing That!: A Positive Feedback Intervention for Young Workers, Griffin Hall, 4:00PM
 633 Learning From Negative Feedback: Testing Feedback Intervention Theory, Griffin Hall, 4:00PM
 767 Understanding Social and Contextual Factors in Performance Management, Lone Star Salon F, 10:00AM
 803 Feedback That Propels Growth: Innovative 360 Applications for Personal Development, 203-204, 11:30AM
 921 Leveraging Peer Networks to Transform Performance Feedback and Talent Development, Lone Star Salon D, 1:30PM

Personality

- 20 Personality Profiles at Work: Nature and Implications, Griffin Hall, 10:30AM
 21 Origins of Adult Nontask Work Behavior via Behavioral Genetic Methodology, Griffin Hall, 10:30AM
 22 Power @ Work: A Study of Supervisor–Employee Power Motive (In)congruence, Griffin Hall, 10:30AM
 23 Clarifying Personality Measurement in I-O: The Utility of Item Response Tree Models, Griffin Hall, 10:30AM
 24 Understanding Individual Differences of Perceptions of ISIS Utopia Messaging, Griffin Hall, 10:30AM
 25 Are Curmudgeon Personality Measures Resistant to Socially Desirable Responding?, Griffin Hall, 10:30AM
 26 Predicting Grades: Testing Broad Versus Narrow Personality Traits With a Bifactor Model, Griffin Hall, 10:30AM
 27 Contrastive Effects of Agentic and Communal Narcissism in the Workplace, Griffin Hall, 10:30AM
 28 Traitendness as a Moderator of Trait Level Estimates and Job Performance, Griffin Hall, 10:30AM
 29 Social Courage Fosters Both Voice and Silence in the Workplace, Griffin Hall, 10:30AM
 30 Alexithymia Incrementally Predicts Contextual Performance Above the Five-Factor Model, Griffin Hall, 10:30AM
 31 Honesty-Humility in the Spotlight: A Meta-Analysis of the HEXACO Model of Personality, Griffin Hall, 10:30AM
 32 Identifying Optimal Keys to Enhance Personality Scale Validity: $R = .48$ vs $R = .32$, Griffin Hall, 10:30AM
 33 Narcissism and Response Distortion in Personality Assessment, Griffin Hall, 10:30AM
 34 Intensity, Attention, or Arousal? Communion Striving Dimensions Predicting OCB and CWB, Griffin Hall, 10:30AM
 35 Understanding Voluntary Nonstandard Workers, Their Characteristics, and Choices, Griffin Hall, 10:30AM
 36 Comparative Prediction of Work Criteria Using Latent Profiles of Personality, Griffin Hall, 10:30AM
 37 Personality Profiles and Organizational Health Outcomes, Griffin Hall, 10:30AM
 38 Interested in the Dark Side? Relating Vocational Interests to Dark Personality, Griffin Hall, 10:30AM
 39 Professional Rejection Sensitivity Theory, Griffin Hall, 10:30AM
 40 When Does Personality Inhibit Idea Evaluation?, Griffin Hall, 10:30AM
 41 Core Self-Evaluations and Net Worth: Examining Mediating and Moderating Factors, Griffin Hall, 10:30AM
 42 The Narcissism Epidemic? A Cautionary Tale of “Generational” Differences, Griffin Hall, 10:30AM
 43 A New Approach to an Old Debate: Social Desirability in Personality Assessment, Griffin Hall, 10:30AM
 44 Can Playing Politics Be Good?: Role of Political Skill in Predicting Job Performance, Griffin Hall, 10:30AM
 45 Possible Dark Sides? Proactive Personality, and Coworker Envy, Helping, and Undermining, Griffin Hall, 10:30AM
 46 Personality and Motivational Job Features: Fit Beyond Demands, Griffin Hall, 10:30AM
 47 A Meta-Analysis of Perfectionism and Coping Styles: Implications for Work, Griffin Hall, 10:30AM
 48 Age and Gender Differences in Perfectionism: A Meta-Analysis, Griffin Hall, 10:30AM
 49 Intraindividual Relationships Between Personality, Affect, and Job Satisfaction, Griffin Hall, 10:30AM
 50 Big Five Personality Traits and Sleep-Wake Variables: A Meta-Analysis, Griffin Hall, 10:30AM
 51 Impact of Safety Content on Faking Behavior, Griffin Hall, 10:30AM
 204 Developments in Informant Reports of Personality and Deceptive Impression Management, Lone Star Salon C, 2:00PM
 320 Occupational Complexity Moderates Conscientiousness' Relation to Performance, JW Foyer, 6:00PM
 323 How Implicit Personality Research Can Contribute to I-O Psychology, 203-204, 8:00AM
 436 Work Environment and Individual Characteristic Interaction Effects on Work Outcomes, Brazos, 11:00AM
 564 Personality in the Workplace: How Much Does the Situation Matter?, JW Grand Salon 1, 3:00PM
 715 Vocational Interests at Work: New Directions, Lone Star Salon F, 8:00AM
 820 Strategic Directions in Forced-Choice Personality Testing, Lone Star Salon G, 11:30AM

Pro-social (e.g., humanitarian work psychology, corporate social responsibility, sustainable development)

- 65 Giving Away I-O Psychology: How to Volunteer Your Time and Talent, Lone Star Salon F, 11:30AM
 147 Making Work Human: People Analytics in the Human–Digital Age, JW Grand Salon 6, 1:00PM
 236 Nonprofits and Volunteers in Organizational Psychology: A Case for Consolidation, Griffin Hall, 3:30PM

- 237 Applicability of a Taxonomy of Employee Green Behaviors in Asia, Griffin Hall, 3:30PM
- 238 The Influence of Adaptability and Training on Volunteer Burnout, Griffin Hall, 3:30PM
- 239 Connecting With Nature: Urbanization and Environmental Behavior at Work, Griffin Hall, 3:30PM
- 240 The Deleterious Effects of Greenwashing on Employees, Griffin Hall, 3:30PM
- 241 Evoking Job Insecurity to Experimentally Test its Impact on Stress and Generosity, Griffin Hall, 3:30PM
- 242 How Incivility Reduces Knowledge Sharing—From Cognitive and Emotional Perspectives, Griffin Hall, 3:30PM
- 243 Personality Traits Related to Employee Green Behaviors: The Role of Openness, Griffin Hall, 3:30PM
- 267 SIOP Select: Show Us How It's Done! Real-World Scientist–Practitioner Collaborations, JW Grand Salon 2, 4:30PM
- 380 Living Wage, Workplace Well-Being: Contributions From Project GLOW, 402-403, 10:00AM
- 512 SIOP Advocacy 101: Making Your Voice Heard Where It Matters, JW Grand Salon 2, 1:30PM
- 909 You CAN Handle the Truth! Military Veterans Discuss the Civilian Workplace, 502-503, 1:30PM
- 965 I-O Hacks the United Nations: Breaking Into the UN Sustainable Development Goals, JW Grand Salon 3, 3:00PM

Research Methodology (e.g., surveys)

- 8 Driving Impact: Transforming Organizations With Qualitative Research, JW Grand Salon 1, 10:30AM
- 103 From Black Box to Glass Box: How to Build Explainable, Trustworthy, and Fair AI, Lone Star Salon E, 12:00PM
- 203 Survey Myths, Decisions, and Pitfalls, Oh My! Making Evidence-Based Survey Decisions, Lone Star Salon B, 2:00PM
- 210 Open Science: What Is It, and Where Is SIOP Going From Here?, 402-403, 3:30PM
- 225 Fit Indices in SEM and IRT: Bringing Clarity to the Confusion, Lone Star Salon E, 3:30PM
- 273 Sharing Your Voice While Protecting Your Data: Privacy Compliant Employee Surveys, Lone Star Salon A, 4:30PM
- 277 How Should I-O Psychologists Collect Data via MTurk?: A Discussion, Lone Star Salon E, 4:30PM
- 333 Toolkits for Physiological Measurement, Behavioral Coding, and Computational Modeling, JW Grand Salon 5, 8:00AM
- 385 Are You In or Out? Conducting Surveys In-House Versus Using a Consultant, JW Grand Salon 2, 10:00AM
- 391 Unstructured Data in Organizational Research, Lone Star Salon A, 10:00AM
- 432 Cross-Sectional and Longitudinal Person-Centered Models in Organizational Research, 203-204, 11:00AM
- 438 The Upside to Ipsative Scoring: A Consideration of Benefits in Modern Practice, JW Grand Salon 2, 11:00AM
- 468 Evolving the Operationalization of the Pulse Survey Method, Lone Star Salon D, 12:30PM
- 514 Policy Capturing 2.0: New Questions and Insights, JW Grand Salon 4, 1:30PM
- 560 Friday Seminar 4: Social Network Analysis of Teams and Organizations, 301-302, 3:00PM
- 731 Best-Practice Recommendations for Using MTurk in I-O Psychology Research, Griffin Hall, 8:30AM
- 732 Development and Validation of a Personality-Based Measure of General Employability, Griffin Hall, 8:30AM
- 733 MTurk in Action: Problems With Repeated Participation, Dishonesty, and Response Time, Griffin Hall, 8:30AM
- 734 HARKing, Griffin Hall, 8:30AM
- 735 A Next Generation Social Science Study of Group Motivation to Innovate, Griffin Hall, 8:30AM
- 736 Why Do You Actually Want to Quit? Exploring Expressed Satisfaction and Turnover Intent, Griffin Hall, 8:30AM
- 737 Inattentiveness on Cognitive Tests: Comparing IER and Person Fit Metrics, Griffin Hall, 8:30AM
- 738 Systematic Literature Searches: A Review, Evaluation, and Recommendations, Griffin Hall, 8:30AM
- 739 Comparing Dichotomous and Polytomous Items Using Item Response Trees, Griffin Hall, 8:30AM
- 740 The Utility of Penalized Regression in Model Creation, Griffin Hall, 8:30AM
- 741 A Short Primer on Conducting Longitudinal Studies With Amazon's Mechanical Turk and R, Griffin Hall, 8:30AM
- 742 A Comparison of Four Methods to Analyze Case Law: Performance Appraisal as an Example, Griffin Hall, 8:30AM
- 743 To Check or Not to Check?: Attention Checks and MTurker Attitudes and Behavior, Griffin Hall, 8:30AM
- 744 Moderation Testing in Organizational Research: Effect Sizes for Testing Interactions, Griffin Hall, 8:30AM
- 745 Examining the Impact of Survey Identification on Response Behavior, Griffin Hall, 8:30AM
- 746 What Do These People Do? Demographics and Occupational Features of MTurk, Griffin Hall, 8:30AM
- 747 Building Representative Norms via Poststratification Weighting, Griffin Hall, 8:30AM
- 748 Planned Missingness: How to and How Much?, Griffin Hall, 8:30AM
- 763 Novel or Underutilized Research Techniques: A Research Incubator, Lone Star Salon B, 10:00AM
- 804 Kicking Off Open Science Collaborations in I-O Psych, 402-403, 11:30AM
- 815 Using MetaBUS to Locate, Synthesize, and Visualize I-O Research Findings, Lone Star Salon A, 11:30AM
- 861 Survey Best Practices or Not: The Devil in the Details, JW Grand Salon 4, 12:30PM
- 919 What Are We Linking Today? Linkage Analysis in the People Analytics Era, Lone Star Salon B, 1:30PM
- 957 Science on the Fly: The Imperfect Reality of Research in Practice, 201-202, 3:00PM

Staffing (e.g., recruitment, applicant reactions, selection system design, succession planning, workforce planning)

- 54 The SIOP 2020 Living History Series Presents: Neal Schmitt, 402-403, 11:30AM
- 117 Malleability of "Soft Skill" Competencies: Development With Entry-Level Experience, Griffin Hall, 12:30PM
- 118 Leveling Up: The Effects of Branding on Gamified Assessments, Griffin Hall, 12:30PM
- 119 How Do Organizational Cues Influence Applicant Perceptions: Identity Safety or Fit?, Griffin Hall, 12:30PM
- 120 A Question of Morality: Is There a Double Standard When It Comes to Algorithms?, Griffin Hall, 12:30PM
- 121 Will Having an HR Certification Overcome Biases in Age and Race in Résumé Screening?, Griffin Hall, 12:30PM
- 122 The Effect of Cognitive Load on Gender Discrimination in Job Interviews, Griffin Hall, 12:30PM
- 123 Re-Examining the Effect of Mid-Test Warnings on Faking on Personality Inventories, Griffin Hall, 12:30PM
- 124 Reactions to Diversity Recruitment Ads Among Foreign-Born Asian Job Seekers, Griffin Hall, 12:30PM
- 125 Consequences of Experienced and Observed Recruiter Incivility, Griffin Hall, 12:30PM
- 126 Relationships Between Personality and Behavior in Employment Games, Griffin Hall, 12:30PM
- 127 Does It Matter Who You Take the Test With?, Griffin Hall, 12:30PM
- 128 Practitioner Resistance to Structured Interviews: Comparison of Two Models, Griffin Hall, 12:30PM
- 129 Selection Methods' Influence on Perceptions of Organizational Culture, Griffin Hall, 12:30PM

- 130 Fairness and Respect: Reactions to Artificial Intelligence in Employee Selection, Griffin Hall, 12:30PM
- 131 Discrimination via the Questions Asked During Job Interviews: Role of Xenophobia, Griffin Hall, 12:30PM
- 132 Executive Search Consultants' Biases Against Women (or Men?), Griffin Hall, 12:30PM
- 133 Implicit Biases in Evaluating Information Gathered During Social Network Screenings, Griffin Hall, 12:30PM
- 134 Hire Education: A Meta-Analytic Review of Interview Coaching Effectiveness, Griffin Hall, 12:30PM
- 135 How Should Employers Differentiate Their Employment Offers?, Griffin Hall, 12:30PM
- 194 Hello From the Technical Side: A Multidisciplinary Exploration of I-O's Role in Cyber, Brazos, 2:00PM
- 205 IGNITE Panel With Data: The Who, What, When, and Where of Candidate Feedback, Lone Star Salon F, 2:00PM
- 212 Prospecting the Wild West: What Feedback Do Candidates Actually Want?, 502-503, 3:30PM
- 339 Choose Your Own Adventure Consulting III: Unique Solutions to Common Challenges, Lone Star Salon D, 8:00AM
- 390 More Than a Number: Managing Selection and Recruitment in the Digital Age, JW Grand Salon 7-8, 10:00AM
- 442 Do You Know Who Your "Talent" Is? An Exploration of the Meaning of Talent at Work, JW Grand Salon 6, 11:00AM
- 471 Talent Management in Law Enforcement: How Can We Help?, Lone Star Salon G, 12:30PM
- 505 Applicant Reactions to Assessment Tools Across the Overall Recruitment Experience, 201-202, 1:30PM
- 645 So You Want to Hire a Data Scientist?: Advice, Recommendations, and Insights, 201-202, 4:30PM
- 709 Interview Technology and AI: Effects on Applicants, Evaluators, and Adverse Impact, JW Grand Salon 7-8, 8:00AM
- 756 Multi-Objective Optimization in the Workplace: Addressing Adverse Impact in Selection, JW Grand Salon 2, 10:00AM
- 808 An Interdisciplinary View on Mobile Assessments and the Candidate Experience, JW Grand Salon 1, 11:30AM
- 816 Selecting for Retention: Reducing Turnover Prehire, Lone Star Salon B, 11:30AM
- 862 A Discussion: SIOP Membership Trends Then, Now, and Beyond, JW Grand Salon 5, 12:30PM
- 868 Trust in AI, Lone Star Salon D, 12:30PM
- 915 Treating Candidates Like Customers: Is It for You?, JW Grand Salon 5, 1:30PM

Strategic HR/Utility/Changing Role of HR

- 18 I-Os in Healthcare: Translating Research and Theory Into Practice, Lone Star Salon G, 10:30AM
- 63 Nudges in the Workplace: Diverse Perspectives and Unique Applications, Lone Star Salon B, 11:30AM
- 145 Design Thinking and Empathy Mapping for IOs, JW Grand Salon 4, 1:00PM
- 197 People Analytics Practice Incubator: Sharing Successes and Crowdsourcing Challenges, JW Grand Salon 3, 2:00PM
- 200 Town Hall: What Do Top Buyers of I-O Want From Practitioners and Research, JW Grand Salon 6, 2:00PM
- 314 Strategy Execution: Measurement and Organizational Performance, JW Foyer, 6:00PM
- 331 Data Storytelling 2.0: Taking Creativity to a New Level, JW Grand Salon 3, 8:00AM
- 340 Nudges: All Shapes and Sizes, Lone Star Salon E, 8:00AM
- 455 Rigor in People Analytics: How Much Is Practical in Organizations?, 408-409, 12:30PM
- 519 Is Everything Still Clear: Continuing the Talent Management Transparency Conversation, Lone Star Salon B, 1:30PM
- 579 Friday Seminar 6: Managing and Engaging External Workers for Maximum Potential, 310-311, 3:00PM
- 664 Talent Management in Elite Sports: Using an I-O Lens, Lone Star Salon G, 4:30PM
- 708 The Evolution of 360s and Practical Recommendations for Today, JW Grand Salon 6, 8:00AM
- 751 Relational Aspects in Human Resource Management, 402-403, 10:00AM
- 849 Employer Brand, Servant Leadership, and Retention Intention in Corporate M&A, Griffin Hall, 11:30AM
- 850 Changing Nature of Work: A Comparison of Worker Values and Work Characteristics, Griffin Hall, 11:30AM
- 851 Culture, Innovation, and Moderators of High Performance Work Systems Effectiveness, Griffin Hall, 11:30AM
- 852 Talent Management Effectiveness: Engagement and Turnover Intention at the Unit Level, Griffin Hall, 11:30AM
- 863 Better Together: Aligning Survey and Organizational Data for Insight and Action, JW Grand Salon 6, 12:30PM

Teaching I-O Psychology/Student Affiliate Issues/Professional Development

- 12 What NOT to Do at SIOP, Lone Star Salon A, 10:30AM
- 19 The Best of Both Worlds: Applied Research Careers in I-O Psychology, Lone Star Salon H, 10:30AM
- 61 A Guide to Rigorous, Reliable, and Responsible Reviewing for a Better I-O Science, JW Grand Salon 4, 11:30AM
- 151 Not my Grandparents' Classrooms: Innovations in I-O Training, Lone Star Salon C, 1:00PM
- 202 Academic AF: Lessons Learned During Our First Years in Academia, Lone Star Salon A, 2:00PM
- 213 A Day in the Life: The Evolving Role of Data Scientists in Modern Organizations, Brazos, 3:30PM
- 220 Improving Academic Presentations: Tips on Design, Delivery, Environment, and Impact, JW Grand Salon 7-8, 3:30PM
- 261 I-O and Management Teaching Applications: Bridging Science and Practice, 203-204, 4:30PM
- 268 Networking With Fellow Graduate Students: Develop and Practice Your Elevator Pitch, JW Grand Salon 3, 4:30PM
- 269 What's in a Postdoc? Experts Tell All About I-O's Best-Kept Career Secret, JW Grand Salon 4, 4:30PM
- 431 Promoting Diversity in I-O Graduate Programs: Walking the Talk, 201-202, 11:00AM
- 433 Myths and Urban Legends About Work-Related Relational Phenomena, 402-403, 11:00AM
- 440 Top Trends Roundtable Forum and Communities of Engagement Kickoff, JW Grand Salon 4, 11:00AM
- 450 Hear It From the Experts: How to Successfully Apply for Graduate Fellowships, Lone Star Salon G, 11:00AM
- 465 Rejecting the Dull: Teaching Students to Know and Love Statistics, Lone Star Salon A, 12:30PM
- 515 Translating I-O Psychology Knowledge for the Public in New Media, JW Grand Salon 5, 1:30PM
- 516 Best Practices and Innovations in Teaching Data Analytics, JW Grand Salon 6, 1:30PM
- 566 From Student to Intern: Advice and Networking With Professionals, JW Grand Salon 3, 3:00PM
- 574 A Missing Perspective: How I-O Psychology Can Better Engage HBCUs, Lone Star Salon D, 3:00PM
- 578 Teaching the Way We're Preaching: Informing our Teaching With Our I-O Expertise, Lone Star Salon H, 3:00PM
- 613 SIOP Select: Story Time! Competition Finalists Share Career-Shaping Experiences, 402-403, 3:30PM
- 651 Federal Research Grants: Background and Basics for Successful Proposals, JW Grand Salon 1, 4:30PM
- 712 I-O Psychology Master's Program Director Perspectives: Round 2, Lone Star Salon C, 8:00AM
- 768 SIOP Select: Masters of Media: How to Communicate I-O Psychology to the Public, Lone Star Salon G, 10:00AM

- 805 Dual Career Couples in Industrial-Organizational Psychology, 408-409, 11:30AM
- 811 The Different Faces of Academia: Panel and Small Group Discussion, JW Grand Salon 4, 11:30AM
- 819 The Ins and Outs of I-O Internships: IGNITE and Panel Session Combo, Lone Star Salon F, 11:30AM
- 914 Going for the GRFP: How to Win an NSF Graduate Research Fellowship, JW Grand Salon 4, 1:30PM
- 916 If an I-O Researcher in a Forest: Innovative Ways of Spreading I-O to the World, JW Grand Salon 6, 1:30PM

Technology (e.g., gamification, social media, simulations)

- 142 Humanistic Machines: Artificial Intelligence and Fairness in Employee Selection, JW Grand Salon 1, 1:00PM
- 152 Video Interviewing 2.0: Beyond Best Practices and Artificial Intelligence Implications, Lone Star Salon F, 1:00PM
- 195 Assessing Relationship Quality: Technology to Understand Interpersonal Interactions, JW Grand Salon 1, 2:00PM
- 208 I Have Text Data. What Do I Do Next? A Master Tutorial on NLP Basics, 201-202, 3:30PM
- 271 Virtual Reality and Assessment: Future Directions for Research and Practice, JW Grand Salon 6, 4:30PM
- 335 The Rise of the Machines: How Machine Learning Is Changing Organizations and Research, JW Grand Salon 7-8, 8:00AM
- 394 Trust and the Artificial Intelligence-Human Interface at Work, Lone Star Salon D, 10:00AM
- 449 Automation (In)Equality and the Future of Work: Interdisciplinary Perspectives, Lone Star Salon F, 11:00AM
- 488 An Empirical Investigation of Rideshare Driver Motivation and Work Outcomes, Griffin Hall, 12:30PM
- 489 Influencing the Influencer: A Proposed Model of Social Media Influencer Effectiveness, Griffin Hall, 12:30PM
- 490 Classifying and Predicting Voluntary Turnover on Twitter With Machine Learning, Griffin Hall, 12:30PM
- 491 Acoustic Analysis of the Performance of Online Content Creators, Griffin Hall, 12:30PM
- 492 Development and Validation of the Digital Readiness Model, Griffin Hall, 12:30PM
- 493 Fear, Rejoice, or Ignore? Employee Perceptions of and Reactions to Automation at Work, Griffin Hall, 12:30PM
- 494 Reliability Checks on an Automated System: Effects on Behavioral Trust, Griffin Hall, 12:30PM
- 495 The Virtual Reality Problem: Unequal Effects of Virtual Reality Sickness, Griffin Hall, 12:30PM
- 496 Do LinkedIn Portraits Affect Hiring Decisions? Examining Gender and Facial Competence, Griffin Hall, 12:30PM
- 497 Bringing Artificial Intelligence Into the Firm: Developing Sociotechnical Capital, Griffin Hall, 12:30PM
- 498 Job Characteristics and Turker Motivation: Amazon Mechanical Turk Crowdsourcing Study, Griffin Hall, 12:30PM
- 499 Procedural Justice Perceptions of Automated Resume Screening, Griffin Hall, 12:30PM
- 500 Assessing the Accuracy and Validity of Facebook Ratings in the Selection Context, Griffin Hall, 12:30PM
- 501 A Multilevel Analysis of Transformational Face-to-Face and Online Teaching, Griffin Hall, 12:30PM
- 502 An Instrument for Measuring Electronic Performance Monitoring Practices, Griffin Hall, 12:30PM
- 503 Revisiting Mobile Assessment: Demographics and Impact on the Assessment Process, Griffin Hall, 12:30PM
- 504 Algorithmically Creating Progressive Matrices Items, Griffin Hall, 12:30PM
- 517 The Future of Talent Assessment: Evolution or Revolution?, JW Grand Salon 7-8, 1:30PM
- 570 Demonstrating Natural Language Processing Applications for Improving Job Analysis, JW Grand Salon 7-8, 3:00PM
- 576 Essential Data Science Toolkit for I-O: A Crash Course in Scientific Programming, Lone Star Salon F, 3:00PM
- 580 Friday Seminar 5: Interactive Data Visualization Apps With Shiny, 303-304, 3:00PM
- 757 Machine Teaching: The State of the Art and Science of Rating Unstructured Data, JW Grand Salon 3, 10:00AM
- 821 Exploring the Impact of Work Technology Use on Employee Performance and Well-Being, Lone Star Salon H, 11:30AM
- 865 Interactive Tools: Web-Based Applications in Organizational Research and Practice, Lone Star Salon A, 12:30PM
- 908 Internet of Things in the Workplace: Ethical and Practical Unknowns, 408-409, 1:30PM

Testing/Assessment (e.g., selection methods, validation, predictors)

- 03 Opportunities and Challenges in Using SJTs in Medical Education, 203-204, 10:30AM
- 52 Model Explainability: Content and Construct Validity for ML-Based Assessments, 201-202, 11:30AM
- 58 Asynchronous Video Interviews Today—Artificial Intelligence Analysis Tomorrow?, JW Grand Salon 1, 11:30AM
- 100 The Best and Worst of Situational Judgment Test Response Formats in Applied Settings, JW Grand Salon 5, 12:00PM
- 138 Losing Its Luster? Influence of AI Innovations (and Caveats) on Selection Consulting, 402-403, 1:00PM
- 140 Let's Put It in Stone: How Confident Are You in Your Technical Documentation?, 502-503, 1:00PM
- 144 Non-g-O-centric Models of Cognitive Abilities and Their Relevance to I-O Psychology, JW Grand Salon 3, 1:00PM
- 196 Is It Time to Reconsider the Ban on Using Demographic Variables in Selection?, JW Grand Salon 2, 2:00PM
- 217 Translating Research on Specific Cognitive Abilities Into Opportunities for Practice, JW Grand Salon 4, 3:30PM
- 336 Synthetic Validity: An Authentic Solution to Applied Problems, Lone Star Salon A, 8:00AM
- 345 Friday Seminar 2: ML Powered Talent Assessments: Vision Practicalities and Techniques, 303-304, 8:00AM
- 393 SIOP's Leading Edge Consortium: Highlights and Lessons From the 2019 LEC, Lone Star Salon C, 10:00AM
- 396 Innovative Cognitive Ability Assessment: Advancing Theory, Technology, and Measurement, Lone Star Salon F, 10:00AM
- 443 Modern Validity Arguments Meet Artificial Intelligence in Assessment, JW Grand Salon 7-8, 11:00AM
- 444 Modern Problems Require Modern Solutions: New Approaches to Personality Assessment, Lone Star Salon A, 11:00AM
- 458 To Equivalency and Beyond: New Discoveries in the Mobile Assessment Realm, JW Grand Salon 1, 12:30PM
- 459 Assessments in a Healthcare Setting: Challenges and Opportunities, JW Grand Salon 2, 12:30PM
- 460 The Blend of Art and Science: Creative Interviewing Approaches, JW Grand Salon 3, 12:30PM
- 464 Machine Learning and Selection: Accessible Foundations for I-Os, JW Grand Salon 7-8, 12:30PM
- 472 Multiple Choices, One Common Theme: Careers in Occupational Testing, Lone Star Salon H, 12:30PM
- 520 Innovations in Item Generation and Automated Test Assembly Methods, Lone Star Salon C, 1:30PM
- 525 Messy Validation VI: What Would You Do If...?, Lone Star Salon H, 1:30PM
- 577 The Construct Validity of Computer-Assisted Text Analysis (CATA), Lone Star Salon G, 3:00PM
- 646 Advances in Situational Judgment Test Methods and Content, 203-204, 4:30PM
- 653 In the Trenches Part 2: Use of SJTs in High-Stakes, High-Volume Testing Programs, JW Grand Salon 3, 4:30PM
- 656 Critical Topics in the Application of AI/ML/DL to Personnel Selection, JW Grand Salon 6, 4:30PM
- 667 Balancing Rigor and Efficiency in Criterion-Related Validation, Griffin Hall, 5:00PM

- 668 Exploring the Links Between Personality Profiles and Job Performance, Griffin Hall, 5:00PM
- 669 Hiring Safer Rideshare Drivers: The Influence of Mechanical Reasoning and Personality, Griffin Hall, 5:00PM
- 670 A Tale of Two Transportability Processes: An Application of Complementary Approaches, Griffin Hall, 5:00PM
- 671 Predicting Performance for Jobs With High Automation: A Quantitative Review, Griffin Hall, 5:00PM
- 672 Can You Ever Be Too Smart to Be Successful? Linear and Nonlinear Effects of GMA, Griffin Hall, 5:00PM
- 673 Investigating Group Differences in Verbal and Nonverbal Social Intelligence, Griffin Hall, 5:00PM
- 674 Designing Selection Systems to Reduce Turnover, Griffin Hall, 5:00PM
- 675 A Statistical Determination of the Dimensionality of Trust, Griffin Hall, 5:00PM
- 676 Role of Mental Abilities and Conscientiousness in Explaining College Grades, Griffin Hall, 5:00PM
- 677 Gender Effects in Structured Employment References: No Cause for Concern, Griffin Hall, 5:00PM
- 678 Examining the Feasibility of Alternative Approaches to Forced-Choice Item Information, Griffin Hall, 5:00PM
- 679 Examining the Impact of Forced-Choice Test Configurations on Test Results, Griffin Hall, 5:00PM
- 680 Faking and the Validity of Personality Tests: An Experimental Investigation, Griffin Hall, 5:00PM
- 681 The Effect of Community Evaluators on the Selection of Entry-Level Police Officers, Griffin Hall, 5:00PM
- 682 Are Vocational Interests Susceptible to Faking?: An Employee Sample, Griffin Hall, 5:00PM
- 683 Encouraging the Use of Mechanical Data Combination: The Autonomy-Validity Dilemma, Griffin Hall, 5:00PM
- 684 Predicting Performance Using Information With Varying Validity: A Lens-Model Analysis, Griffin Hall, 5:00PM
- 685 Leveraging Faking: Using Trainees to Set Personality Cut Scores for Applicants, Griffin Hall, 5:00PM
- 686 Toward a Better Understanding of Less Structured Interviews: A Contrarian Review, Griffin Hall, 5:00PM
- 687 How to Use Item Desirability Ratings for Constructing Forced-Choice Tests, Griffin Hall, 5:00PM
- 688 Use of SME Importance Ratings and Profiling in Selection Model Development, Griffin Hall, 5:00PM
- 689 Adaptation of Implicit Association Test for Measurement of Personality Trait, Griffin Hall, 5:00PM
- 690 Using Ensemble Machine Learning to Improve Assessment in Personnel Selection, Griffin Hall, 5:00PM
- 691 Individual Differences in Interview Design: Factors Affecting Question Choice, Griffin Hall, 5:00PM
- 692 On the Continued Misinterpretation of Research Findings Regarding Stereotype Threat, Griffin Hall, 5:00PM
- 693 The Testing Environment as an Explanation for UIT Device-Type Effects, Griffin Hall, 5:00PM
- 694 Subgroup Differences in Assessment Center Ratings: A Meta-Analysis of Moderators, Griffin Hall, 5:00PM
- 695 Man Versus Machine: Does Machine Learning Improve the Validity of Empirical Keying?, Griffin Hall, 5:00PM
- 696 Does Faking Good Take Longer Than to Answer Honestly? It Depends on the Transparency, Griffin Hall, 5:00PM
- 697 Breaking Bad: How Does Negative Social Media Content Affect Applicant Evaluations?, Griffin Hall, 5:00PM
- 698 Novel Approaches for Detecting and Preventing Applicant Faking, 201-202, 8:00AM
- 802 Navigating the Obstacle Course: A Practitioner's Guide to Physical Ability Testing, 201-202, 11:30AM
- 872 Candidate-Centric Design to Drive Positive Business Outcomes: Examples From the Field, Lone Star Salon H, 12:30PM
- 905 How to Develop and Implement Unidimensional Computer Adaptive Tests, 402-403, 1:00PM
- 917 Appropriateness of Selection Testing Accommodations, JW Grand Salon 7-8, 1:30PM
- 968 Game-Based Assessments: Fad or Sound Psychometric Assessments?, Lone Star Salon B, 3:00PM

Training

- 198 Integrating Other I-O Disciplines With Training Research: A Roundtable Discussion, JW Grand Salon 4, 2:00PM
- 244 A Meta-Analysis of Virtual Reality Training Programs for Social Skill Development, Griffin Hall, 3:30PM
- 245 Optimizing and Validating Training Technology Selection, Griffin Hall, 3:30PM
- 246 Measuring Teamwork Skills in a Virtual Environment for Intelligent Team Training, Griffin Hall, 3:30PM
- 247 Virtual Reality Preference Using a Unified Theory of Acceptance and Use of Technology, Griffin Hall, 3:30PM
- 248 Are Class Quizzes Effective: A Meta-Analytic Synthesis, Griffin Hall, 3:30PM
- 249 Expanding Our Capacity to Respond to Natural Disasters Using Citizen Scientists, Griffin Hall, 3:30PM
- 250 Back to the Basics of Training Evaluation: Improving Patient Safety, Griffin Hall, 3:30PM
- 251 Training and Justice: Role of Felt Obligation and Trainer Just and Unjust Behaviors, Griffin Hall, 3:30PM
- 326 Stay Present: The Key to Effective EDI Training, 408-409, 8:00AM
- 452 Real Examples of Worker Upskilling and Reskilling: Lessons Learned, 201-202, 12:30PM
- 508 Will It Work in Practice? Challenges for the Development of Training Programs, 408-409, 1:30PM
- 702 It's Not You, It's Me: Examining I-O Psychology's Decline in Learning and Development, Brazos, 8:00AM
- 864 Impact Evaluation: From Employee Training to Leadership Development, JW Grand Salon 7-8, 12:30PM

Work and Family/Non-Work Life/Leisure

- 313 Genetic Influences on Work-Family Conflict: An Initial Examination, JW Foyer, 6:00PM
- 338 New Insights Into Day-Level Work-Nonwork Relationships, Lone Star Salon C, 8:00AM
- 399 The Paradox of Communication Technology in the Work-Family Interface, Griffin Hall, 10:30AM
- 400 Work-Family Effects of Unethical Pro-Organizational Behavior, Griffin Hall, 10:30AM
- 401 Reattachment to Work in the Morning and Day-Level Leader Outcomes, Griffin Hall, 10:30AM
- 402 Family-Supportive Supervisory Behaviors and Perceived Benevolent Intent, Griffin Hall, 10:30AM
- 403 Being Depleted, Down, Displaced: What Links Commute Incivility and Workplace Conflict?, Griffin Hall, 10:30AM
- 404 Linking Boundary Management and Career Success: The Role of Work Goals and Exhaustion, Griffin Hall, 10:30AM
- 405 Applying Self-Expansion to Work-Family Conflict and Enrichment, Griffin Hall, 10:30AM
- 451 (Get Fired Up for Research!) Fireside Chat: New Directions in Gender and Work-Life, Lone Star Salon H, 11:00AM
- 461 Work Life Support for 21st Century Families: Academic and Industry Perspectives, JW Grand Salon 4, 12:30PM
- 567 Where Do We Go From Here?: Creating a Research Agenda for LGBTQ+ and Work-Life, JW Grand Salon 4, 3:00PM
- 643 Determining if Family Support Is Detrimental to Women's Career Advancement, Griffin Hall, 4:00PM
- 654 The Pursuit of Balance: A Forum to Advance Research on Work-Family Balance, JW Grand Salon 4, 4:30PM
- 718 Well-Being of Being Well Connected: How Off-Job Technology Use Hinders Welfare, 402-403, 8:30AM

926	The Personal as Professional: Understanding Disclosure of Sexual Orientation, Griffin Hall, 1:30PM
927	Work–Family Conflict, Sleep, Health: Comparing the Traditionally and Self-Employed, Griffin Hall, 1:30PM
928	A Model of Supervisor–Employee Gender Dissimilarity and Work–Family Conflict, Griffin Hall, 1:30PM
929	Who Benefits in Dual-Earner Couples? Career Focus and Work–Family Balance, Griffin Hall, 1:30PM
930	The Social Context of Recovery: Are Friends Better for Recovery Than Spouses?, Griffin Hall, 1:30PM
931	How Mindfulness Relates to Task Performance: A Work–Family Conflict Perspective, Griffin Hall, 1:30PM
932	Exploring the Cornucopia of Personal Life Activities: A Taxonomy Development, Griffin Hall, 1:30PM
933	Intimate Partner Aggression at Work: The Buffering Role of Career Adaptability, Griffin Hall, 1:30PM
934	Exploring the Recovery Paradox: Burnout and Personality Affect Recovery Experiences, Griffin Hall, 1:30PM
935	Career Consequences of Flexwork Use Among Parents of Children With Autism, Griffin Hall, 1:30PM
936	Effects of Future Time Perspective and Identity on Boundary Management, Griffin Hall, 1:30PM
937	Employee Reactions to Interruptions From Family During Work, Griffin Hall, 1:30PM
938	Changes in Work–Family Conflict Over Time and Health, Financial, and Family Outcomes, Griffin Hall, 1:30PM
939	Examining Work–Life and Childcare of Employees With Exceptional Care Responsibilities, Griffin Hall, 1:30PM
940	Putting WLB in Context: Fit and Dissimilarity Considerations of Work–Life Balance, Griffin Hall, 1:30PM
941	Factors Influencing Career Advancement Potential for Mothers in the Workplace, Griffin Hall, 1:30PM
942	Work–School Conflict, Expectancies, and Substance Use, in College Students Employed, Griffin Hall, 1:30PM
943	A Review of LGBTQ+ Work–Family: What Do We Know and Where Do We Go From Here?, Griffin Hall, 1:30PM
944	Understanding Work Influences on Family Disengagement: An Examination of Spillover, Griffin Hall, 1:30PM
945	Perceptions Versus Behaviors: Gender Differences in Work–Family Conflict (WFC), Griffin Hall, 1:30PM
946	Understanding the Role of Family-Specific Resources for Immigrant Workers, Griffin Hall, 1:30PM
947	Outcomes of Workaholism: A Qualitative Study From the Spouse's Perspective, Griffin Hall, 1:30PM
948	Development and Validation of a Positive Spillover Scale: Synthesizing the Literature, Griffin Hall, 1:30PM
949	Servant Leaders as Facilitators of Couple's Meaning at Work and Home, Griffin Hall, 1:30PM
950	To Detach or Not to Detach? Well, It Depends..., Griffin Hall, 1:30PM
951	Walking the Line: Balancing Demographic-Related Identities at Work, Griffin Hall, 1:30PM
952	Work–Family Spillover: Revisiting Motivational Control Theory, Griffin Hall, 1:30PM
953	A Day-Level Study on Interpersonal Role Conflict and Work–Family Balance Satisfaction, Griffin Hall, 1:30PM
954	Mindfulness and Work–School Conflict: The Mediating Role of Boundary Permeability, Griffin Hall, 1:30PM
955	A Meta-Analysis on Crossover of Workplace Traumatic Experiences Between Partners, Griffin Hall, 1:30PM
956	Comparing Need Fulfillment and Well-Being During TV and Other Leisure Activities, Griffin Hall, 1:30PM



Aamodt, Mike G. 219, 344	Anderson, Morgan Rose 71	Baran, Benjamin E. 8, 571, 909	Bergman, Shawn 158, 465
Aasen, Bryan 385	Andrei, Daniela M. 397	Baranik, Lisa 429	Bernard, Liana 573
Abowd, Gregory 338	Andrews, Joshua S. 80, 757, 966	Barber, Larissa K. 166, 821, 900, 964	Berry, Christopher M. 964
Abraham, Elsheba K. 590, 970, 971	Andrews, Lance 661	Barden, Kira L. 329	Berry, Peter 708
Abraham, Joseph D. 520, 802	Ang, Soon 720	Barling, Julian I. 379	Bertram, De'Ericka 598
Abrahams, Loes 564	Angell, Linda C. 801	Barnes, Liza Y. 711	Besl, Allison N. 390
Acikgoz, Yalcin 158, 883	Anguiano-Carrasco, Cristina... 19, 100	Barnes, Tianna Shari' 959	Bessey, Alexxa 474
Acosta, Jennifer Diamond... 203, 273	Ansari, Mahfooz A. 254	Barnes-Farrell, Janet L. 284, 293, 297, 944	Bettac, Erica Lynn 373, 538, 927
Acosta, Joshua Silverio 642	Antone, Brennan 64, 560, 714	Barnett, Michael D. 476	Beyer, Richard E. 974
Acton, Bryan P. 603	Antonik, Chantale Wilson 446	Barr, Kristina R. 525	Bezrukova, Katerina 337, 958
Adair, Christopher K. 461, 657	Apers, Catherine 22	Barratt, Clare L. 185, 229, 950, 964	Bhatia, Sarena 118
Adair, Wendi 392	Aqwa, Justin J. 581	Barrick, Murray R. 436, 556	Bhupatkar, Alok 713
Adams, Elizabeth 614	Archibald, Jessica Lynn 16	Barron, Laura G. 117, 582	Bialko, Chris 503
Adams, Kimberly Acree 472	Arena, David F. 573, 711	Barros, Vanessa 720	Bianchi, Shayla Rianne 753
Adams, Sarah C. 881	Arena, Michael 215	Barry, Ryan 627	Bidwell, Lauren 328
Adaryukov, James Alexander .. 473	Armenteros, Natalie 537, 961	Barsa, Andrew J. 570, 816	Biermeier-Hanson, Benjamin... 213
Adjei, Kwesi O. 496	Armon, Brigitte K. 197	Barth, Sara 973	Bigelow, Bailey A. 372, 706
Adler, Seymour .. 17, 192, 278, 331	Armstrong, Michael B. 455, 968	Bartkoski, Timothy J. 444, 624	Bigerton, Kayla 268, 606
Affourtit, Mathijs 667	Arnetz, Judith 911	Barve, Aarya 690	Bill, Benedikt 698
Agars, Mark D. 643, 916, 989	Arnold, Bret 280, 281	Basch, Johannes 58, 709	Bilotta, Isabel Maria ... 68, 456, 759
Agarwal, Grusha 243	Arnold, Grace 198	Bashore, Daniel 819	Binsted, Kim 337
Agarwal, Rajshree 652	Arnold, John D. 459	Bastien, Bachir 583, 827	Bipp, Tanja 78, 804
Agbeke, Della 279, 926	Arntsen, Camilla 568	Basuil, Dynah 124	Bisbey, Tiffany M. 250, 795
Agnello, Paul 336	Arora, Bimal 380	Batten, Samantha 379	Bishop, Jo 193
Agnihotri, Nikita 870	Arredondo, Kelley 432	Battista, Mariangela... 218, 386, 809	Bitsakis, Theodoros 968
Aguinis, Herman 731	Arsenault, Matthew L. 196, 462, 818	Batz-Barbarich, Cassondra L. 579	Bizarro, Andrea M. 615
Ahmad, Afra S. 101, 431, 814	Arthur, Tatiana M. 276	Bauer, Jeremy A. 627	Black, Erik W. 767
Ahmad, Unber 16	Arthur, Winfred 693, 778	Bauer, Kristina N. 562	Black, Justin G. 523, 861
Ahmetoglu, Gorkan 871	Arvan, Maryana 157, 346, 510	Bauer, Talya N. 278, 806	Black, Kristen Jennings... 186, 435, 465
Aiken, Juliet 325, 431, 859	Aseeri, Sahar 763	Baumann, Michael R. 942	Black, Lisa 923
Ainspan, Nathan D. 701	Asencio, Raquel 148	Baumgartner, Stephen 893	Blackman, Gabriel 912
Akers, Amy 755	Ashkanasy, Neal M. 193, 758	Bavik, Yuenlam 104	Blackmore, Caitlin E. 23, 336
Akinlade, Ekundayo Y. 124	Ashraf, Atif Mohammed 170	Bayer, Janet Gallagher 649	Blacksmith, Nikki 75, 635, 636
Ako-Brew, Alicia 588	Askew, Kevin L. 632	Bayless, Julia 219	Blaik, Jason A. 968
Alba, Jose L. 137, 810	Astmann, Chad 647	Baysinger, Michael 670	Blais, Ann-Renée 432
Albarracin, Dolores 302	Atwater, Leanne E. 14, 361, 897	Baytalskaya, Nataliya... 339, 588	Blake, Andrew B. 154, 208, 564
Albert, Melissa A. 562, 964	Auer, Elena 335, 576, 968	Baz, Ghada 286	Blake-Beard, Stacy 751
Albir, Maria 921	Auten, Dana 338, 401	Beal, Daniel J. 765, 913	Blandford, Julie M. 794
Albrecht, Anne-Grit 403	Autor, David 449	Beard, Madison W. 63, 147, 863	Blanshteyn, Victoria 919
Alcon, Jordan 711	Autrey, Alix 699	Bearden, C. Ryan 634	Blazek, E. Susanne 109, 139
Alenick, Paige R. 749, 853	Avery, Derek R. 454, 558, 967	Beatty, Joy 445	Bledow, Ronald 228
Alexander, Leo 335, 511, 865	Awasty, Nikhil 765	Becerra, Samantha 641	Blickle, Gerhard 877, 899
Alexy, Amy 200	Ayman, Roya 399, 712	Beck, James W. 301, 370, 493, 628	Bliese, Paul D. 262, 967
Aliaga, Oscar 969	Ayres, Thomas Brent 282, 283	Becker, Dovid 793	Block, Caryn J. 421
Allan, Jinan 638	Aziz, Shahnaz 484	Becker, William 144, 470, 951	Blue, Shala N. 221
Allemand, Mathias 49	Bachiochi, Peter D. 151, 578	Beehr, Terry A. 188, 592, 594	Board, Toby E. 625
Allen, Joseph A. 238, 255, 788	Backes, Rex 143	Begerowski, Sydney 782, 958	Boatman, Paul R. 57
Allen, Josh W. 464, 816	Badger Darrow, Jessica M. 478	Behrend, Tara S. 180, 271, 394, 502, 709	Bobrow, Warren 226
Allen, Shalene 388	Baert, Stijn 183	Beier, Margaret E. 144, 289, 296, 524	Bochenek, Jennifer L. 646, 969
Allen, Tammy D. 306, 313, 316, 433, 753	Bagdasarov, Zhanna 639	Beikzadeh, Armand Kourosh... 573	Bodner, Todd 139
Allison, Mackenzie 663	Bailey, Jonathan Kyle .. 277, 572, 573	Bell, Bradford S. 786	Bodner, Stephan 445
Allred, Christopher M. 756	Baird, Noelle 776	Bell, Myrtle P. 1001	Boehmerman, Louis 174
Alonso, Alexander 472, 512, 865	Baker, Becca 565	Bell, Suzanne T. 64, 337, 714, 799, 958	Boga, Danny 161
Aloyan, Kristina 873	Baker, David P. 762	Bellucci, Anthony J. 20	Boggs, Jacqueline 777
al-Qallawi, Sherif .. 20, 89, 613, 668	Bal, P. Matthijs 704, 967	Beltramo, Jenna 177	Boggs, Jacqueline 777
Alvarado, Lizandra 714	Balcazar, Juan 822	Belwal, Rakesh 830	Bolen, Heather M. 222
Amari, Shareefa 339	Baldrige, David C. 445	Belwalkar, Bharati B. 439, 804	Bolino, Mark C. 623
Amber, Brittany 766	Baldwin, Sean P. 520	Bennett, Rebecca J. 706	Bollmann, Gregoire 962
Amber, Brittny 101	Balkundi, Prasad 343, 559	Bennett, Winston R. 675	Bologna, Da A. 460
Amistad, Clark 669	Ball, Kathryn 571, 909	Benson, Alex 776	Bonaccio, Silvia 379, 445
Ampulski, Jenna 972	Baltes, Boris B. 330, 338, 461	Benson, Michael J. 146, 967	Boncoeur, Olivier Dorian .. 347, 843
Amspoker, Amber B. 88	Banerjee, Sathi 708	Beres, Robert K. 266	Boney, Pam 612
An, Mihyang 487	Vijayakumar, Pooja B. 719	Bergman, Mindy E. 447, 573, 741	Bongenaar, Esther Monica 708
Anand, Smriti 14	Banister, Christina M. 505		Bonilla, Daniel L. 468, 664
Andel, Stephanie A. 346, 821	Bank, Jürgen 149, 341, 389		Bookmyer, Eric D. 335
Andersen, Nicholas 330	Banks, Diana 63		Borden, Phillip 280, 831
Anderson, Elise Lauren 21	Banks, George C. 61, 210		Born, Dana H. 704
Anderson, Lance E. 471	Bannatyne, Amy 193		Bosak, Janine 323

JW Marriott Austin		PRESENTER INDEX		2020 SIOP Conference	
Bosco, Frank A.....	815	Brosi, Prisca.....	652	Cadiz, David.....	397, 524
Boswell, Wendy R.....	440, 718	Brossoit, Rebecca Marie.....	333, 946	Cai, Yuan.....	823
Botsford Morgan, Whitney.....	558	Brower, Cheyna.....	819	Calderon, Robert F.....	196, 699
Böttcher, Katrin.....	403	Brown, Alexandria.....	874	Calderwood, Charles C.....	440, 509, 510, 562, 718
Boudjalis, Grace.....	461, 598	Brown, Cameron G.....	457, 809	Caligiuri, Paula.....	704
Boudreau, John W.....	865	Brown, Emily E.....	9, 229	Call, Matthew.....	556, 959
Boudreaux, Michael.....	732	Brown, Jennifer J.....	147	Callahan, Rebecca.....	196
Boudrias, Jean-Sebastien.....	432	Brown, Jessica Wooldridge.....	140	Cama, Nahren.....	399
Bourdage, Joshua S.....	58, 204	Brown, Julianne.....	65, 153, 209	Camilleri, Dinah M.....	101
Bowen, Chieh-Chen.....	733	Brown, Kenneth G.....	578	Campbell, Elizabeth M.....	959
Bowen, Erin E.....	516, 791	Brown, Lauren A.....	496	Campbell, William Keith.....	850
Bowers, Clint A.....	388	Brown, Maria.....	214	Campion, Emily D.....	440, 577
Bowler, Jennifer L.....	625, 841	Brown, Matthew I.....	672, 673	Campion, James E.....	133
Bowler, Mark C.....	625, 841	Brown, N. Derek.....	573	Campion, Michael A.....	103, 149, 577
Bowling, Nathan A.....	25, 81, 665, 853	Brown, Shanique G.....	637, 763, 862, 958	Campion, Michael C.....	391
Bown, Justin.....	758	Brown, Trevor.....	758	Canagasuriam, Damian.....	917
Boyce, Anthony S.....	42, 335, 345, 525, 680, 820	Brubaker, Lisa.....	661	Cancialosi, Christopher.....	60
Boyd, Tanya.....	263	Brubaker, Tanya.....	867	Caneira, Kiah Elisa.....	572
Boyer, Anna.....	870	Brucher, Nathan Thomas.....	118	Cañibano, Almudena.....	189
Boyes, Fraser Alexander James.....	917	Bruckner, Julie.....	323	Cannata, Davide.....	58
Boykin, C. Malik.....	574, 753	Bruk-Lee, Valentina.....	342, 507, 537, 551, 961	Cannon, Adam.....	324
Boyko, Nicole.....	203, 468	Brummel, Bradley J.....	918	Cannon, Jeffrey.....	978
Boyle, Bridget E.....	221	Brunot, Alexander.....	610	Cantu, Christina.....	476
Boyle, Lynn Melissa.....	147	Brush, Olivia.....	995	Cantwell Holland, April R.....	685
Bracken, David W.....	803	Brusso, Robbie C.....	207	Cao, Mengyang.....	698
Bradburn, Jacob C.....	335, 645, 819, 977	Bruyere, Susanne M.....	342, 659	Cao, Yiding.....	600, 798
Bradley, Bret H.....	602	Bryan, Camellia Sison.....	711	Capezio, Alessandra.....	378
Bradley, Elizabeth.....	441	Bryant, Courtney M.....	450, 992	Capman, John.....	395
Bradley-Geist, Jill.....	749	Bryant, Kaitlan.....	714	Capuchino, Briana G.....	573
Bradshaw, Adam.....	709	Bryant, Scott E.....	146	Caputo, Anthony W.....	110
Brady, Jacquelyn M.....	178, 327, 379, 388	Bryant-Lees, Kinsey Blue.....	23, 175, 176, 407	Carleton, Erica L.....	755
Brady, Lisa L.....	348	Bu, Fan.....	148	Carlson, Kathleen F.....	139
Brady, Michael F.....	671	Buchanan, Aaron.....	494	Carpenter, Nichelle C.....	547, 706
Bragg, Caleb.....	81	Buckles, Grant Thomas.....	735	Carr, Alison E.....	205, 464
Bragger, Jennifer.....	949	Buckner, John E.....	804	Carr, Evan Walker.....	803
Bramble, Reed J.....	461	Buckner, Rebecca Anders.....	657	Carr, Stuart C.....	102, 155, 380, 965
Brandt, Oke Steffen.....	58, 709	Buffet, Michel A.....	921	Carre, Jessica Rose.....	825, 882
Brannick, Michael T.....	459	Bulger, Carrie A.....	151, 322	Carrera, Jessica Ivonne.....	526
Brassel, Sheila.....	911	Buonasera, Ash K.....	656	Carretta, Thomas R.....	671
Braun, Michael T.....	148, 511, 754	Burch, Katrina A.....	284, 293, 944	Carsey, Timothy.....	572
Braverman, Eric P.....	448	Burger, Axel Michael.....	74	Carson, Marisa.....	8, 571
Brawley Newlin, Alice M.....	465	Burke, C. Shawn.....	337, 906	Carsten, Melissa K.....	55
Brcic, Jelena.....	337	Burke, Margaret.....	689	Carter, Cassia K.....	137
Breil, Simon M.....	58	Burke, Maura I.....	475	Carter, Dorothy R.....	64, 215, 559, 714
Brekashvili, Paata.....	751	Burke, Michael J.....	475	Carter, Nathan T.....	64, 165, 225, 264, 394, 850, 962, 964
Bremner, Nicholas L.....	515	Burke, Tina.....	645	Caruso-Novack, Rachel.....	644
Brengle, Steve.....	867	Burke, Vanessa A.....	962	Cascio, Wayne F.....	149, 389, 865
Brewer, Timothy.....	871	Burkhart, Amber L.....	136, 206, 462	Case-Lee, Jenna.....	812
Bricka, Traci.....	450, 488, 489	Burleson, Seterra D.....	764, 928	Casey, Tristan.....	817, 961
Brielaier, Kelcie.....	716	Burnett, Claire.....	510	Casper, Wendy J.....	262, 654
Briggs, Caitlin Q.....	406	Burns, Gary N.....	51, 215, 353, 494, 498, 555, 773	Cassell, David.....	105, 349
Briley, Daniel.....	715	Burns, Tatem Heather.....	337, 408, 714	Cassidy, Scott A.....	122
Brinkley, Brittney.....	975	Burris, Ethan R.....	516, 750, 866	Castille, Ann-Marie.....	516
Britt, Julia.....	425	Burrows, Dominique.....	221, 456	Castille, Christopher M.....	746, 804
Britt, Thomas W.....	435, 474	Burrus, Jeremy T.....	100	Castillo, Sarah.....	999
Brock, Sarah A.....	275	Burnick, Scott K.....	676, 824, 905	Castro, Mekayla.....	211, 921
Broksch, Emily A.....	539, 543, 562	Busch, Vivien.....	709	Cato, Colanda R.....	221
Brolliar, Sarah.....	958	Bush, Joshua.....	674	Caudill, Abbie N.....	819
Bromley, Timothy William.....	768	Busse, Kaitlin Ann.....	749	Caughlin, David E.....	338, 401
Bronkema, Hunter.....	11	Bustamante, Denise.....	526	Cavanaugh, Katelyn J.....	137, 626, 957
Brooks, Laura Jane.....	976	Butina, Benjamin L.....	515, 916	Cayayan, Peter Teruel.....	933
Brooks, LeVonte.....	13, 734	Butts, Marcus M.....	440, 718	Caylor, Jesse.....	20, 409, 674
Brooks, Margaret E.....	30, 54	Byle, Kevin A.....	676, 824, 905	Caza, Arran.....	605
Brooks, Ricardo Rashawn.....	251	Bynum, Bethany H.....	325, 653	Celestine, Nicole Amanda.....	378
Brooks, Vyctoria.....	766			Cerasoli, Christopher P.....	150
				Cerrentano, Cynthia.....	60
				Cerrone, Stephen J.....	469
				Chabris, Christopher F.....	672
				Chackoria, Jessica Jacob.....	627
				Chambers, Brad A.....	149
				Chambers, Erika.....	662
				Chambers, Richard J.....	340, 761
				Chan, Darius K-S.....	490
				Chan, Kin Leong.....	685
				Chan, Vivian W.....	206
				Chang, Chu-Hsiang (Daisy).....	33, 337, 450, 714, 911
				Chang, Jae Yoon.....	295
				Chang, Yi-Hui.....	921
				Chang, Yingyi.....	707, 815
				Chao, Georgia T.....	1, 148, 651, 806, 958, 1002
				Chappelle, Wayne.....	175, 176
				Charlton, Rylan M.....	160
				Chase, Jamie.....	55
				Chase, Kristin.....	218
				Chatterjee, Deepshikha.....	234, 766, 977, 978
				Chavez, Katherine A.....	526
				Chawla, Nitya.....	338
				Chaykovska, Kateryna.....	542
				Che, Xinxuan.....	304, 536, 607, 853
				Cheban, Yuliya.....	40
				Chen, Chao-chuan.....	350
				Chen, Chulin.....	490
				Chen, Chunhua.....	979
				Chen, Gilad.....	652
				Chen, Haixiao.....	400
				Chen, Job.....	846
				Chen, Leni.....	584
				Chen, Lifei.....	823
				Chen, Mo.....	350
				Chen, Tao.....	536
				Chen, Xiao-Ping.....	265
				Chen, Xiaowen.....	721
				Chen, Xingwen.....	585, 904, 979
				Chen, Yilei.....	875
				Chen, Yueyang.....	412, 813, 933
				Chenard Poirier, Leandre-Alexis.....	432
				Cheng, Bonnie Hayden.....	892, 903
				Cheng, Shannon.....	101, 221
				Cheng, Ying-Chan.....	827
				Cherfrere, Gernissia.....	793
				Chetta, Michael H.....	201
				Chi, Nai-Wen.....	765
				Chiang, Jack Ting-Ju.....	533
				Chiao, Yu-Ching.....	706
				Ching, Sydney.....	160
				Cho, Yoonju.....	230, 595
				Choi, Jae Young.....	317
				Chong, SinHui.....	416
				Chou, Vivian P.....	763
				Choudhury, Anwesha.....	611
				Christiansen, Neil.....	252, 436
				Chrzanowski, Marta.....	910
				Chu, Chu.....	715
				Chun, Byunggil.....	368
				Chung, Helen H.....	613
				Chung, Wonjoon.....	172
				Church, Allan H.....	519, 568, 708, 862, 967
				Ciarlante, Katherine E.....	964
				Ciccia, Allisa Lynn.....	789
				Clair, Judith.....	854

Clairmont, James.....	496	Crawford, Eean R.....	559, 706	Dekker, Hannah.....	114	Drasgow, Fritz.....	99, 698
Clark, Malissa A.....	947	Crede, Marcus.....	248, 348, 955	Dekker, Vincent.....	114	Drawbaugh, Montana Lyn.....	413
Clark, Silvia.....	410, 994	Cremers, Myckel.....	323	Del Duco, Shawn M.....	385	Dray, Kelly.....	277, 414, 724
Clarke, Nicholas Ronald.....	751	Crespo, Michael.....	66, 658	Del Giudice, Matthew J.....	864	Dreibelbis, Rachel C.....	194
Clarke, Sharon.....	961	Cromptvoets, Madison.....	782	Delacruz, Angelia Yvonne^dlt ,	767	Drescher, Amanda J.....	769
Clerkin, Cathleen.....	770	Crook, Amy E.....	752	Delise, Lisa A.....	794	Drescher, Dara.....	525
Cleveland, Jeanette N.....	397, 518, 926	Cross, Clay.....	194	Deller, Juergen.....	330	Drew, Erica N.....	339
Close, Liam K.....	968	Crowe, Emily A.....	460	Dello Russo, Silvia.....	751	Dreyer, Matthew.....	658, 761
Coats, Meredith R.....	150	Csaba, Kristof.....	526	DeMass, Reid.....	714	Driskell, James.....	337
Cobb, Haley R.....	929, 943	Cuadra, Felipe.....	871	Demsky, Caitlin A.....	338	Driskell, Tripp.....	337
Cober, Richard T.....	469	Cubrich, Marc.....	463, 757	Deng, Yufan.....	411	D'Souza, Katherine Brown.....	41, 428
Codreanu, Sonia Cristina.....	871, 968	Cucina, Jeffrey M.....	76, 676, 695, 824, 905	DeNisi, Angelo S.....	470, 558	D'Souza, Patricia.....	548, 814
Cohen, David.....	344	Cui, Colleen.....	285	Denison, Daniel R.....	710	Du, Juan.....	723
Cohen, Robin R.....	575, 752	Cullen, Michael J.....	3	DeOrtentiis, Philip S.....	118	Dubrow, Samantha R.....	394
Cohen-Charash, Yochi.....	749	Cullen-Lester, Kristin L.....	88	Deregla, Andrew.....	577, 894	Duby, Justin Bryan.....	119
Cokely, Edward T.....	638	Culpepper, Steven.....	225	Derickson, Ryan L.....	580	Ducey, Adam J.....	716
Colarelli, Stephen M.....	500, 771	Cunningham, Annelise.....	388	Deros, Eva.....	22, 135, 183	Duerk, Emma K.....	461
Colatat, May C.....	53	Cunningham, Christopher J. L.....	525	Derrick, Douglas C.....	57	Duffy, Michelle K.....	753
Cole, Rebecca Brandy.....	947	Cunningham, Sydnie.....	825, 882	DeShon, Richard P.....	797	Duffy, Ryan D.....	429
Coella, Adrienne J.....	227, 659	Currie, Richard.....	286	DeSimone, Justin A.....	277, 310, 465, 707	Dumani, Soner.....	509
Collier-Spruel, Lauren A.....	119, 715, 759	Currie, Ryan.....	751	Desrosiers, Erica I.....	457, 761	Dumet, Lisset.....	327
Collins, Joey.....	11	Dachner, Alison.....	940	Devaney, Jonah.....	355	Dumlao, Stefan Val.....	179, 435, 961
Collins, Keri.....	523	Dadvari, Alaleh.....	849	Dhanani, Lindsay Y.....	13	Dunbar, James.....	154
Collins, Lynn.....	200, 393	Dahling, Jason.....	191, 996	Diaz, Jessica Brull Barrett.....	53	Duncan, Michelle.....	204, 219, 344, 660
Collmus, Andrew B.....	150, 576, 968	Dahlke, Jeffrey A.....	437, 756	DiazGranados, Deborah.....	18, 514	Dunk, Lily.....	335
Colomb, Heather.....	8	Dai, Guangrong.....	109	DiCerbo, Kristen.....	968	Dunlap, Nicole.....	526
Colosimo, Joanna L.....	219, 441	Daigle, Kathryn.....	746	Dickey, Jacqueline Adams.....	568	Dunleavy, Dana M.....	3
Colton, Cassandra E.....	106, 107	Dalal, Reeshad S.....	509	Dickie, Nicole Marie.....	934	Dunleavy, Eric M.....	449, 660
Colvin, Victoria.....	413	Damadzc, Adam.....	382	Dickson, Marcus W.....	431, 467, 581, 763, 945, 962	Dunn, Michael.....	781
Compagnone, Maira.....	158	d'Amato, Alexis.....	24, 57	Diefendorff, James M.....	338, 749, 765, 920	Dupont, Michelle.....	662
Congemi, Pamela.....	761, 963	Damiano, Paul R.....	141	Diego-Rosell, Pablo.....	735	DuPuis, Ashley D.....	197
Conjar, Elizabeth A.....	650	Daniel, Carole.....	287, 931	DiGrazia, Joseph.....	491	Dust, Scott.....	785
Conley, Kate M.....	962	Daniel, Victoria.....	932	Dimoff, Jennifer K.....	379, 755	Dutil, Aqsa.....	518
Connelly, Brian S.....	204	Daniels, Shanna.....	411, 717	Dimotakis, Nikos.....	706	DuVernet, Amy.....	198, 446
Connelly, Catherine E.....	445	Darden, Tanja R.....	751	Dinh, Julie V.....	39, 779, 914	Dvorak, Nate T.....	452
Connelly, Shane.....	235, 600, 610, 648, 798, 902	Darr, Wendy.....	917	Dinh, Tuyen.....	766	Dye, Kenzie.....	952
Conner, Traci.....	442	Das Swain, Vedant.....	338	D'Innocenzo, Lauren.....	785	Dysart, Elizabeth.....	151
Contractor, Noshir.....	64, 274, 343, 391, 560, 714, 958	Daum, Diane L.....	266	Dionne, Shelley.....	600, 798	Dziewieczynski, Jessica L.....	207
Converse, Patrick D.....	20, 89, 115, 511, 606, 621, 668, 674, 837	Daus, Catherine S.....	893	Dirr, Bobbie A.....	577, 997	Early, Kayleigh.....	194
Conway, James M.....	706	Davenport, Meghan Kathleen.....	289	Dishop, Christopher.....	797	Eatough, Erin.....	206, 803
Cooke, Nancy.....	274	David, Emily.....	111, 817	DiStaso, Michael.....	545	Ebert, Thea.....	78
Cooney, Shannon.....	306	David, José H.....	867	D'Mello, Susan.....	649	Eby, Lillian T.....	210, 333, 433, 461, 753
Coovert, Michael D.....	675	Davidson, Heather.....	3	Do, Ben-Roy.....	849	Ecker-Jammi, Diana L.....	263
Copoc, Paul.....	572	Davies, Scott A.....	60	Do, Nga.....	188, 351, 500	Eden, Dov.....	447
Corman, Michelle D.....	201	Davis, Jimmy.....	431, 574	Dobson, Kyle Zachary.....	699	Edwards, Wayne R.....	809
Cornish, Victoria Jean.....	526	Davis, Michael.....	977	Doci, Edina.....	564	Eggebeen, Scott.....	647
Correa Reyes, Marcia.....	921	Davis, Timothy.....	215	Dodd, Hope.....	935	Ehret, Michael.....	657
Corrington, Abigail R.....	456, 759	Davison, Kristl.....	446, 453	Dodge, Kama D.....	669	Ehrhart, Mark G.....	286, 325, 539, 545
Cortés Urrutia, Lorna Andrea.....	127	Dawson, Jeremy F.....	68, 77	Doerr, Alexa J.....	472	Eiler, Brian Alfred.....	315, 435
Cortina, Jose M.....	225, 707	Dawson, Lorraine M.....	442	Dollwet, Maren.....	442	Eiler, Sheri.....	701
Cortina, Lilia M.....	325, 454, 911	Day, David V.....	341	Dolphin, Jackson.....	126	Einarsdottir, Sif.....	715
Costa, Paula.....	778	Day, Eric A.....	382, 638, 896	Dominguez, Kizzy M.....	326, 439, 572	Eiring, Stefan.....	807
Costanza, David P.....	42, 524	De Bruin, Rushika.....	265	Dong, Yingjun.....	600, 798	Eisenberger, Robert.....	845
Costello, Brian.....	76, 197	De Choudhury, Munmun.....	338	Donnellan, Brent.....	715	Eissa, Gabi.....	352, 527
Cotton, Joshua Douglas.....	65, 139	De Fruyt, Filip.....	564, 715	Donnelly, Lilah Irene.....	374	Ekberg, Krista.....	910
Cottrell, Jonathan M.....	547	de Kock, Francois S.....	204	Donovan, John J.....	66, 519	Elarton, Jennifer.....	53
Coughlin, Chris.....	520, 808	De Meuse, Kenneth P.....	716	Dore, Kelly.....	3	El-Askari, Lev.....	379
Couture, Kelsey Len.....	108	De Schutter, Leander.....	193	Dorsey, David W.....	103, 194, 443	Elcott, Monica D.....	390, 520
Cox, Brennan D.....	820, 957	De Witte, Hans.....	303, 387	dos Santos, Anne Francis.....	841	Elder, Katherine.....	103
Cox, Cody B.....	427, 582, 822, 894	DeChurch, Alexander Michael.....	606	Doumit, Drake John.....	465	Elicker, Joelle D.....	463
Coyle, Patrick T.....	55, 586, 591, 603	DeChurch, Leslie A.....	64, 220, 274, 714, 860, 958	Doveh, Etti.....	475	Elizondo, Fabian.....	335
Craig, Lydia.....	225, 554, 749, 930	DeCostanza, Arwen Hunter.....	274	Dovel, Jordan.....	540	Elliott, Bethany.....	159
Crain, Tori L.....	169, 333, 946	Decoste, Anthony.....	412, 813	Doyle, Nancy Elizabeth.....	342, 561	Ellis, Juliana.....	972
Crane, Monique Frances.....	161	Deen, Catherine Midel.....	933	Doyle, Patrick C.....	435	Elison, Leah.....	492
		DeHaas, CodieAnn.....	663	Doyle, Sarah.....	780	Elson, Joel.....	24
		DeKay, Nicole J.....	12	Drake, Travis J.....	147	Engelhardt, Pat F.....	65
						Engelson, Breianna.....	562

England, Katelyn.....	718	Fleck, Christina.....	340, 919	Gardner, Aimee K.....	3, 205, 459, 960	Goldstein, Benjamin.....	664
England, Samantha.....	600, 798	Fleming, Alissa C.....	635, 636	Gardner, Cari L.....	660, 872	Goldstein, Harold W.....	217, 448, 664
Englund, Mats P.....	58	Fleming, Ashlyn.....	711	Gardner, Danielle M.....	67, 415, 423, 682, 715, 759	Golubovich, Juliya.....	737
Engster, Daniel.....	467	Fletcher, Keaton A.....	202, 510, 821, 960	Garguilo, Steve.....	10, 575	Gonzalez Morales, M. Gloria.....	61, 380, 967
Ensari, Nurcan.....	420, 834	Flinchum, Jonathan.....	783	Garman, Andrew N.....	137, 810	Gonzalez, Manuel F.....	58, 118, 142, 492, 709, 725, 749
Erdogan, Berrin.....	14	Flores, Catalina.....	463	Garner, Amy.....	156	Gonzalez-Morales, M. Gloria.....	327, 704
Erez, Miriam.....	463, 652	Flynn, Michelle.....	635, 636	Garretsen, Harry.....	534	Good, Stephen.....	154, 617
Erickson, Anna R.....	199	Folberg, Abigail.....	976	Garza, Angelica.....	398	Goodbrand, Pernille.....	961
Erskine, Samantha E.....	717	Foldes, Hannah J.....	761	Garza, Maya.....	918	Goodman, Tanya.....	175, 176
Eschleman, Kevin J.....	25, 160, 167, 665	Foley, Kira.....	478, 704, 920	Gassam, Janice.....	870	Goodrich, Shawna.....	917
Espinoza, Jose Antonio.....	515	Folger, Nicholas.....	652	Gatesman, Brett.....	152	Goodwin, Gerald F.....	651, 713
Estrada, Armando X.....	221	Follmer, Kayla B.....	445, 982	Gaultney, Cecilia.....	136	Gookin, Linda M.....	867
Etherton, Kent Cooper.....	113	Fonseca, Rose.....	153, 163	Gazica, Michele W.....	755	Gooty, Janaki.....	14, 783
Etzel, Julian.....	715	Ford, J. Kevin.....	234	Gebhardt, Deborah L.....	325, 802	Goracke, Spencer.....	466
Evans, Jonathan.....	765	Ford, Michael T.....	402, 955	Gebhardt, Scott T.....	518	Gorbatov, Sergey.....	386
Evans, Karoline.....	591	Foreman, Anne.....	158	Geden, Michael.....	80, 757, 966	Gorman, C. Allen.....	355
Evans, Sarah.....	146, 457, 657	Forman, Adam S.....	464	Geffre, Angela K.....	506	Goro, Michelle L.....	862
Everett, Christopher.....	571, 909	Forrest, Kirsty.....	193	Geimer, Jennifer L.....	520	Gosłautaitė, Bernadeta.....	330
Everidge, Ryan Anthony.....	671	Forsman, Jake W.....	566	Gelb, Josh Adam.....	142	Goswami, Ashita.....	55, 591, 592
Facteau, David B.....	226, 333, 433, 753	Fossey, Austin.....	923	Gelfand, Michelle J.....	325	Gould, Daniel Edward.....	666
Factor, Adam.....	236	Foster, Garrett C.....	213	Geller, David S.....	7	Grabarek, Patricia E.....	339, 768, 916
Fairbanks, Ian.....	41	Foster, Jeff.....	444, 803	Gentina, Elodie.....	931	Grabowski, Matt.....	958
Fairchild, Joshua.....	972	Foster, Katey E.....	62	Gentry, Sarah.....	766	Graddick-Weir, Mirian M.....	469
Fakler, Melissa Marie.....	505, 868	Foster, Lori L.....	247, 449, 499, 965	Gentry, William A.....	565	Gradus, Alyssa M.....	60
Falcon, Christina N.....	736	Foti, Roseanne J.....	55, 91, 586, 590	George, Felix.....	778	Graham, Baylor Ann.....	307
Falon, Samantha.....	161	Fox, Alexa.....	497	Gericke, Suzanne.....	265	Graham, Brooke Z.....	694
Fan, Jinyan.....	698	Fox, Joseph.....	497	Gerjerts, Kyle.....	275	Graham, Paige K.....	141
Fan, Yi.....	87	Fox, Stefanie.....	288, 755	Gerstandt, Joe.....	976	Grambo, Tara.....	111, 598
Fang, Ray.....	204	Fragoso, Zachary L.....	763	Gerstner, Charlotte R.....	703	Grambow, Dana M.....	699
Farh, Jiing-Lih Larry.....	584	Frame, Jennifer H.....	266	Gevorkian, Mary.....	802	Grand, James A.....	148, 754, 958
Farmer, Benjamin A.....	83	Frame, Mark C.....	614, 634	Ghumman, Sonia.....	992	Grandey, Alicia A.....	451, 749, 765, 962, 967
Fedorowicz, Nikola.....	300, 477, 604	Francavilla, Jessica.....	189	Gianos, David.....	972	Granger, Benjamin P.....	468, 505
Fedorowicz, Nikola.....	300, 477, 604	Franco-Watkins, Ana M.....	616, 642, 980	Gibbons, Alyssa M.....	712	Gray, Bradley E.....	57, 596
Feitosa, Jennifer.....	906	Frank, Emma L.....	312	Gibby, Robert E.....	142	Gray, Cavan J.....	391
Feldkamp, Tina.....	120	Fraser, Rebecca L.....	140, 653	Gibson, Anthony.....	81, 671	Gray, Cheryl.....	755, 821, 853
Feldman Barrett, Lisa.....	920	French, Kimberly A.....	333, 509, 562	Gibson, Carter.....	267, 816	Gray, Kiara A'Lonn.....	936, 937
Feltz, Adam.....	638	Frese, Michael.....	480	Gibson, Donald E.....	913	Gray, Robert L.....	335
Feng, Jing.....	80	Friedel, Jonathan.....	158	Gilbert, Stephanie L.....	755	Gray, Truit.....	959
Feng, Li.....	954	Friedel, Jonathan.....	158	Gilberto, Jacqueline.....	289	Green, Alyssa.....	782
Feng, Zhiyu.....	265	Fritz, Charlotte.....	338, 401	Gill, Harjinder.....	844	Green, Demetrius Keyon.....	16
Fenlason, Kristofer J.....	218	Fritzsche, Barbara A.....	56, 164	Gillespie, Nicole A.....	6	Green, Jennifer P.....	150, 649
Ferdman, Bernardo M.....	15, 155	Frone, Michael R.....	432	Gillet, Nicolas.....	432	Green, Paul C.....	389
Fernandes, Ben.....	972	Frye, Emily.....	353	Gillies, Craig.....	193	Greenbaum, Rebecca L.....	959
Fernandes, Erica.....	781	Fulmer, C. Ashley.....	6	Gilrane, Veronica L.....	15, 224, 276	Greenberger, David.....	940
Fernandez, John.....	448	Fung, Lawrence.....	342	Gilson, Lucy.....	860	Greenfield, Gail.....	859
Fernandez, Katya.....	770	Furlano, Rosaria.....	917	Ginther, Nicole M.....	812, 862	Greenspan, Samuel.....	327
Fernandez, Rosemarie.....	958	Fursman, Paul M.....	458	Giordano, Casey A.....	26	Grelle, Darrin.....	396, 520, 872
Fernet, Claude.....	432	Furst-Holloway, Stacie.....	272, 315	Giordano, Frank Bryan.....	162, 842	Griep, Yannick.....	751
Ferraris, Dyan.....	211	Futrell, David.....	138	Giroto, Paola.....	445	Griffin, Barbara.....	161, 397
Ferrell, Brandon.....	732, 818	Fynes, Jamie M.....	428	Girouard, Mark.....	138, 963	Griffin, Daniel Jacob.....	337, 714, 797
Ferris, Lance.....	27, 363	Gabriel, Allison S.....	338, 451, 718, 765, 962	Giumetti, Gary.....	322	Griffin, Mark.....	817
Ferro, Gonzalo.....	566	Gabriel, Kelly.....	910	Gladfelter, Jessica.....	354, 479, 971	Griffith, Concetta.....	598
Fiaschetti, Sandra R.....	222	Gaebler, Johann.....	660	Glasgow, Trevin.....	510, 590	Griffith, Jennifer A.....	57, 139, 267, 816
Field, James G.....	440, 815	Gaertner, Stefan.....	156	Glazer, Sharon.....	322, 855	Griffith, Matthew D.....	356
Finberg, Akaylie Rain.....	947	Gallagher, Christopher M.....	82	Gleason, Morgan.....	782	Griffith, Richard L.....	322
Finegan, Joan E.....	56	Gallagher, Patrick.....	588	Glickman, Heidi M.....	386	Griggs, Tracy L.....	87, 461
Finfer, Laura A.....	703	Gallagher, Pete.....	148, 652	Glosenberg, Alexander E.....	871	Grimaldi, Elizabeth M.....	650, 924
Fink, Alexis A.....	276, 865	Gallo, Vanessa.....	810	Glueckert, Matthew.....	212	Grinley, Amanda.....	285
Finkelman, Jay M.....	291	Gallus, Jessica A.....	59, 226, 705	Gmitrowicz, Matthew M.....	327, 572	Griswold, Kaytlynn R.....	650, 924
Finkelstein, Lisa.....	265, 753, 910	Galvez, Gino.....	995	Gochmann, Viktoria.....	807	Grossenbacher, Michael.....	503, 678, 679
Finken, Allyson Jessie.....	587	Gammon, Amy.....	51, 62, 589	Godollei, Anna F.....	493	Grosser, Travis J.....	343, 559
Finuf, Kayla Dawn.....	69, 379	Gandara, Daniel A.....	562	Goering, Daniel.....	787	Grossman, Rebecca.....	781, 906
Fisher, Gwenith G.....	279, 397, 524	Garcia Prieto Palacios Roji, Renata.....	878	Gokalp, Aysu.....	883	Grote, Gudela.....	404
Fisher, Peter A.....	16, 677	Garcia, Carollaine.....	196	Golbodaghi, Amatia.....	440		
Fisher, Sandra L.....	445	Garcia, Melinda.....	193	Goldberg, Caren.....	814		
Fishtein, Daniel.....	969	Garcia-Retamero, Rocio.....	638	Goldblatt, Andrew.....	275		
Fiscaro, Sebastiano A.....	305			Golden, Timothy.....	661		
Flannery, Nicholas.....	79			Goldfarb, Brent.....	652		

2020 SIOP Conference		PRESENTER INDEX		Austin, TX	
Grove, Julia K.....	616	Hartman, Lexi.....	929, 943	Hill-Fotouhi, Carolyn 702, 864	Hundley, Nathan A. . 208, 564, 570, 818
Grover, Steven.....	265	Hartman, Mike J.....	28	Hinsz, Verlin B.....	13
Grubb, Amy Dawgert	331, 856	Hartmann, Alison.....	716	Hirschi, Andreas.....	404
Gu, Helen.....	57, 596	Hartog, Sandra.....	200, 448, 647	Hirst, Giles.....	559
Gu, Xixi.....	290	Hartwell, Christopher J.....	738	Hirvo, Lexi.....	185, 964
Guan, Li.....	156	Harvel, Jennifer L.....	963	Hlebasko, Hanna E.....	252
Guan, Yanjun.....	888	Harvey, Taniya Jauntae-Lee ...	417	Ho, Chia-Lin.....	702, 864
Gucciardi, Daniel Frank.....	161	Harvey, Veronica S.....	216, 568	Ho, Jordan.....	917
Guenole, Nigel R.....	646, 873	Haskins, Abraham.....	113, 494	Hockensmith, Kirby.....	163
Gueulette, Jacqueline.....	937	Haskollar, Elçin.....	721	Hoff, Kevin.....	715
Guevara, Cinthia.....	582	Hattrup, Kate.....	729	Hoffman, Acacia.....	238
Guidroz, Ashley M.....	60, 506	Haudek, Greg.....	438, 656	Hoffman, Brian J.....	850
Guidry, Brett W.....	448, 519, 568	Haudek, Melissa D.....	140	Hoffman, Calvin C.....	85, 336
Guillen, Laura.....	189	Hauenstein, Neil M. A.	79, 431, 970, 971, 998	Hoffman, Michael E.....	924
Gulick, Lisa.....	61	Hausfeld, Mary Monroe ...	707, 783	Hofmans, Joeri.....	564
Gundermann, Christine N.....	207	Hawkes, Ben.....	220, 521	Hofrova, Alena.....	428
Guo, Alice.....	27	Hawthorne, Daniel R.....	969	Hogue, Mary.....	35
Guo, Feng.....	82, 83, 270, 335	Hayes, Theodore L.	59, 713, 824	Holcombe, Kyla J.....	190
Guo, Nan.....	843	Haynes, Nicholas J.....	225, 947	Holden, Charlotte R.....	164, 364
Gurumurthy, Varsha.....	416	Hayrapetyan, Lilia.....	273, 919	Holladay, Courtney L.....	626, 630
Gutierrez, Sara Lambert.....	444, 507, 872	Hays, Jocelyn M.....	519	Holland, Delbert Benny....	435, 961
Gutworth, Melissa ...	244, 382, 828	Hayward, Jerilyn.....	457	Hollenbeck, John R.....	652
Guzzo, Richard A.....	253, 330	He, Joyce.....	418	Holman, David.....	961
Gwak, Jeewon.....	230, 599	He, Lufeng.....	350	Holman, Elyse.....	425
Hackney, Kaylee.....	59	He, Yaqing.....	933	Holmes, Philip.....	29
Hagen, Ellen.....	693	He, Yimin.....	435, 541, 728	Hom, Peter W.....	253
Haigler, Karl.....	969	Headrick, Lucille S.....	718, 895	Hong, Joungmin.....	292
Hakel, Milt.....	227, 389	Heaton, Laura L.....	658	Hong, Yeong-hyun.....	402
Hakoyama, Shotaro.....	28, 84	Hebl, Michelle (Mikki).....	260, 329, 456, 650, 759, 967	Honts, Christopher R.....	963
Hale, Wesley.....	160	Hedricks, Cynthia A.....	677	Hoobler, Jenny M.....	265
Halfman, Tristin William.....	906	Heggestad, Eric D.....	393, 664, 707	Hopfgartner, Lisa.....	380
Hall (Birch), Alison Vania.....	1001	Heil, Michael C.....	460	Horan, Kristin A. .	285, 388, 562, 665
Hall, Kathleen E.....	655	Hein, Michael B.....	371, 614, 634	Horgan, John.....	925
Haller, William N.....	207	Henderson, Erika.....	999	Horn, Catherine.....	300, 477, 604
Halsey, Kristen.....	794	Hendricks, Jonathan.....	410, 959	Horn, Zachary N.J.....	769
Halverson, Kent C.....	245	Hendy, Nhung T.....	121	Horvath, Dorothee.....	480
Hamdani, Maria.....	749	Heneman, Robert L.....	940	Horvath, Michael.....	936, 937
Hameed, Sumbul.....	489	Henriksen, Thomas.....	466	Hosie, Michael.....	924
Hamilton, Kelly.....	572, 759, 813	Henry, Kimberly.....	279	Hotze, Mary Louise.....	300, 604
Hammer, Leslie B....	139, 169, 178, 379, 388, 946	Hense, Rick.....	138	Hou, YoYo Tsung-Yu.....	611
Hammond, Michelle M.....	518	Herbert, Cecelia Elizabeth.....	523	Houk, Emily.....	293
Handke, Lisa.....	860	Herleman, Hailey A.....	325	Houle, Simon.....	432
Handler, Charles A.....	517	Hernandez, Ivan...90, 95, 156, 774, 869		Houston, Lawrence.....	613
Hanges, Paul J.....	323, 463	Hernandez, Theresa.....	572	Howard, Nicholas.....	30
Hanley, Janis.....	961	Hernandez-Muñoz, Jose J.....	435, 961	Howard, David J.....	194, 821
Hanna, Alexis Victoria.....	38, 715	Hernendon, James S.....	681	Howard, Gino.....	165, 643
Hansen, Samantha D.....	751	Heron, Laura.....	507, 961	Howard, Matt C. ...	29, 31, 244, 271, 495
Hanson, Mary Ann.....	669	Herraz, Domingo.....	705	Howardson, Garrett N.....	528
Hanson, Matthew David.....	969	Herzer, Helen.....	58	Howe, Lauren Christine.....	193
Hao, Jiangang.....	793	Hess, Riley.....	394	Howell, Michael J.....	308
Hao, Xuguang.....	790	Hessen, Phoebe.....	237	Howes, Satoris S.....	634
Happich, Kimberly.....	448	Hester, Lauren.....	425	Howland, Jenny.....	705
Harari, Michael B.....	738, 826	Hetrick, Andrea L.....	613, 768	Hsiao, James.....	85
Hardt, Greg F.....	751	Hewitt, Jeffery.....	392	Hsu, Hao-Hsin.....	827
Hardy, Jay H....	205, 239, 267, 382, 613, 816	Hickam, Grace.....	383	Hu, Xinyu..	166, 874, 900, 930, 956
Hardy, Kelsey.....	769	Hickey, Hayden K.....	980	Huang, Huerli.....	721
Harmon, Shanon R.....	291	Hickman, Louis.....	156	Huang, Jason L.....	884
Harms, Peter D.....	348, 955	Higdem, Jana L.....	957	Huang, Susannah.....	562, 964
Harold, Crystal M.....	264	Highhouse, Scott.....	128, 521, 964	Huang, Xu.....	584, 892, 903
Harpe, Lisa Grant.....	52, 441, 963	Hill, Aaron.....	959	Huber, Christopher R.....	680
Harper, Marcel.....	915	Hill, Jill.....	222	Huber, Katie Broadwell.....	680
Harris, Alexa Marie.....	274	Hill, Rachel T.....	153, 461, 654	Huck, Jonathan.....	638, 896
Harris, Alexandra.....	64, 964	Hill, Sarah E.....	483	Hudson, Pete.....	385
Harris, Hannah.....	896	Hill, Stephen.....	876	Huffman, Ann H....	315, 327, 435, 567
Harris, Michael J.....	273	Hiller, Nathan J.....	713	Hughes, Evan R.....	478
Harris, William G.....	517			Hughes, James Michael.....	297
				Hughes, Michael G. .	100, 437, 520

Johnson, James F. 577	Kazmi, Maryam Ahmad.... 997, 999	Kleinman, Matthew S. 66, 522	Kwak, Ann 212
Johnson, Janice L. 266	Keating, Robert Thomas..... 445	Kleykamp, Meredith A. 272	Kwan, Ho Kwong 367, 400, 847
Johnson, Jeff W. 336, 436, 764	Kedhamath, Umamaheswari... 55, 98	Klieger, David M. 969	Kwantes, Catherine T. 322, 392, 722
Johnson, Kim S. 749, 821	Keeler, Kathleen R. 707	Klinefelter, Zach P. 96	Kwon, Seohyun..... 230, 595, 599
Johnson, Lars U. 111, 574, 598, 817, 990	Keener, Sheila..... 646, 707	Kling, Adam S. 665	Kyllonen, Patrick C. 793
Johnson, Laura N. 700	Keeney, Michael J. 245	Klos, Leah S. 162	Laboy, David 760
Johnson, Matthew Joseph..... 771	Keever, Jessica..... 947	Kluch, Sofia Pinero 735	Lace, Aimee 965
Johnson, Maurice..... 434	Kegley, John..... 245	Knapp, Deborah..... 35	Lacerenza, Christina N. 508
Johnson, Phyllis..... 337	Kehoe, Rebecca R. 959	Knapp, Deirdre J. 199, 856, 912	Lacetera, Nicola 418
Johnson, Richard..... 908	Keim, Alaina C. 65, 209	Knight, Caroline..... 817	Lacey, Kayla Nicole..... 853
Johnson, Riley Anne..... 167	Keiser, Heidi N. 820	Knight, Patrick A. 108	Laguerre, Rick Allen..... 297
Johnson, Russell E. 27, 33, 363, 433, 765, 866	Keiser, Nathanael L. 170	Knode, Jedidiah 169	Lahti, Ken 521, 818
Johnson, Sarah R. 523	Keith, Melissa G. 13, 277	Ko, la 143	LaHuis, David M. 23, 28, 739
Johnson, Stefanie K. 454	Keith, Nina..... 480	Koch, Amanda J. 649	Lake, Christopher J. 737
Johnson, Tiffany D. 813	Keith, Teanna Eve..... 526	Kochert, Jonathan F. 19, 646	Lam, Andrew F. 872
Johnson, Tim..... 911	Kelemen, Thomas..... 602, 726	Koehler, Tine 61, 707	Lam, Catherine K. 609
Johnston-Fisher, Jessica L. 902	Kell, Harrison J. 19, 144, 422, 969	Koenig, Nick C. 196, 464, 563, 570, 577, 645, 757, 865	Lam, Suman..... 708
Jolton, Jeffrey A. 809, 861	Kelle, Sarah..... 872	Kohnke, Oliver..... 74	Lamare, J. Ryan..... 823
Jones, Benjamin R. 202	Keller, Anita C. 67, 171	Kong, Dejun Tony..... 897	LaMarre, Georgia..... 637, 763, 958
Jones, Cindy..... 193	Keng-Highberger, Fong T. 265	König, Cornelius J. 120, 132, 709	Lambert, Jason R. 124
Jones, Dean..... 168	Kennel, Victoria L. 435	Koohifar, Farshad..... 757, 865	Lambert, Lisa Schurer..... 751
Jones, Jeff A. 334, 569	Kent, Meagan..... 184	Koopman, Joel 706, 765, 962	Lamir, Mary Katherine..... 398
Jones, Justin M. 64	Kepes, Sven..... 646	Koppes Bryan, Laura L. 558	Lanaj, Klodiana 262, 338
Jones, Kisha S. 574, 982	Kerner, Benjamin 32	Kopydowski, Amanda..... 112	Lance, Charles E. 87
Jones, Kristen P. 224, 264, 440, 573, 711	Kessler, Stacey R. 755, 828	Kornblum, Angelika..... 404	Landay, Karen..... 60, 136
Jong, Sharmili 917	Khahn Nguyen, Linh 272	Korsgaard, M. Audrey 6	Landero, Marling 646
Jorgensen, Ashley..... 896	Khan, Rahman 359, 829	Kossek, Ellen E. 451, 654, 759	Landers, Richard N. 142, 270, 335, 378, 501, 763, 768, 865, 968
Jorgenson, Jane 510	Khan, Tamoor 420	Kottke, Janet L. 261, 526, 858	Landon, Lauren Blackwell..... 714
Joseph, Dana..... 193, 388	Khanna, Charu..... 548, 814	Kovacs, Joy..... 670	Lang, Jonas W. B. 22, 144, 217, 323, 807
Josh, Patrick..... 819	Khericha, Alifiya S. 11	Kovacs, Nicholas 113, 494	Langer, Markus 120, 132, 709
Judge, Timothy A. 564	Khodr, Omar..... 867	Kozlowski, Steve W. J. 148, 210, 337, 714, 860, 958	Languilaire, Jean-Charles Emile.... 327, 567
Julin, Johan A. 802	Kholin, Mareike 877	Kraak, Johannes M. 751	Lanzo, Lauren A. 528
Jundt, Dustin K. 72, 553	Kiesel, Jennifer C. 326	Krackhardt, David 343	Lapierre, Laurent M. 379
Jung, Malte F. 611	Kiker, Jason..... 785	Kraiger, Kurt 264, 702, 858	Lapine, Caitlin Marie 984
Justenhoven, Lena..... 492	Kilcullen, Molly 779	Kramer, William S. 255, 788, 906	LaPort, Kate 395
Justenhoven, Richard..... 58, 118, 142, 709	Kilcullen, Tara 246	Kranefeld, Iris 899	Larson, Elliott C. 448, 664, 749
Juszczuk, Chris 20, 89, 607	Killian, James H. 195	Krantz, Daniel J. 765	Lascano, Johanna Johnson..... 57
Jyoti, Divya 380	Kim, Andrea..... 360	Kraus, Aaron J. 452	Lassu, Reka Anna..... 545
Kabat-Farr, Dana B. 375	Kim, Boram 295	Krauss, Autumn D. 440, 579	Latta, Theodore..... 392
Kabins, Adam H. 65, 139, 272	Kim, Eugene..... 377	Kraut, Allen I. 389, 447	Lau, Dora C. 6
Kaiser, Robert B. 206, 708	Kim, Eunhee..... 786	Kreamer, Liana Morgan ... 707, 783	Lauri, Lisbeth 639
Kalby, Mo..... 212	Kim, Jaewoo..... 361, 897	Kremer, Hannah..... 910	Lavaysse, Lindsey M. 321
Kaldahl, Kiplin Nichole 169	Kim, Jennifer Y. 421, 580	Kriegel, Maya 709	Lavigne, Kristi N. 72, 553, 952
Kaminsky, Samuel E. 150, 576	Kim, Kawon 104, 983	Kriegh, Jenna L. 634	Law, Charlie 260, 985
Kandola, Binna..... 155	Kim, Ki Ho 362, 771	Kristof-Brown, Amy L. 787	Lazar, Moran 652
Kanfer, Ruth..... 821, 880	Kim, Kowoon 730	Kristoff, Celine..... 876	Layman, Sarah (Gilbert) 204
Kang, Sonia..... 418	Kim, Michelle Hyun Ji..... 296	Krum, Andrew 299	Le Sante, Danilo 830
Kantrowitz, Tracy 226, 393, 820, 922	Kim, Minseo 594	Krumm, Stefan 646	Leasher, Megan K. 18, 565
Kao, Kuo-Yang..... 583, 827	Kim, Myungsun 544, 898	Kuang, Sarah 33, 118, 423	LeBreton, James M. 323
Kaplan, Seth A. 199, 514, 749	Kim, Sijun..... 780	Kueckelhaus, Bastian Paul 877, 899	Ledain, Stephan..... 871
Karamally, Talib 572	Kim, Soonyoung..... 156	Kuehnelt, Jana 228	Lee, Faith 920
Karavis, Paul..... 522	Kim, Yoonhee..... 317	Kukenberger, Michael R. 559	Lee, Hui-Ting..... 583, 827
Karin, Eyal..... 161	Kim, Young Jeong..... 362, 368	Kulas, John 43, 86, 747, 878	Lee, Hun Whee 363, 866
Kartolo, Arief B. 722	Kim, Youngshin 556	Kulesa, Patrick 662	Lee, Hyun Joo..... 70
Kaszycki, Alyssa 446	Kimmel, Andrew 907	Kuljanin, Goran ... 148, 358, 754, 782	Lee, Hyun Jung..... 231
Kath, Lisa M. 167, 286, 440, 578	King, Danielle D. 119, 221, 456, 562	Kumar, Payal..... 751	Lee, Jaeun 711
Kato, Anne E. 217, 366	King, Eden B. 1, 68, 101, 276, 454, 456, 759, 806, 862, 1002	Kuncel, Nathan R. 365, 680	Lee, James D. 388
Kaur, Sugandhjit 691	King, Michael C. 385	Kundro, Timothy G. 962	Lee, Jihye..... 230, 595, 599
Kausel, Edgar E. 394	King, Rachel T. 213, 963	Kung, Franki..... 13, 987	Lee, Jin..... 162, 842
Kautz, Jason David..... 706, 1000	Kingry, Donna..... 209, 396	Kung, Mei-Chuan..... 51	Lee, Juseob..... 125, 364, 543
Kavanagh, Katie..... 783	Kinney, Ted B. 205, 396, 872	Kurz, Anja..... 709	Lee, Kyeong-eun..... 70
Kay, Kristy 246, 440	Kisamore, Jennifer L. 56, 836	Kuschman, Haley..... 203	Lee, Lindsey M. 271, 326
Kay, Sophie A. 655	Kite, Mary 407	Kuykendall, Lauren 174, 509, 930, 956	Lee, Michele Sky..... 315
Kayaalp, Alper..... 485	Kith, Sulan..... 122	Kuzmich, Irina 123	Lee, Patrick Jay..... 57, 596
	Kittinger, Robert S. 857		Lee, Philseok..... 832
	Klafehn, Jennifer L. 19, 422		
	Klamar, Alexander 480		

2020 SIOP Conference		PRESENTER INDEX		Austin, TX			
Lee, Samuel.....	365	Litwiller, Brett J.....	211	Lyubkyh, Zhanna.....	379	Matamala, Alejandra C.	212, 861
Lee, Sang-Hoon.....	879	Liu, Cathy.....	821	Ma, Jichang.....	182	Mathieu, John E.	148, 433, 559, 652
Lee, Soohyun (Ashley)	366, 749	Liu, Chao.....	585, 979	Ma, Jie.....	214, 290	Matos, Kenneth.....	276
Lee, Young Eun.....	436, 706, 765, 962	Liu, Cong.....	173, 187, 290	MacDougall, Alexandra E....	368, 639	Matta, Fadel K.....	312, 706
Lee, Youngduk.....	686	Liu, Fangzhou.....	232	Macedo, Livia.....	384	Matthes, Doreen.....	35
Legree, Peter.....	32	Liu, Haiyang.....	533	Macey, William H.....	710	Matthews, Russell A.	375, 451, 654
Lei, Xue.....	208, 831, 832, 930, 956	Liu, Jiayi.....	889	Macias, Emily.....	510	Matthews, Samuel.....	602, 726
Leiter, Michael.....	967	Liu, Jun.....	585, 904, 979	Maclaren, Neil.....	600, 798	Mattimore, Laura.....	761
Leitchook, Ariel.....	962	Liu, Mengqiao (MQ).....	156, 213, 270, 345	Macoukji, Fred G.....	454, 513	Mattingly, Victoria P.	63, 384, 508, 702, 858
Lemming, Matthew R.....	154, 570, 617	Liu, Shengming.....	533	Maerz, Addison Daniel.....	445	Maupin, Cynthia K.....	202, 922
Lemmon, Grace.....	358	Liu, Sin-Ning Cindy.....	101, 573, 724, 728, 741, 742	Maese, Ellyn Charlotte.....	452, 735	Maydeu-Olivares, Alberto	687
LeNoble, Chelsea A.....	269	Liu, Weiwei.....	709, 725	Magalona, Joie.....	425, 995	Mayer, Roger.....	6
Leong, Frederick T.....	67	Liu, Xin.....	288	Magnuson Spencer, Signe	109	McAbee, Samuel T....	83, 270, 562, 964
Lepore, Kimberly.....	398	Liu, Xuan.....	920	Mah, Sunghyuck.....	599	McCance, A. Silke.....	8, 275
Leslie, Jean.....	700	Liu, Yanjun.....	911	Maher, Miranda C.....	627	McCauley, Cindy.....	141, 263, 565
Lester, Houston F.....	88	Liu, Yihao.....	879, 920	Mahl, David.....	146	McChesney, Jenna Ellen-Marie...	126
Lester, James.....	80	Liu, Zihan.....	845	Major, Debra A.	56, 509, 764, 928	McClelland, Charlotte.....	961
Lester, Paul B.....	348, 955	Lizano, Erica L.....	717, 750	Majumdar, Debarati.....	34, 71, 792	McCloy, Rodney A.....	649
Lester, Scott W.....	352	Llanes, Lyndon U.....	439	Makarius, Erin.....	497, 833, 940	McClure, Tara K.....	118, 336, 492
Leung, Desmond W.....	57, 596	Lloyd, Juliette.....	570	Mallak, Larry.....	221	McCombs, Kate.....	826
Leutner, Franziska.....	968	Lobbe, Carmen Elisabeth ...	709, 968	Mallard, Alison C.....	922	McCord, Kara.....	941
Levashina, Julia.....	262	Lobene, Eleni V.....	461	Mallory, Drew B.....	965	McCormack, Robert.....	246
Levey, Zachary.....	256	Lock, Jared D.....	764	Manalo, Mernyll.....	526	McCune, Elizabeth A.....	156, 757, 806, 866
Levine, Benjamin R.....	655	Locklear, Lauren R.	388, 539, 959	Manapragada, Archana.....	961	McCusker, Maureen E.	75, 521
Levitt, Merrill.....	740	Loftis, Megan.....	614	Mancarella, Peter Joseph.....	502	McDaniel, Michael A.	100, 646
Levy, Paul E.	191, 328, 470, 631, 633	Logan, Michael K.....	57	Maneethai, Dustin	665, 897, 990	McDonald, Daniel.....	699
Lewicki, Roy J.....	6	Loh, Elliot Alfred.....	274	Mangos, Phillip M.....	670	McDowell, Tiffany.....	190, 215
Lewis, Blaine Austin.....	845	Loignon, Andrew C.....	424	Manibusan, Frank.....	689	McEwen, Kathryn Hilary.....	221
Lewis, Robert E.....	448	Lomeli, Laura C.....	462	Mann, Kyle Joseph.....	351	McFarland, Lynn A.....	652
Lewis, Jason.....	156	Long, Cory Adam.....	789	Mann, Sydney.....	206	McFerran, Michael.....	51, 89, 353, 498, 607
Li, Aitong.....	986	Loo, Kevin C.....	174	Mantoan, Kathryn.....	441	McGinnis, Jennifer Tricia Lindberg	565
Li, Andrew.....	938	Loop, Jacob A.....	526	Mantua, Janna.....	474	McGonagle, Alyssa K.....	445, 562
Li, Christina S.....	787	Lopez, Tyleen N.....	111, 598	Maraist, Catherine C.....	266	McGonigle, Tim.....	699
Li, Demi Kunjing.....	875	Lovace, Jeffrey B.....	57	Marbut, Alex.....	298	McGowan, Chintanya.....	834
Li, Hairong.....	889	Lovell, Ellen F.....	506	Marcinkowski, Mikayla	714, 958	McGue, Matt.....	21
Li, Haoxiong.....	597, 723	LoVerde, Mark A.....	266	Marcus-Blank, Brittany J.	3, 761	McHenry, Jeffrey J.....	440, 922
Li, Hu.....	265	Lowe, Jennifer E.....	212	Margulies, Alyson B.....	519, 568	McIntosh, Tristan J.....	775
Li, Lun.....	848	Lowery, Meghan R.....	203, 519	Marin, Sebastian.....	271, 378, 501, 763, 804, 968	McIntyre, Ashley L.....	41
Li, Miaomiao.....	367, 847	Lowery, Shane.....	808, 907	Marira, Tiwi D.....	395	McIntyre, Brandon Reid.....	910
Li, Ning.....	262	Lowman, Graham H.....	310	Markell-Goldstein, Hannah.....	150	McIsaac, Debby.....	657
Li, Sharon.....	987	Loy, Robert.....	500	Marks, Madeline R.....	388	McKay, Alexander S.....	202, 382, 801, 924
Li, Shuq.....	765, 866	Lu, Chang-qin.....	182	Marlow, Shannon L.....	605	McKenna, Robert.....	263
Li, Wen-Dong.....	45, 116	Lu, Pei-Yu.....	593	Marquez, Sergio Miguel... 682, 911		McKeon, Ashlee.....	474
Li, Yanhong.....	379	Lualhati, Joselito C.....	566	Marshall, Alyssa D.....	100	McLamon, Matthew J. W.	214, 456
Li, Yuhui.....	45	Luan, Mingqiao.....	790	Marshall, Jason.....	611	McLellan, Jillian R.....	12
Liang, Yijue.....	879	Lubit, Roy.....	9	Martin, Alexandra Jira.....	186	McLenagan, Mike.....	471
Liberman, Benjamin E.	201, 939	Luciano, Margaret M.....	622	Martin, Jaclyn.....	194	McMahon, Katharine.....	288, 913
Licht, Tami J.....	332	Ludwig, Timothy.....	158	Martin, Megan.....	204	McMillan, Jeremiah T.....	36
Lichtenstein, Max C.....	988	Lueck, Micah D.....	385	Martin, Meisha-Ann.....	457	McNamara, Elizabeth Dare	634
Liden, Robert C.....	45	Lukacik, Eden-Ray.....	58	Martin, Michael.....	812	McNeal, Kyle D.....	381, 448, 565
Lievens, Filip.....	204, 325, 646	Luksetich, Aurora.....	989	Martin, Nicholas R... 118, 142, 335, 458		McPhee, Taegen.....	755
Liff, Joshua P.....	443, 656, 709	Luksyte, Aleksandra.....	318	Martin, Robert.....	600, 798	McWha-Hermann, Ishbel.....	380
Ligon, Ginamarie.....	24, 57, 925	Lumbreras, Jorge.....	850	Martin, Robert C.....	573	Mead, Alan D.....	16, 391
Lima, Marcio.....	959	Lundby, Kyle.....	273	Martinez, Jesus.....	445	Meade, Adam W... 16, 444, 756, 757	
Lin, Chia- Hua.....	593	Luo, Jing.....	99	Martinez, Larry R.	101, 260, 572, 573, 650, 759, 813, 854	Meaden, James C.....	491, 835
Lin, Li.....	912	Luong, Alexandra.....	496	Martinez, Patricia N.....	601	Mecca, Jensen T.....	139, 205
Lin, Lilly.....	506	Lupton, Nathan C.....	254	Martinez, Rachael.....	175, 176	Medeiros, Kelsey E... 57, 382, 440, 639, 775	
Lin, Mei-Hua.....	93	Lustenberger, Donald E.....	656	Martin-Raugh, Michelle.....	19, 646, 793	Medvin, Emily S.....	471
Lin, Xinyue.....	723	Lutterman, Conner James.....	791	Mason, Christopher P.....	386	Meggison, Andrea Cecilia.....	371
Lindquist, Isaac Alan.....	255, 788	Lux, David J.....	868	Mason, Jeanne K.....	469	Meghani, Raees.....	823
Lindsey, Alex P.....	101, 277, 567, 650, 958	Lynch, John W.....	813	Massaro, Sebastiano.....	913	Meier, Emily.....	484
Linnabery, Eileen M.....	267	Lyndgaard, Sibley.....	880	Massman, Adam J.....	506		
Lipp-Hendricks, Pamela.....	395	Lyon, Thomas.....	240	Masson, Rebecca.....	523		
Lisk, Timothy C.....	505, 868	Lyons, Brent J... 172, 445, 711, 813		Mastrangelo, Paul M.266, 710, 861			
Listyng, Benjamin S.....	225, 736	Lyons, Brian D.....	265	Mastrich, Zachary Hall.....	774		
Litano, Michael.....	63, 150, 340						

JW Marriott Austin		PRESENTER INDEX		2020 SIOP Conference	
Meier, Laurenz L.	171	Mohr, Cynthia D.	139, 178, 388	Naemi, Bobby D.	3, 19
Meijer, Rob.	683	Molloy, Ilda B.	510	Nag, Devalina.	268, 573
Melchers, Klaus G.	58, 698, 709	Mondragon, Nathan J.	440, 709	Nagel, Joshua.	853
Melick, Sarah.	83	Montefiori, Lara.	271, 645, 968	Nagy, Gabriel.	715
Melkers, Julia.	880	Montgomery, Sidra.	272	Nakahara, Wheeler.	545
Mello, Abby L.	794	Montgomery, Wren.	240, 755	Nakai, Yoshie.	876
Melson-Silimon, Arturia T.	260, 962	Moody, James.	148	Nalbantian, Haig.	253, 330
Mende, Brooke.	355	Moon, Jinhee.	360	Naranjo, Anthony.	177, 286, 387
Mendelson, Richard A.	9	Moon, Nicholas Aaron.	20, 89, 115, 837	Narayan, Anupama.	93, 280, 281, 283, 777
Mendoza, Anjelica Marie.	741, 742	Moore de Peralta, Arelis.	428	Narciso, Kathryn.	202
Meng, Xiao.	954	Moore, Alexander Francis.	96, 369	Nash, Mary.	137
Menges, Jochen.	193, 899	Moore, Tanya.	921	Natale, Alessa.	57, 470, 530, 596, 743
Menke, Lara.	871	Moorman, Robert.	265	Natali, Michael W.	957
Menkes, Orit.	571	Morales, Nicole.	38	Neal, Andrew F.	961
Merbedone, Matthew.	657	Moretti, Don M.	62, 325, 390	Neale, Catherine Anne^dlt.	619
Meriac, John P.	483, 624	Morey, Jordann K.	838	Neale, Matthew.	193
Merlini, Katrina Piccone.	20, 115, 589, 837	Morgan, David.	52	Neerdaels, Jasper.	727
Merlo, Kelsey L.	202, 510, 920	Morganson, Valerie J.	168, 405	Nei, Kimberly S.	462, 570
Mery, Marina.	235	Morin, Alexandre J.S.	432	Nelsen, Sarah.	485
Mesmer-Magnus, Jessica.	287, 931	Morris, Melanie R.	794	Nelson, Johnathan.	856
Methot, Jessica R.	559	Morris, Michael L.	747	Nelson, Miriam T.	216, 331
Meuser, Jeremy David.	14	Morris, Samantha A.	506	Nelson, Rae.	969
Meyer, Caitlin.	398, 814	Morris, Scott B.	689, 756	Nesnidol, Samantha A.	83, 128
Meyer, Ines.	965	Morrison, Mike.	220, 276, 515	Ness, Alisha M.	920
Meyer, Joseph.	152	Morton, David.	64	Neuberger, Amanda.	969
Meyer, Rustin D.	436, 718	Mosier, Amanda.	426	Neuman, Brendan G.	275
Mharapara, Tago.	836	Mouton, Amanda.	427, 577	Neumann, Marvin.	683, 684
Michel, Jesse S.	160, 642, 853, 948	Moy, Rebecca.	838	Neveu, Jean P.	359, 829
Michel, Sarai Mendoza.	425	Mracek, Derek L.	570, 757	Newbold, Tanner.	600, 798
Milam, Alex.	811	Mroz, Joseph E.	467	Newman, Alexa.	972
Milane, Christopher R.	568	Mueller, Lorin M.	199, 472	Newman, Alexander.	359, 829
Milian, Sydney Marie.	910	Mueller-Hanson, Rose A.	507	Newman, Daniel A.	38, 756, 823
Miller, Andrew M.	299, 618, 772	Mujcic, Salih.	968	Newman, Stephen Campbell.	197
Miller, Bryon H.	915	Mukherjee, Debmalya.	497, 749	Ng, K. Yee.	720
Miller, Linda.	709	Mukherjee, Indrajit.	751	Ng, Linnea.	451
Miller, Rob Allen.	353	Mulcahy, Angela.	435, 961	Ng, Vincent.	156
Miller, Robert R.	291	Mulfinger, Evan.	335, 865	Nguyen, Anthony Duy.	755
Miller, Sarah.	724	Mulhearn, Tyler.	175, 176, 775	Nguyen, Hannah-Hanh D.	992
Mills, Jo.	812	Mulholland, John K.	291	Nguyen, Tin.	233, 382, 925
Mills, Maura J.	151, 209, 654	Mullen, Jane.	755	Nicholson, Royale.	158
Mills, Ryan A.	863	Mullins, Michelle W.	581	Nicklin, Jessica M.	805
Milorava, Kristine.	949	Mullins, Morrie.	73, 941	Nie, Weiwen.	91, 869
Milosevic, Jasmina.	89	Mulvey, Sarah.	923	Niemenen, Levi R.	466
Min, Hanyi.	37	Mumford, Michael D.	14, 57, 600, 798	Nies, Kari.	338
Min, Sung Won.	544, 898	Munc, Alec H.	203	Niessen, Susan.	683, 684
Minnen, Molly Eleanor.	718	Munoz, Gonzalo J.	127	Nijenhuis, Jan te.	323
Minnikin, Amy Florine.	628	Munson, Liberty J.	472, 520	Nimon, Kim.	277
Minnix, Scott.	661, 764	Murano, Dana.	100	Nishii, Lisa H.	15
Minton, Brandon.	90	Murase, Toshio.	64	Nishioka, Midori.	370
Miraglia, Mariella.	751	Muros, John P.	197, 568	Nittouer, Christine L.	451, 507
Mireles, Nicolas.	942	Murphy, Chanda Simkin.	65, 209	Noble, Sean Michael.	247, 499
Miron-Spektor, Ella.	652	Murphy, Kevin R.	659	Noether, Derek R.	273
Misisco, Anthony.	337, 714, 958	Murphy, Lauren D.	529, 567, 929, 943	Nolan, Kevin.	69, 130, 131, 290, 349, 552
Mitchell, Debora D.	60	Murphy, Stephanie L.	153, 506, 768, 863	Nolan, Megan T.	338, 765
Mitchell, Kevin S.	18	Murray, Katharine O.	434, 700	Nordan, Alec B.	863
Mitchell, Marie S.	372	Murray, Samuel.	73	Norris-Watts, Christina.	645
Mitchell, Tyree D.	4, 7, 192, 262, 267, 325, 447, 603, 613, 762, 768, 858, 991	Murry, Adam T.	392	Nottingham, Annie.	1001
Mitchinson, Adam G.	522	Murtaza, Ghulam.	359, 829	Nugent, Julie S.	750
Mitropoulos, Tanya.	718	Murugavel, Vignesh.	255	Nydic, Steven.	334, 569
Moavero, Justine Nicole.	337	Mussleman, Macie Ellis.	371, 634	Nye, Christopher D.	49, 67, 118, 217, 335, 649, 682, 715, 744
Mock, Landon J.	395	Myer, Adam T.	464	O'Neil, Tara.	158
Mockler, Stefanie A.	384, 768	Myers, Alexandra.	944	Oakley, Sonia L.	685
Moeller, Amanda.	323, 925	Myers, Dante P.	764	Obasare, Ricardo.	300, 604
Moffett, Richard G.	371, 614, 811	Naber, Andrew M.	394	O'Brien, James P.	456
Mohammed, Susan.	601, 801	Nadler, Joel T.	766		
Mohindra, Amit.	516				
				O'Brien, Kimberly E.	62, 319, 351, 374, 542, 546, 666, 679, 881, 885
				O'Callaghan, Eoin.	458, 808
				Ocampo, Anna Carmella.	813
				Ock, Jisoo.	92
				O'Connor, James.	60
				Odeh, Amer.	111, 637, 958
				Oehler, Erin.	705
				Oehler, Ken.	657
				Oelbaum, Yael.	66, 915
				Oesterle, Michaela.	637
				Offermann, Lynn R.	417, 528
				Oh, Chunghyun.	531
				Oh, Hongseok.	549
				Oh, In-Sue.	686
				Oh, Kyoungjo (Jo).	377
				O'Hare, Elizabeth.	512
				Ohly, Sandra.	807
				O'Keefe, Louise.	298
				Ok, Tunji.	655
				Olenick, Jeffrey.	337, 714, 744, 754, 958
				Oliveira, Justina M.	745
				Oliver, Tom C.	915
				Oliveri, Maria Elena.	969
				Olson, Amber M.	526
				Olson, Mike.	300, 477, 990
				Olson, Ryan.	139
				Olson-Buchanan, Julie B.	558
				O'Malley, Alison L.	191, 381, 506
				Oman, Michelle.	522
				Omansky, Rachel.	935
				Omori, Colin Lee.	746
				O'Neal, Justin C.	195
				O'Neill, Thomas A.	860
				Ones, Deniz S.	4, 26, 47, 48, 50, 237, 243, 320, 389
				Opall, Brent S.	527
				Oppler, Scott H.	100, 446, 653
				Ordonez, Zoa M.	8
				O'Reilly, Jane.	379
				Orlando, Jeffrey W.	386
				O'Rourke, Megan.	627
				Orozco-Atienza, Gabriela.	471
				Orr, Evelyn.	644
				Orvis, Kara L.	274, 440
				O'Shea, Patrick Gavan.	12
				Oster, Evan L.	245
				Oswald, Fred.	156, 210, 221, 335, 393, 464, 511, 804, 865
				O'Toole, William.	471
				Otto, Siegmund.	114
				Outland, Neal.	64, 333
				Overmyer-Day, Leslie.	194
				Oxendahl, Timothy.	178, 379, 755
				Oxley, Cheryl.	152, 452
				Ozkum, Seren Burak.	46, 93
				Padalia, Chirag.	215
				Paese, Matthew J.	146
				Pagan, Olivia M.	749
				Page, Kyle J.	136, 485
				Page, Ronald C.	389
				Paik, Michael Sunwoo.	531
				Palmer, David K.	221
				Palmer, Penelope C.	802
				Pan, Liyao.	605
				Pang, Alexis.	272
				Paoletti, Jensine.	622, 714, 795

2020 SIOP Conference		PRESENTER INDEX		Austin, TX			
Papadopoulos, Rafaela	962	Phillips, Henry L.	820	Ramani, Ravi S.	731	Rizzuto, Tracey E.	991
Papatheodorou, Katerina	925	Phillips, Liubov G.	907	Ramdial, Krystyn J.	655	Roach, Krystal N.	188, 319, 881
Paranjpey, Neelima	864	Piccoli, Beatrice	303	Ramesh, Anuradha	328, 859	Roberts, Ariel A.	191
Park, Guihyun	13	Pietri, Evava S.	413	Ramirez, Christina M.	85	Roberts, Zachary M.	126
Park, Jane	251	Pike, Melissa	204	Rand, Andrew M.	214	Robertson, Jennifer	240
Park, Joon Hyung	875, 886	Pilipovic, Tina	492	Randall, Jason G.	855, 908, 969	Robertson, Melissa M.	333, 433, 461, 753
Park, Lauren Sarah	101	Pillai, Rhea	519	Rangel, Bertha	231, 373, 547	Robie, Chet	16, 677
Park, Semin	559	Pillion, Hanna K.	207, 699, 824	Ratan, Rabindra	118	Robinson, Ashley	101
Park, Sojin	295	Pillsbury, Brian	874	Rau, Katherine	268	Robinson, Carl	467
Park, Youngah	718, 895	Pindek, Shani	346	Rauthmann, John	564	Robinson, Sean D.	957
Parker, James N.	371	Pineault, Laura April	945, 962	Ravid, Daniel	180	Robison, Steven J.	218, 266
Parlavecchio, Caryn	867	Pipe, Marissa	522	Ravlin, Elizabeth C.	796, 994	Robles, Jocelyn	315
Parola, Heather	738	Piper, Ross Daniel ...	103, 196, 570	Ray, Ethan James	304	Robles-Saenz, Faviola	946
Parr, Adam	800	Piquado, Tebring	701	Ray, Hamilton	761	Robotham, Kathrina	766
Parr, Alissa D.	339, 450	Pita, Matthew D.	769	Ready, Emily	985	Robson, Sean	511
Parrigon, Scott	655	Pitcher, Bradley	271	Reburn, Zach	666	Roch, Sylvia G.	251, 712, 767
Partyka, Jeffery	504	Plaisance, Brittani E.	28	Redding, Jacob D.	663	Roche, Hilary G.	12
Patel, Charmi	707	Ployhart, Robert E.	267, 410, 652, 1000	Reddy, Manikanta Dornala	338	Rock, Lauren Elizabeth	16
Patel, Divya	610	Podsakoff, Philip M.	447	Redfearn, Robert Alan	641	Rockstuhl, Thomas	720
Patel, Kajal Rajan	470, 743	Poepelman, Tiffany R.	53, 440, 862	Redmond, Matthew R.	568	Rodeheffer, Christopher ..	354, 473, 479, 481
Patel, Lily	808	Pohlman, Rachel	319, 500, 542, 546	Reeder, Matthew C.	437, 511	Rodell, Jessica	312
Patel, Ruchi	145, 223, 915	Poirier, Mark	532	Reeves, David W.	110	Rodgers, Caitlin	825, 882, 996
Paterson, Ted	239	Polin, Beth	780	Regina, Joseph ...	306, 313, 316, 753	Rodopman, Ozgun Bucu	627
Patrick, Maggie	644	Pollak, Rick H.	340	Reich, Tara C.	379	Rodriguez, Norberto	547
Patterson, Fiona	653	Pollak, Rick H.	340	Reichin, Sydney L.	323, 925	Rodriguez, Wiston	40, 182, 304
Patton, Christopher B.	516	Polli, Frida E.	449	Reichman, Walter	102	Roebke, Mark A.	51
Patton, Eric	342, 659	Polsley, Seth	742	Reiley, Peter J.	139, 272	Roebuck, Adam A.	64, 148, 559
Paul, Gerri	923	Pompili, Brittany	572	Reilly, Greg	652	Rogelberg, Steven G.	454, 706, 768, 783
Paul, Karen B.	200, 761	Ponce, Lida Priscila	20, 89, 837	Reina, Christopher S.	383	Rogers, Arielle P.	100, 900, 910
Pavlov, Goran	687	Ponnapalli, Ajay R.	730	Reindl, Gudrun	807	Rogers, Nicole M.	781
Pavlova Miller, Evgeniya E.	211, 459	Pool, Gregory J.	582, 712, 822	Reindl, Kevin R.	390	Roh, Eugene	362, 368
Payne, Stephanie C.	170, 179, 292, 435, 742, 961	Porter, Caitlin M.	640, 811	Reiss-Carnow, Abigail E.	513	Roh, Hyuntak	549
Paynter, Breanna	519, 568, 708	Posthuma, Richard A.	839, 851	Reiter, Harold I.	3	Roll, Lara C.	2, 387
Pearce, Marina	203	Poteet, Mark L.	226, 701	Reiter-Palmon, Roni.	255, 382, 887	Roma, Peter	714
Pedigo, Patricia R.	278	Powell, Deborah M.	122, 204	Ren, Hong	790	Roman, Alexis Noel	825
Pegram, Riley L.	383	Powell, E. Erin	557	Renshaw, Amy Sarraf	206, 457, 918	Roman, Ricardo	664
Peiro, Jose M.	322, 817	Powell, Niambi M.	760	Renz, Franziska M.	839, 840	Romay, Sophie	577
Pelletier, Kathie L.	261	Powers, Samantha	755	Resick, Christian J.	317, 785	Romero, Madison	169
Pelonero, Trieva A.	749	Prasad, Joshua J.	67, 649	Restubog, Simon	378, 412, 665, 813, 933	Roehr, Katrina	969
Pelosi, Emily M.	663	Prengler, Melanie K.	436	Reyes, Denise L.	39, 450, 626, 630, 795	Rooman, Claudia	183
Pendergraft, Jacob Garrett ...	64, 714	Preuss, Achim	142	Reynolds Kueny, Clair A.	34, 71, 792	Rose, Dale S.	195, 803
Peng, Xin	620	Prewett, Matthew S.	459, 629, 767	Reynolds, Douglas H.	393, 517, 698	Rose, Mark R.	117, 688
Peng, Yisheng	159, 173, 214, 242, 535	Priesemuth, Manuela	372	Priest, Luke I.	16	Rosen, Christopher C.	718, 765, 962
Pennebaker, James	577	Prior, Jessica	326	Prior, Jessica	326	Rosenberg, Evan Suma	763
Penney, Lisa M.	181	Probst, Tahira M.	2, 321, 387, 419, 435, 486, 927	Rhodes, Dena H.	181, 831	Rosenblatt, Alexa K.	718
Pentz Seigler, Alyssa	168	Protolipac, Daren S.	608, 838	Riccardi, Chelsea Nicole	42	Rosenman, Elizabeth	958
Perez, Jeffery	641	Pulakos, Elaine D.	149, 386, 862	Rice, Corina	661, 764	Rosiek, Garret Leonard	507
Perez, Jennifer	42	Purk, Justin D.	649	Rice, Jennifer E.	257	Rosikiewicz, Blythe L.	317, 785
Periard, David A.	773	Pury, Cynthia L.S.	910	Rice, Lauren M.	203	Rosopa, Patrick J.	41, 96, 428, 465
Perrewe, Pamela L.	411	Putka, Dan J.	210, 335, 443, 511, 570, 649	Rice, Sean Palmer Marquardt	321, 387, 486, 538	Rossini, Justin	458
Perrotte, Jessica K.	942	Putter, Stefanie	442	Ricedorf, Victoria ...	55, 586, 591, 603	Rost, Emily Alexis	510
Perry, Elissa L.	986	Pyram, Rachael Hope	753	Richard, Erin M.	561, 648, 805	Rotch, Michael A.	134, 853, 948
Perry, Kimberly M.	695, 802, 905	Qian, Jing	633	Richard, Orlando	347	Rothmann, Sebastiaan	387
Perry, Samantha K.B.	148	Qu, Jiayin	94, 378, 501	Richardson, Paul H.	810	Rothstein, Mitchell	456
Perry, Sara J.	661, 817	Quesnell, Tim	957	Richels, Kelsey	896	Rotolo, Christopher T.	470, 647, 704
Petelcyc, Claire Aislinn	378	Quigley, Karen	920	Richter, David	114	Rottman, Caleb	660
Petersen, Nicole L.	213, 570, 963	Quraishi, Nisha Hafeez	606	Riegelman, Amy	738	Roulin, Nicolas	58, 262
Peterson, Erika G.	8	Rada-Bayne, Alison M.	364	Riggio, Ronald E.	597	Rounds, James	38, 649, 715
Peters-Votava, Jade L.	60, 136, 923	Rada-Bayne, Thaddeus B.	129	Rigos, Jess C.	130	Rousseau, Denise M.	447
Petery, Gretchen A.	397, 524, 817	Radhakrishnan, Phani	518	Riley, Daniel	10	Royal, Mark	523
Pfligler, Ken	266	Ragins, Belle Rose	260, 813	Riordan, Brodie Gregory ..	191, 328	Royce, Stephanie	959
Phan, Vincent*dlt , 301, 370		Ragsdale, Jennifer M.	163, 282, 283, 934	Ristow, Teresa	95	Royes, Joshua	777
Phan, Wei Ming Jonathan	302	Rainone, Nicolette Ann	530, 775	Ritterbush, Elizabeth A.	513	Ruark, Gregory A.	64, 148, 269, 600, 648, 749, 798
Phase, Anuradha	59			River, Beau	918	Rubenstein, Kimberly	69, 173
Phetmisy, Cassandra	724, 728			Rivera, Patricia	989		
Philips, Lauren	993						

Rubino, Cristina.....	268, 566	Savage, Nastassia M.....	383	Settles, Isis H.....	911	Sinar, Evan F.....	206, 443, 803, 908
Ruch, Bill.....	512	Saville, Jason.....	247	Seubert, Christian.....	380	Sinatra, Anne M.....	246
Ruddy, Tom.....	703	Sawdy, Michael.....	51, 353	Seybert, Jacob.....	396	Sinclair, Elisabeth.....	142
Ruderman, Marian N.....	770	Sawhney, Gargi.....	307, 435	Shaffer, Emily.....	750	Sinclair, Robert R.....	269, 294, 307, 456, 911
Rudolph, Cort W.....	42, 214, 330, 518, 524, 529	Sawyer, Katina.....	15, 102, 155, 260, 327, 518, 910, 916	Shaffer, Jonathan A.....	938	Singhal, Manish.....	751
Ruggeberg, Brian J.....	66, 275, 658	Saxena, Mahima.....	102, 325, 380, 562, 817	Shaffer, Margaret A.....	623, 953	Sinha, Ruchi.....	61
Ruggs, Enrica N.....	101, 264, 445, 454, 711, 862	Sayama, Hiroki.....	600, 798	Shah, Priti.....	6	Sipe, Mina.....	859
Ruiz de Huydobro, Gema.....	505	Sayre, Gordon M.....	765	Shah, Shivani.....	40, 304	Siraj, Prince.....	526
Ruiz, Aisha.....	637	Scaduto, Anne.....	438	Shahani-Denning, Comila.....	151, 712, 781	Sircar, Kathakali.....	769
Ruiz, Jessica A.....	388	Scanlan, Lauren N.....	841	Shaju, Sherin.....	969	Sireci, Stephen G.....	443
Runge, J. Malte.....	323, 807	Schaefer, Joseph Richard.....	707	Shalom, Ave.....	145, 808, 915	Sitzmann, Traci.....	959
Rupayana, Disha D.....	677	Schaible, Sarah.....	760	Shao, Yiduo.....	330	Siuta, Rose.....	573
Russell, Craig J.....	258	Schantz, April D.....	184	Shapiro, Debra L.....	253	Siver, Sydney R.....	629
Russell, Daniel P.....	568	Schäpers, Philipp.....	646	Sharma, Ayesha.....	548, 814	Sizemore, Shane.....	436, 666
Russell, Teresa L.....	649	Scheaf, David.....	424	Shaw, Jason.....	104	Skiba, Thomas S.....	63, 856
Rutherford, Kevin John.....	152	Scheiffele, Michelle.....	792	She, Zhuolin.....	888	Sledjeski, Eve.....	256
Ruthotto, Isabel.....	880	Schellmann, Hilke.....	760	Sheikh-Hashmi, Nabila.....	812	Sleiman Haidar, Sarah.....	97, 859
Rutigliano, Peter J.....	745	Schepker, Donald.....	652	Shen, Wei.....	253	Slezak, Tyler J.....	205, 757
Rutte, Christel G.....	382	Scherbaum, Charles A.....	123, 144, 336, 664, 743, 745	Shen, Winny.....	318, 509, 628	Slifka, John S.....	868
Ruwe, Theresa Lena.....	58	Scheutz, Matthias.....	274	Sheng, Zitong.....	541, 707	Sloan, Matthew D.....	205
Ryan, Ann Marie.....	118, 119, 335, 406, 415, 423, 759, 766, 977, 978, 992	Schiemann, William A.....	41	Shepard, Agnieszka.....	374, 546	Smales, Alicia.....	959
Ryan, Carey S.....	976	Schippmann, Jeffery S.....	314	Shepherd, William.....	200, 226, 267, 335, 448	Smith, Adam M.....	608
Ryan, Tyler.....	739	Schippmann, Michael Dean.....	314	Sherf, Elad Netanel.....	981	Smith, Andy.....	80
Ryer, Jeffrey A.....	395	Schmerling, Daniel A.....	103, 196, 570	Shermadou, Zakia.....	671	Smith, Austin.....	907
Saari, Lise M.....	745	Schmidt, Aaron M.....	94, 112, 308	Sherman, Ryne A.....	206, 564, 708, 807	Smith, Christine R.....	574, 753
Sabat, Isaac E.....	101, 277, 414, 572, 573, 650, 711, 724, 728, 958	Schmidt, David B.....	525	Shewach, Oren R.....	511, 649	Smith, Claire Elizabeth.....	185, 229, 562, 950, 964
Sabey, Tyler.....	312	Schmidt, Sarah R.....	562	Shi, Dexin.....	687	Smith, Eric.....	839
Saboe, Kristin N.....	325, 512, 705, 909	Schminke, Marshall.....	372	Shifrin, Nicole Valeria.....	948	Smith, Hayley Brooke.....	906
Sachdev, Aditi Rabindra.....	131, 984	Schmitt, Antje.....	67, 848	Shihadeh, Mike.....	673	Smith, Jordan.....	714
Sackett, Paul R.....	3, 4, 21, 692	Schmitt, Charles.....	519, 568	Shin, Hyun Joo.....	690	Smith, Lakuan T.....	859
Sady, Kayo.....	395, 438	Schmitt, Neal W.....	54	Shin, Jiseon.....	70, 531	Smith, Mark Alan.....	100
Sadykhova, Irada.....	143	Schneider, Benjamin.....	436, 710	Shirase, Lei.....	142, 709, 725	Smith, Nicholas A.....	139, 327, 572, 759, 854
Saef, Rachel M.....	156, 564	Schneider, Leann.....	252	Shisler, Matthew.....	688	Smith, Rachel Williamson.....	165, 429, 567
Saelinger, Anna Kay.....	621	Schoen, Jeremy L.....	707	Shively, Stephanie L.....	194	Smith, Tyler.....	460
Salas, Eduardo.....	39, 64, 250, 337, 622, 762, 779, 795, 860, 906	Schoenfelder, Thomas E.....	267, 664	Shockley, Kristen M.....	192, 451, 718, 753, 805, 935	Smith-Crowe, Kristin.....	475
Salas-Isnardi, Federico.....	969	Scholer, Abigail A.....	13	Shoenfelt, Elizabeth L.....	261, 664, 858	Smoak, Victoria J.....	452
Salter, Nicholas P.....	260, 379, 518, 984	Schrader, Kristin.....	272	Shokri, Arash.....	137, 689	Snell, Andrea F.....	432
Salvas, Abbey.....	417	Schraah, Gunnar.....	442	Sholar, Brandon E.....	354, 473, 479, 481	Snoeyink, Megan.....	234, 759
Salvi, Sarah Elizabeth.....	42	Schroeder, Amber N.....	450, 488, 489, 697	Shoptaugh, Carol F.....	712	Snyder, Galen.....	640
Salyer, Shannon Danielle.....	649	Schuchinsky, Maria.....	492, 872	Shore, Daniel B.....	857	Snyder, Lori Anderson.....	587
Samaniego, Charissa.....	997, 999	Schuessbauer, Annika Franziska.....	74	Shore, Lynn M.....	15, 440	Soderquist, Jessica.....	802
Samia, Ryan Y.....	137	Schulte, Benjamin D.....	375	Shorey, Allen.....	985	Sodhi, Ketaki.....	328, 645
Samo, Andrew.....	270, 950	Schuth, Marvin.....	652	Shorey, Allen.....	985	Sohn, Jinyoung.....	549
Samosh, Daniel.....	445	Schutt, Elizabeth Marie.....	280	Short, Elizabeth M.....	763	Solberg, Emily G.....	15, 102, 155, 224, 276
Sanchez, Jessie.....	467	Schutz, Alisa.....	496	Shoss, Mindy K.....	72, 125, 241, 387, 553, 665, 853, 964	Solomonson, Andrew L.....	140, 390, 868
Sanchez, Juan I.....	646	Schuwert, Evelyn.....	58	Shri, Bhanu.....	644	Soltani, Bahareh.....	384
Sandell, Kyle J.....	190	Schwendeman, Michael.....	691	Shuffler, Marissa L.....	269, 566, 714	Somaraju, Ajay.....	797
Sander, Christopher.....	272	Scotese, Taylor.....	810	Shukla, Jigyasu(Jigs).....	193	Sommer, Kristin.....	366
Sanders, Adriane M.F.....	65	Scott, Brent A.....	765, 866	Shyamsunder, Aarti.....	224, 276, 548, 814, 870	Son Hing, Leanne.....	844
Sanders, Andrea.....	156	Scott, Donald R.....	332	Shylock, Trevor J.....	339	Song, Q. Chelsea.....	690, 756, 865
Sanders, Chanda S.....	856	Scott, John C.....	102, 393, 716, 762	Sibley, Chris.....	387	Song, Xiaochuan.....	402
Sanders, Katelyn Nicole.....	947	Scott, Kristin.....	901	Siebert, Brie.....	662	Sonnentag, Sabine.....	378
Sanderson Allen, Kristin.....	507, 667	Scroggins, Wesley.....	259	Siegel, Rudolfg.....	132	Sorrells, Laura.....	637
Sandhu, Reetu.....	988	Scymcyk, Jacklyn.....	607, 773	Siemens, Alina.....	118, 808, 915, 968	Sotola, Lukas Karel.....	248
Sands, Stephanie J.....	466	Searle, Rosalind H.....	6, 380	Silzer, Rob F.....	341, 469	Southgate, William M.....	250
Santuzzi, Alecia M.....	166, 445, 561, 874	Seaton, Gina A.....	66	Sim, Stacy.....	273	Sowden, Walter.....	474
Sarpy, Sue Ann Corell.....	249	Seely, Peter W.....	212, 398, 699	Simcox, Clare.....	845	Spain, Kate.....	223
Sarraille, Michael.....	65	Seibert, Melinda.....	53	Simmons, Mathias J.....	532	Spain, Randall.....	80
Sassaman, Levi.....	492	Sekaquaptewa, Denise.....	766	Simmons, Philip.....	18	Speckhart, Ryan.....	568
Sasso, Thomas.....	15, 327, 572, 967	Semaan, Charbel.....	145	Simmons, Robert Louis.....	60, 136	Spector, Paul E.....	157, 749, 821, 853
		Sendra, Caitlynn.....	384, 637, 767	Simonet, Dan V.....	151, 436, 949	Speer, Andrew.....	577, 629, 673, 691, 767
		Seo, Jungmin J.....	253	Simpson, Murray.....	5	Speights, Sabrina L.....	562
		Serban, Andra.....	611	Sin, Hock-Peng.....	14		
		Sessa, Valerie I.....	189, 632				

Spell, Chester S. 337, 958	Sunderrajan, Sunderrajan..... 302	Thorpe-Moscon, Jennifer S. 717	Van Quaquebeke, Niels 727
Spiridon, Simona..... 729	Sundie, Jill M. 913	Thrasher, Greg R. 214, 338, 518	Van Zandt, Elise 29, 31, 495
Spitzmueller, Christiane 88, 329, 654, 997, 999	Sunier, Leisa A. 878	Thurston, Andrew J. 272, 909	VanCleave, Morgan Kristina 766
Spitzmuller, Matthias 445	Supinski, Elizabeth Patterson 579	Tian, Jing Yuan 47, 48	Vancouver, Jeffrey B. 13, 106, 107, 734
Spralls, Samuel A. 362	Surana, Ruchi 646	Timm, Tyra 641	Vandaveer, Vicki V. 141
Srinivas, Meghana 814	Surface, Eric A. 864	Tippins, Nancy T. 149, 278, 389	Vande Griek, Olivia H. 922
Stachowski, Alicia.... 43, 249, 487, 878	Swanson, Matthew Austin..... 976	Tison, Emilee B. 5, 438	Vandenberg, Robert J. 225
Stahl, Wyatt E. 305	Swartout, Erin 143	Todd, E. Michelle 798	Vanhove, Adam J. 55, 98, 694
Stainer, Joshua 644	Swigart, Kristen L. 704	Todd, Erin Michelle 600	Vantilborgh, Tim 516, 804
Standish, Colleen Jane.... 600, 798	Switzer, Fred S. 369	Toh, Soo Min 518	Vargas, Emily A. 911
Standish, Melanie P. 137, 810	Swope, Cordy 575	Toich, Margaret Judith..... 436	Vargas, Yvette 200
Stanek, Kevin C. 26	Sydell, Eric J. 443	Toker, Yonca 883	Varghese, Levena S. 753
Stark, Stephen 757, 820	Szabo, Krisztina 906	Tomczak, David L. 502, 709	Vaughn, Daly 139, 396
Starke, Mary 275	Tackett, Jennifer L. 807	Tomeh, Dana H. 692	Vaziri, Hoda 846
Starzyk, Anita 403	Tafero, Tracey 345	Tonidandel, Scott 1, 456, 577, 707, 759, 1002	Vazquez, Melissa 799, 958
Steckler, Megan J. 809, 861	Takeuchi, Riki 347, 843	Tonowski, Richard F. 439	Véchet, Luc 170
Steel, Piers 463	Tamir, Lois M. 703	Toomey, Eileen C. 330, 381, 752	Vega, Dulce 952
Steele, Logan M. 382, 510, 821	Tang, Chaoying 559	Toroosian, Greg 145	Vega, Ronald P. 514
Steele-Johnson, Debra 113, 494	Tang, Chen 690, 756, 879	Torrence, Brett 235, 610	Velasco, Jose 659
Steffen, Janice 191	Tang, Monica W. M. 609	Torres, Elisa M. 514	Venkataramani, Vijaya 559
Stemer, Alexander 542, 808	Tangirala, Subrahmaniam..... 981	Towe, Steven 156	Vergauwe, Jasmine..... 262
Stenmark, Cheryl 641	Tapia, Michael A. 154, 336, 918	Townsend, Andrew 722	Verhoeven, Dana C. 269
Stephens, Kelsey M. 390, 460	Tashima, C. Chy 85	Trainer, Hayley M. 333	Vermilion, Barret..... 286
Sterkens, Philippe 183	Tatavarti, Kalpana 870	Tran, Khue..... 335	Vidarthi, Praja 784
Stern, Lisa 701	Tate, Karen 223	Travis, Dnika 155, 717	Villamor, Isabel 731
Stern, Rebecca L. 769	Tate, Whitney 98	Travis, Justin 619	Villanueva, Sarah 430
Stevenor, Brent Anthony 733	Tatel, Corey 880	Traylor, Allison 626, 630, 779	Viswesvaran, Chockalingam..... 830
Stevens, Gregory W. 147	Tavarez, Stephanie 326	Traylor, Zach K. 693	Vodiano, Michael 515
Stevens, Shalyn 333	Tay, Louis 156, 846	Trent, John D. 688	Vogel, Ryan M. 372
Stevenson, Maura A. 461	Taylor, Christa 255	Trent, Sheridan B. 238	Vogus, Tim 659
Stewart, Kathleen A. 699	Taylor, James B. 268	Tricario, Andrew 972	Volfovsky, Alexander 148
Stewart, Payton 133	Taylor, Morgan Rose 338, 821	Trindel, Kelly..... 52, 138, 443	Volpone, Sabrina D. 224, 264, 434, 711, 854
Stewart, Robert W. 52, 438	Taylor, Shannon G. 959	Tringale, Allison M. 665, 811	Von Glinow, Mary Ann..... 730
Stewart, Susan M. 453	Tecle, Leah S. 482	Tristan, Esteban 51	Vossoughi, Nadia 766
Stichler, Jaynelle F. 286	Teets, LeClaire 462	Tröster, Christian 727	Voyles, Elora 524, 766, 993
Stiksma, Melissa 462	Tenbrink, Andrew P. 673, 691, 767	Trougakos, John P. 338, 765	Vreeker-Williamson, Emma 844
Stillwell, Elizabeth 753	Tendeiro, Jorge 683	Trump-Steele, Rachel 759	Vries, Wout de..... 534
Stilson, Frederick R. 213, 391, 516	Tentler, Brandon 887	Truong, Thuy Hoang 398	Wai, Jonathan 672
Stimmier, Mary Kate 385, 863	Tepper, Bennett J. 706	Tsacoumis, Suzanne..... 647	Waiwood, Aashna Matty 306, 313, 316
Stinebaugh, Zachary..... 993	Tepper, Carmel 193	Tsai, Chou Yu 611	Wald, Danielle R. 269
Stockdale, Margaret S. 766	Tetrick, Lois E. 554	Tsao, Allison 999	Walker, Ross 335
Stoffregen, Stacy A. 162, 842	Tett, Robert P. 46, 436	Tschöpe, Nico 58, 709	Walker, Steven E. 703
Stoker, Janka 534	Thayer, Amanda L. 64, 906	Tucker, Liann 148	Walla, Jacob 711
Stokes, Charlene K. 274	Therault, Cristina 323	Tuller, Michael D. 708	Wallace, David M. 189, 329, 713
Stoll, Jennifer 266	Theys, Evan R. 444	Tumminia, Alexandra 743	Wallace, Lauren E. 190
Stone, Christopher B. 272	Thibodeau, Ryan Kenneth..... 631	Turner, Megan Rene 154, 235	Walmsley, Philip T. 76, 695, 699
Stone, Nancy J. 261	Thissen-Roe, Anne 126	Turner, Nick 379, 755, 961	Walsh, Benjamin M. 375
Stone, Thomas H. 803	Thomas, Adrian 974	Tuskey, Sarah 951	WALSH, Isabelle 287
Strange, Jill Mowry..... 18, 57	Thomas, Amanda L. 483	Tyler, Stephen W. 207	Walsh, Julia S. 716
Strasbaugh, Keith 235, 902	Thomas, Benjamin 259	Tyler, Whitney A. 928	Walter, Matthew R. 386
Stremic, Stacey Madison 371	Thomas, Candice L. 88, 111, 567, 811, 929, 943	Uggerslev, Krista L. 815, 961	Walters, Kayla N. 57, 233, 925
Striler, Jamie 241, 853	Thomas, Courtney 900	Uhl-Bien, Mary 14	Walton, Kate E. 100
Strong, Jamie 757	Thomas, Kecia M. 56	Unger, Dana 403, 404	Wan, Min 953, 954
Stryker, Sierra René 742	Thomas, Lindsay 272	Upton, Christopher 844	Wanamaker, Marlee 632
Studebaker, Nathan K. 275	Thomas, Sarah E. 658	Vaghef, Keemia 115	Wanberg, Connie R. 262
Stuhlmacher, Alice F. 408	Thompson, Arieana 551, 961	Valcea, Sorin 749	Wang, Chen 730
Sturdivant, Manasia..... 590, 971, 998	Thompson, Darlene J. 440	Valentine, Andrea 152, 448	Wang, Dan 696
Su, Rong 509, 715	Thompson, Isaac Benjamin 138, 563, 577, 656, 757, 865	Valerio, Anna Marie 658, 870	Wang, Gang 686
Su, Shiyang 37, 177, 543, 665	Thompson, Julia N. 197	Valone, Amanda L. 16, 612	Wang, Haijiang 2
Sudduth, Mary Margaret 62	Thompson, Kali 614	van der Heijden-Lek, Kitty 323	Wang, Lu 378, 813
Suedfeld, Peter 337	Thompson, Phillip S. 347	Van Der Like, Jill Jackson 184	Wang, Mo 330
Suh, Hyunji 44	Thompson, Phillip S. 347	van Driel, Marinus 458	Wang, Wei 913
Sullivan, Taylor Sparks..... 100, 653	Thompson, William 175, 176	van Eerde, Wendelien..... 382	Wang, Wenhao 707
Sully de Luque, Mary 463	Thoresen, Paul 515, 916	Van Egdom, Drake 654	Wang, Xi (Rita) 242, 789
Summerville, Karoline 711	Thorne, Tara 922	Van Fossen, Jenna 49, 337, 714	Wang, Xiaorong 376
Sun, Jiaqing 45	Thornton, George C. 694	Van Geffen, Kelly Anne 425	Wang, Xiaoxuan 311
Sun, Shuhua 475, 550	Thoroughgood, Christian N. 327, 567, 854, 901, 910	Van Katwyk, Paul T. 216	
Sun, Tianjun 99, 444, 698		Van Laethem, Michelle 821	

Wang, Yi	323	Whitaker, Julia Hylton	697	Wu, Shan Jung	849	Zelin, Alexandra I. ...	59, 439, 454, 814
Wang, Yilei	50, 378	Whitaker, Victoria L.	72, 553	Wu, Xiangfan.....	367, 400, 847	Zhan, Yujie	932
Wang, Yi-Ren	186, 955	White, Jerod Cody	709	Wurdelman, Michaela	496	Zhang, Bo.....	99, 698
Wang, Zheng	533	White, Kirby.....	263	Wynn, Taylor	625	Zhang, Charlene	3, 511, 748
Wang, Zhigang	917	White, Len.....	820	Wynne, Kevin T.	945	Zhang, Haiyan.....	851
Wang, Zhonghao	884	Whiting, Steven W.....	539, 545	Xie, Baoguo.....	884	Zhang, Hong	45, 116
Waples, Ethan P.....	558	Whitman, Rachel.....	134	Xin, Jie.....	400	Zhang, Hui.....	911
Wapperom, Andrew	90	Wiernik, Brenton M.....	243, 313, 891	Xoxakos, Phoebe.....	96, 428	Zhang, Jing	298
Ward, A.K.	994	Wies, Leo	120	Xu, Erica.....	892, 903	Zhang, Jun	536
Ward, Janis M.	658	Wiese, Christopher	174, 269, 846, 906	Xu, Jiang	533	Zhang, Li	911
Ward, M.K.	871	Wihler, Andreas.....	899	Xu, Ning	559	Zhang, Qi	787
Ward, Melanie	1000	Wilckens, Max Reinhard.....	330	Xu, Xiaofeng.....	367, 847	Zhang, Stephen X.	848
Ward, William	1000	Wildman, Jessica L.	101, 409, 906	Xu, Xiaohong (Violet)	159, 242, 357, 387, 535, 541	Zhang, Wenqin....	159, 242, 357, 535
Warman, Zachary	503, 678	Wilgus, Sam J.	16, 760	Yaghmour, Nicholas	383	Zhang, Xin.....	45, 116
Warren, Catherine.....	425, 995	Wilk, Steffanie L.	833	Yam, Kai Chi (Sam)	265	Zhang, Xiyang.....	633
Warren, Meghana	262	Wille, Bart.....	715, 846	Yamada, Tetsuhiro	308	Zhang, Yang.....	851
Warszta, Tim	808	Wille, Lien M.	135	Yamada, Tetsuhiro	308	Zhang, Yejun	623, 888, 953, 954
Waters, Shonna D.....	206	Willett, Shrish P.	207	Yammarino, Francis J.	600, 611, 798	Zhang, Zhen.....	920
Watson, Dale E.	148	Willford, Jon C.	75, 521	Yan, Fred.....	793	Zhao, Peng.....	159, 535
Watson, Gwendolyn Paige	96, 307, 450	Williams Olls, Courtney.....	223	Yan, Jin.....	311	Zhao, Teng	889
Watts, Logan L.	40, 57, 530, 596, 775	Williams, Ashleigh.....	693	Yan, Ming	27	Zhao, Xian^.....	518
Wax, Amy	425, 995	Williams, Jane	56	Yan, Taiyi.....	559	Zhao, Xinyue Elaine.....	241, 964
Way, Jason D.	33, 100	Williams, Kevin M.....	969	Yan, Yu	607	Zhen, Jessie Fengmin	755
Wayment, Heidi A.....	435	Williams, Larry J.	225	Yang, Gilbert	521	Zheng, Dianhan	298
Wayne, Julie H.	654	Williams, Mark M.....	645	Yang, Huiru	337	Zheng, Jimmy	97, 665, 852
Webster, Andrew.....	575	Williams, Michele	6, 706	Yang, Jenny	449	Zheng, Lu	698
Wee, Elijah	262	Williams, Myia S.	187, 870	Yang, Jun	173	Zheng, Xiaoming.....	288
Wee, Serena ...	144, 193, 217, 682, 756, 865	Williamson, Gavin	55, 586, 591, 603	Yang, Jun-Qin ...	288, 311, 755, 913	Zhou, Fan.....	311
Weekley, Jeff A.....	646	Williamson, Jason A.....	801	Yang, Mengxi	376, 904	Zhou, Ke.....	232
Weeks, Kelly Pledger.....	1001	Willis, Sara	961	Yang, Xiaoling.....	886	Zhou, Le	754
Wefferling, Julia.....	86	Willits, Taylor	642	Yang, Xuhua.....	888	Zhou, Le (Betty)	920
Wegmeyer, Lauren.....	691, 767	Wilmot, Michael P.....	320	Yang, Yadi	51	Zhou, Yuyang.....	730
Wehle, Shaun.....	62	Wilson, Chloe.....	435	Yang, Yang	536, 747	Zhou, Zhiqing E....	182, 304, 853, 911
Wei, Wei	982	Wilson, Kelly Schwind	654	Yang, Yitong	793	Zhu, Jiani.....	377
Weidner, Nathan	763, 962	Wilson, Kimberly J.	76, 695	Yankov, Georgi P.	97, 698, 818	Zhu, Li	585, 979
Weijters, Bert.....	135	Wilson, Simone	870	Yano, Taylor	272	Zhu, Linna	890
Weilbach, Dustin T.....	225	Winchester, Elizabeth	991	Yanovsky, Boris I.....	769	Zhu, Si.....	892, 903
Weiner, John A.	517, 520	Winget, Jeremy R.	958	Yao, Xiang.....	541	Zhu, Xiaoyuan (Susan).....	579
Weiner, Sara P.	704	Winkler, Rebecca B.....	222	Yeo, Gillian B	378	Zhu, Yizhen Egin.....	757
Weinhardt, Justin M.	754	Winslow, Carolyn J.....	930	Yi, Rena R.	143	Zhu, Ze.....	174, 514, 930, 956
Weinstein, Amanda	701	Winslow, Sarah	428	Yibass, Semret.....	590	Zhu, Zheng.....	376, 585, 904
Weintraub, Jared.....	105, 552	Wiper, Donald.....	383	Yim, Junhyok.....	556	Zhuang, Wei.....	251
Weiss, Howard M.....	17	Wirth, Oliver	158	Yoon, Ho-Jung	361	Zickar, Michael J. ...	9, 83, 335, 540, 558, 698
Weiss, Jennifer.....	220	Wise, Shelby	468	Yost, Amy Powell.....	138	Zide, Julie S.	66
Weiss, Kristin	324	Wiseman, Ben.....	334, 569	Yost, Paul R.....	12, 663	Ziegert, Jonathan C.	785
Weivoda, Lauren J.....	466	Withrow, Scott A.....	36, 213, 504	Young Illies, Marcy.....	487, 887	Zike, Nicholas.....	311
Welle, Brian	7, 224	Witt, L. A.....	300, 467, 477, 604, 811, 990	Young, Candice M.....	919	Zimmer, Seth	278
Wells, Brett M.....	466, 525	Wittman, Sarah	189	Young, Henry R.....	620	Zimmerman, Matthew	891
Welsh, Kelly Evangeline	329	Woessner, Zachary W.....	118, 220	Young, Scott A.....	218	Zobel, Yannick.....	132
Wen, Xueqi.....	845	Wöhrmann, Anne M.....	330	Young, Stephen F....	191, 215, 328	Zou, Christopher	3
Wendel, Marie.....	58	Wolf, Anna V.....	714	Yu, Hong	340, 421, 866, 919	Zubielevitch, Elena.....	387
Wendt, Hein	534	Wolf, Tim R.....	863	Yu, Martin C.....	437, 748	Zuo, Lu	309, 310
Weng, Derek Qingxiong.....	696	Wolfson, Mikhail A.....	148	Yuan, Yiwei.....	585		
Wenzel, Kira Kristine.....	663	Wong, Carol Mindy	174, 554, 749	Yun, Mansik.....	188, 351, 613		
Werhane, William.....	523	Wong, Elena Maria	962	Yun, Seokhwa	230, 595, 599		
Werth, Katherine	572	Wong, Jacqueline	946	Yusko, Ken	396, 448, 664		
Werth, Paul	510	Woo, Sang Eun	156, 270, 564	Zabel, Sarah.....	114		
Wessel, Jennifer L.	711, 973	Wooderson, Robert L.....	863	Zaccaro, Stephen J.....	341, 713		
Westaby, James D.	343, 800	Woods, Amanda L.....	250, 622, 795	Zacher, Hannes.....	116, 330, 529		
Westerhoff, Victoria.....	156	Woods, Danielle Nicole.....	405	Zagenczyk, Thomas.....	557, 901		
Westlin, Joseph A.	896	Woody, Brendon.....	532, 885	Zajac, Stephanie A.....	383, 455, 508, 960		
Westring, Alyssa.....	768	Woolley, Montana R.....	555	Zalewski, Jessica	763		
Wettergreen, Matthew.....	795	Wormwood, Jolie	920	Zamanipour, Tina	300, 477		
Wexler, Breanna R.....	458	Wright, Charlotte	198	Zang, Zhi	755		
Whelan, Virginia Bryant	199	Wu, I-Heng	706	Zarsky, Sarah	502		
Whipple, Maria	965	Wu, Jane	12, 656	Zawacki, Alissa.....	889		
				Zelazny, Lucian	25		

2020
LEADING EDGE
CONSORTIUM

Please join us
at the annual SIOP
Leading Edge
Consortium (LEC)
on October 15-17
at the Hilton in
Minneapolis!

2020 LEADING EDGE CONSORTIUM

Please join us
at the annual SIOP
Leading Edge
Consortium (LEC)
on October 15-17
at the Hilton in
Minneapolis!

That's all the information for now, but *Whova* can bring you more!

The free Whova app takes session participation and networking to another level. Use Whova to communicate with other attendees, take notes, find session rooms, and much more.

When the app is live, we will email you an access code. You can then download the Whova app in the App Store or Google Play.

Sign up for Whova using the same email address as your SIOP conference registration.

Fill in your profile and contact info, create your personal agenda, and enjoy the event!

In the conference app, you'll be able to:

- Search the Program and plan your schedule.
- Check into sessions, take notes, and comment on sessions in real time.
- Browse attendee profiles in advance to plan whom to meet at the Conference.
- Send in-app messages and exchange contact info.
- Find attendees with common affiliations, education, shared networks, and social profiles.
- Receive update notifications from SIOP conference organizers.
- Access maps, event schedules, parking directions, and more helpful resources.

Remember: Use your SIOP registration email address. Using a different email will cause access issues. Your access code will be emailed when the app goes live.

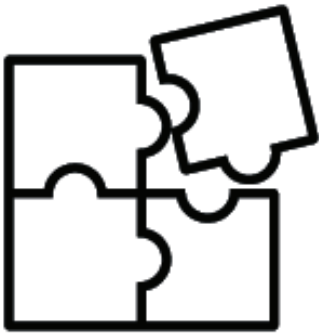
If you have trouble accessing the app, please contact Larry Nader at lnader@siop.org.





Your Partner in Driving High Performance

Innovative, Evidence-based Talent Solutions



Assessment and Hiring

Accelerate hiring and more effectively compete for talent



Leadership Development

Optimize leader, team, and organizational agility



Performance Management

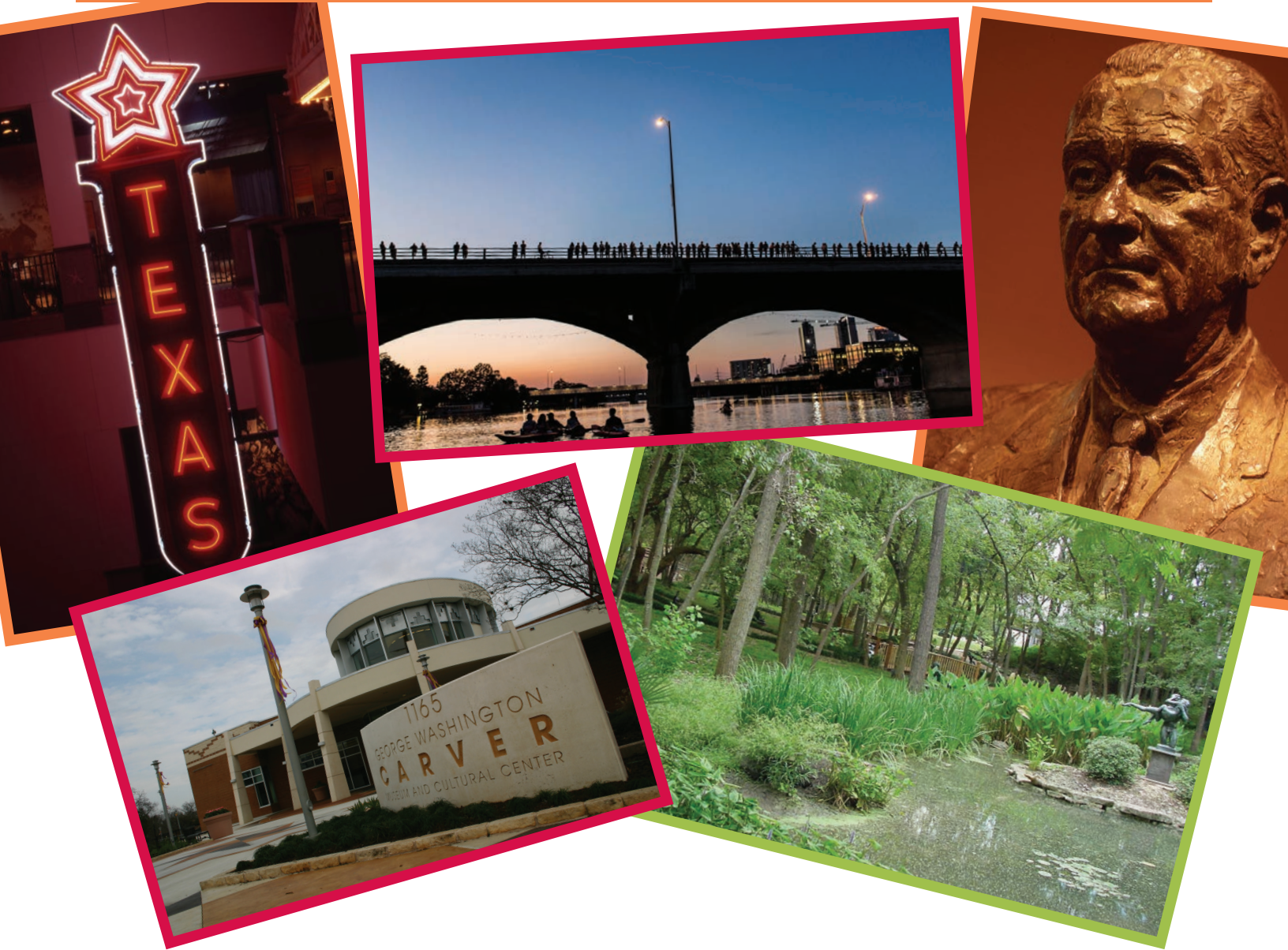
Enable your workforce to deliver higher performance



Career Management

Align career planning with changing work needs

www.siop.org/Annual-Conference



SIOP 2020 Platinum Partners



quintela.io



Modern Hire