# Program Summary

## Welcome to the 2021 SIOP Annual Conference

This is your guide to the conference, complete with high-quality educational sessions and community-building networking and social events.This year, there are three main types of presentations:

- Posters: Live poster presentations will be held on Wednesday, April 14, using Virtual Chair. If you miss something, the poster content will be available on Whova until May 7.
- Live Sessions: April 15, 16, and 17 feature live sessions. Interact with presenters, ask questions, even participate in breakout sessions. Some of these sessions will be recorded for access later but the live option is only available once.
- Asynchronous (Prerecorded) Sessions: Access these presentations on your schedule. Over 150 sessions are available to be viewed at any time, in any time zone.

See the SIOP Season schedule and Conference Week schedule for even more information.

To search by specific criteria, such as author name, session title, or topic area, please use the Program Search 21 tool at https://www.siop.org/Annual-Conference/Conference-Schedule/Program-Search-21

Whitney Botsford Morgan
2021 SIOP Annual Conference Chair

Emily Solberg
2021 SIOP Program Chair

## Get the *Whova* app now!

Most of the sessions at the 2021 SIOP Conference will be accessed via the Whova app.

This is the 4th year that SIOP has used Whova, and it continues to get better.

The SIOP 2021 Conference Event will be available in Whova between April 14 and May 7

For information about Whova, visit
https://www.siop.org/Annual-Conference/Registration-and-Resources/Whova

2021 SIOP Annual Conference
Apr 14 - May 7, 2021

## Live Poster Schedule: WEDNESDAY, April 14

Seventeen (17) interactive poster sessions with hundreds of posters will be delivered utilizing a virtual presentation technology called Virtual Chair that simulates an in-person poster event. Click here to learn more about this format. Click here for a self-guided tour to learn more about this interactive technology.

### Live Poster Sessions by Tracks

| CENTRAL TIME/ New Orleans Time | ROOM A | ROOM B |
|---|---|---|
| 9-9:50am CT | Emotions & Prosocial & International/Global | Inclusion |
| 10-10:50am CT | Occupational Health/ Safety & Work/Family | Leadership & Coaching |
| 11-11:50am CT | Selection/Assessment & Employee Withdrawal/Retention | Technology & Innovation/Creativity |
| 12-12:50am CT | Groups/Teams | Statistics and Research Methodology |
| 1-1:50pm CT | Judgment/ Decision Making & CWB | Careers & Training & Teaching |
| 2-2:50pm CT | Job Attitudes/ Engagement & Motivation/ Rewards/Compensation | Org Culture, Performance Appraisal/ Feedback & Talent Management |
| 3-3:50pm CT | Personality & Job Analysis/ Competency Modeling | Inclusion |
| 4-4:50pm CT | Occupational Health/ Safety & Work/ Family | NA |
| 5-5:50pm CT | Selection/ Assessment & Employee Withdrawal/ Retention | Leadership & Coaching |

## Anti-Harassment Policy

The SIOP Annual Conference is an opportunity for all with an interest in I-O psychology to come together to share research and make connections with colleagues. As such, all participants are expected to conduct themselves appropriately and contribute to an environment that is welcoming, inclusive, safe, open, and professional. All participants in the SIOP Annual Conference must abide by and are subject to SIOP's Anti-Harassment Policy.

If harassment is experienced in the context of the annual conference or any SIOP activity, the Anti-Harassment Policy provides recourse for the impacted individual(s). Contact information for Executive Board leadership is available in the Membership Directory, and for the Executive Director, on the Staff Page.

**SIOP · 2021**
**A VIRTUAL EVENT**

**SIOP SEASON**
**7 WEEKS** of activities from mid-March to early May

Click here for an interactive version of the calendar

| SUN | MON | TUE | WED | THU | FRI | SAT |
|---|---|---|---|---|---|---|
| **MARCH 14** | 15 | 16 | 17 | 18 | 19 | 20 |
| | | | | | Consortia | |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| | | | Consortia | | | |
| 28 | 29 | 30 | 31 | **APRIL 1** | 2 | 3 |
| | Workshops & Consortia | Workshops & Consortia | Workshops & Consortia | Advanced Dev Prog, Workshops & Consortia | Consortia | |
| **APRIL 4** | 5 | 6 | 7 | 8 | 9 | 10 |
| | | Consortia | Consortia | Advanced Dev Prog | Consortia | |
| | | | | Consortia | Speed Benchmarking | |
| | | | Career Exploration | Speed Mentoring | SIOP Sneak Peek (4-6pm Central) | |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| | | | Asynchronous Sessions Open (through May 7) | LIVE SESSIONS (8-6pm Central) | | LIVE SESSIONS (8-2pm Central) |
| | | | LIVE POSTERS (9-6pm Central) | | | Closing Plenary & Event (2-3:30pm Central) |
| | | | Receptions & Networking (6-8pm Central) | | | |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| | | | | Advanced Dev Program | Friday Seminars | |
| 25 | 26 | 27 | 28 | 29 | 30 | MAY 1 |
| | | | | Advanced Dev Program | Friday Seminars | |
| **MAY 2** | 3 | 4 | 5 | 6 | 7 | 8 |
| | | | | | Friday Seminars | |
| | | | | | CONFERENCE CLOSES | |

# SIOP·2021
## A VIRTUAL EVENT

## SIOP SEASON
**7 WEEKS** of activities from mid-March to early May

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## CONFERENCE WEEK

### APRIL 14-17

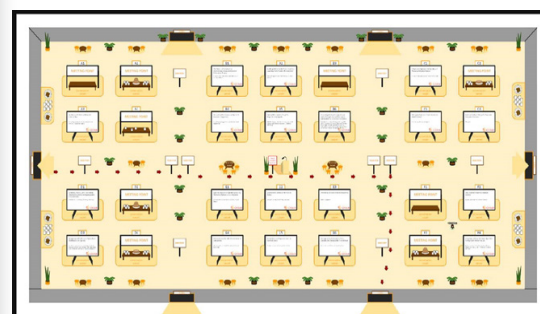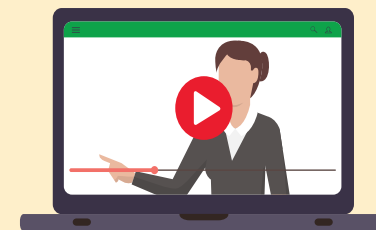The heart of SIOP Season is Conference Week, April 14-17, featuring

- Asynchronous Sessions
- Live Posters
- Live Synchronous Sessions
- Receptions & Networking

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**WHOVA** is the access point for all sessions and events.

| | WED APRIL 14 | THU APRIL 15 | FRI APRIL 16 | SAT APRIL 17 |
|---|---|---|---|---|
| **ASYNCHRONOUS SESSIONS:** View an Asynchronous Session or recorded Live Session. This content is available through May 7. | ⚜ | ⚜ | ⚜ | ⚜ |
| **LIVE POSTERS:** Navigate the poster rooms to view posters and engage in discussion with presenters and fellow attendees. | ⚜ | | | |
| **LIVE SYNCHRONOUS SESSIONS:** Engage with presenters and fellow attendees via Zoom during one of the 175+ Live Synchronous Sessions or Interactive Breaks. | | ⚜ | ⚜ | ⚜ |
| **RECEPTIONS & NETWORKING:** Connect with old and new I-O friends during live planned events and receptions taking place in both Zoom and our new interactive technology – Virtual Chair. | ⚜ | ⚜ | ⚜ | ⚜ |

# LIVE SCHEDULE:

These sessions will be available on Zoom at the times shown.*

## THURSDAY, April 15

| CENTRAL TIME New Orleans Time THURSDAY | | Awards & Alliance | ThemeTrack & SIOP Curated | Inclusion | Remote Work & Other | Selection & Assessment | Technology & Measurement | Teams | Coaching & Leadership | Employee Experience, Culture, & Feedback | Legal/Ethics/ Consulting |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | 8-8:50 CT | Opening Plenary | | | | | | | | | |
| | 9-9:50 CT | Award-Herman Aguinis: Distinguished Scientific Contributions | EB-A Discussion: SIOP Membership Trends | What to Include in a Measure of Inclusion? | Nonstandard Work Heterogeneity | Asynchronous Interviews & Artificial Intelligence | Utilizing Eye-Tracking in I-O Research | Diary of a Remote Team | Developing Leaders: Insights From Current Research | Developing an AI Organization | Ethics Code Revision |
| | 10-11:20 CT | Award-Paul Sackett: Dunnette Prize Address | SS-SIOP Machine Learning Competition | Police Reform and I-O Psychology | Creative I-O Psych Outreach Efforts | Smallest Devices to Paint the Biggest Picture | Teaching Big Data Methods 3.0 | The Future of Team Composition | What's New in Coaching Research? | Issues & Future Directions in Engagement at Work | The Imperfect Reality of Research in Practice |
| BREAK | 11:30-12:20 CT | Making SIOP More Accessible | Q&A with the Ambassador Program Committee | Anti-Racist I-O | Remote Workforces in a Post-COVID-19 World | | Rigor in People Analytics | | | | |
| | 12:30-1:20 CT | Award-David Costanza: Distinguished Teaching Contributions | TT - Helping Employees Heal and Transform in Times of Crisis | Dirty Laundry: Graduate Program Diversity | Working Anywhere: How to Guide | Pandemic Hiring | Methodological Challenges in Team Composition | COVID19 Impact on Collaboration | Executive Coaching in Extreme Times | UX for I-O | Issues and Novel Methods in Pay Inequity |
| | 1:30-2:20 CT | Award-Doug Reynolds: Distinguished Professional Contributions | TT: Visibly and Meaningfully Moving I-O Forward | SS-DEI Training: Does It Work? What the Research Says | Tackling Big Issues in Understanding Adaptation | IGNITE! Selection Showcase Showdown | ML Algorithms Panacea or Pandora's Box | Virtual Collaboration in Science Teams | Professional Coaching: Issues, Perspectives & Future Avenues | Design Thinking and Empathy Mapping for I-Os | EEOC/OFCCP Update |
| BREAK | 2:30-3:20 CT | Membership Open House | | Social Justice as a Corporate Value | Religion in I-O | | | Teams Today | Future of Coaching | | |
| | 3:30-4:50 CT | Alliance-Post-COVID19 Global World of Work. Opportunities for People | TT-Building an Agile Work Culture | How I-O Psychology Can Better Engage HBCUs | Work and Home During COVID-19 | Machine Learning for I-O 3.0 | Technology and Applicant Faking | The Abrupt Shift to Virtual Work Teams | Combining Assessment & Coaching to Develop Leaders CANCELLED | Novel Applications and Extensions of PE Fit | Addressing Disparities: 30 Years After the ADA |
| | 5:00-6:20 CT | Alliance-Global Post-COVID19: Societies and Organizations | TT-I-O Student Diversity Moving Forward | Intersectional Identities at Work | Challenges to Remote Work During Covid | Understanding and Detecting Applicant Faking | Text Analytics and NLP With R | Human-Agent Teams Revolutionize Future Work | Coaching Executive Teams | Performance Management Transformation Challenges | Research Ethics and Higher Ed Policy |

*Some sessions may be available on the Whova app for later viewing.

# LIVE SCHEDULE:

## FRIDAY, April 16

| CENTRAL TIME/ New Orleans Time FRIDAY | | SIOP Curated | Future of Work | Inclusion | Occupational Health | Selection & Assessment | Technology & Measurement | Counter-productive Work Behavior | Leadership & Succession Planning | Employee Experience, Culture, & Feedback | I-O Careers |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | 8-8:50 CT | | GetPsyched - Fitness | New Trends in Workplace Psychology from Around the World | Experiences From the Virtual 5K | | | | | | |
| | 9-9:50 CT | EB-Anti-Racist Education and Training | Pivoting in Pandemic | Is Categorizing Workers by Generations Helpful? | Telework: Research and Lessons From COVID-19 | Changing Police Organizations | Artificial Intelligence in Employee Selection | Terrorism in the Context of I-O Psychology | Is Crisis Leadership Still Leadership? | Crowdsourcing Employee Voice for Transformation | Career Paths for I-Os in People Analytics |
| | 10-11:20 CT | SS-Creating Psychological Safety: Part 2 | COVID-19 Impacts on Work, Research Incubator | I-Os Improving Employment for Neurodiverse Individuals | Chronic Health Conditions in Organizations | Advancing Community Engagement in Police Selection | Using NLP to Automatically Define and Measure KSAOs | Detox your Workplace: Identify and Prevent CWBs | Leading Through the Pandemic | Org Culture & Employee Surveys | Why Fulbright Is for You! |
| BREAK | 11:30-12:20 CT | | | Future of Inclusion | | Innovations in Prehire Assessment: Sizzle or Substance? | Text Analytics and Quantitative Data | | | Preparing for and Recovering From Change Fatigue in Organizations | Rock Your LinkedIn Profile |
| | 12:30-1:20 CT | SS-DEI Panel: What Leading Organizations Are Doing | Studying the Gig Economy | Diversity and Inclusion in Action | Obstacle or Opportunity? The Age Diverse Workforce | Social Media Use in Selection | An Incubator for EPM Research | Best Practices & Future Directions to End SH | Leader Identity Development | Post-Covid employee experience innovations | Early Career Practitioner Critical Incidents |
| | 1:30-2:20 CT | EB-SIOP's Partnership With the United Nations | (Overlooked) Challenges for the Future of Work | Military Veterans and the Civilian Workplace | Acute Stress and the Work-Nonwork Interface | Gaming Selection | Innovations in Item Generation and Test Assembly | Better Understanding Socially Undesirable Emotions | Action-based Approaches to Leader Development | Feedback on Fire: Hot New Ways to Love Feedback | Living La Vida Virtual |
| BREAK | 2:30-3:20 CT | I-O in NOLA: Past, Present, and Future | I-O and the Gig Economy | | | | | | Developing Learning Agile Leaders | Informal and Continuous Feedback in Performance Management | Online I-O Education: Opportunities When Going Virtual |
| | 3:30-4:50 CT | EB-State of SIOP D&I | Fostering Creativity in a Post-Pandemic World | A Candid Discussion of DEI in Practice | The Antecedents and Coping of Workplace Ostracism | ML and AI in Personnel Selection | New Updates in IRT | Discussion of Sexual Harassment of Teenage Workers | Is Career Pathing Dead? | Talent Hackathon | I-O Education Across Modalities |
| | 5-5:50 CT | EB-The SIOP Living History Series Presents: Neal Schmitt | The Future of Selection and Recruitment | Understudied Aspects of Diversity in STEM | Examining the Hazards of Working During COVID-19 | Teaching Differences in Cognitive Test Scores | Embracing Methodological Advances | COVID, Civil Unrest & Coping: Lessons Learned | Succession Management in the 20s | Applied Nudges: All Shapes and Sizes | Demystifying the Spousal Hiring Process |
| | 6-6:20 CT | | | | | | | | | | |

*Some sessions may be available on the Whova app for later viewing.

## SATURDAY, April 17

| CENTRAL TIME/ New Orleans Time SATURDAY | | Other | Inclusion | Inclusion | Occupational Health | Selection & Assessment | Technology | Other | Leadership | Consulting | I-O Careers |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | 8-8:50 CT | | GetPsyched - Fitness | | | | | | | | |
| | 9-9:50 CT | Directions in Forced-Choice Personality Testing | Building an Understanding of Female Leaders | Leveraging Technology for Diversity & Inclusion | Advancing Understanding of Mental Illness at Work | Non-g-ocentric Models of Cognitive Abilities | Using Social Media for Inclusive Recruitment | Teaching Analytics | Pushing the Boundaries of Shared Leadership | Student Consulting Challenge | International Students in I-O Psychology |
| | 10-11:20 CT | Real Examples of Worker Upskilling and Reskilling | Inclusion Considerations for Research Practices | Identity Management Strategy Effectiveness | COVID-19's Impact on the Healthcare Workforce | Online Proctored Testing: Issues to Consider | The State of the Art of Rating Unstructured Data | Local I-O Group Fishbowl | Bringing Learning Agility to Life | Choose Your Own Adventure Consulting IV | Internship Advice and Networking |
| BREAK | 11:30-12:20 CT | Training Program Development & Evaluation | | | The Role of I-Os in HealthCare During COVID-19 | | The Ethics of Predictive Models | Practically Useless?: Usefulness of Practical Implications in I-O Research | | | I-O Careers: Reflecting on What We've Learned and Looking to the Future |
| | 12:30-1:50 CT | How to Make a Positive Impact With I-O | Experience of Early Motherhood in the Workplace | Building Allied Organizations | Illegitimate Tasks and Stressors: New Knowledge | Assessment and Interview in the Digital Era | New Approaches to Personality Assessment | NSF RAPID I-O Crisis Research Insights | HiPos: Shaping the Leaders of Tomorrow | Data Visualization for Nontechnical Audience | Develop Networking Skills With Graduate Students |
| | 2:00-3:15 CT | Closing Plenary and Creating NOLA Flavor With the Crescent City Cooking Krewe: Chef Kevin Belton & Chef Amy Sins | | | | | | | | | |

*Some sessions may be available on the Whova app for later viewing.

# Aynchronous (Prerecorded) Sessions by Track
## Available April 14 through May 7; accessible via Whova

### Award
2021 Best Science Award Winners
2021 Best Practice and Application of I-O Award Winners
2020 Small Grant Award Winners
Distinguished Scientific Contributions: Herman Aguinis
Dunnette Prize Address: Paul Sackett
Distinguished Teaching Contributions: David Costanza
Distinguished Professional Contributions: Doug Reynolds

### COVID
Feedback and Coaching Culture Innovations
COVID-19 on Teams: How Crises Impact Teamwork
Implications of COVID-19 Related Job Demands
COVID-19 and Healthcare Professionals
Training in Healthcare: Approaches & Challenges
Pandemic Response and Work
Employee Emotions in the COVID-19 Workplace
Making Online Training Feel Human
Objective Risk, Traits, and Stress in COVID19
Giving the Healthcare Industry the I-O Treatment
Transform Performance Management During Disruption
Stress and Theory During COVID-19
Remote Work in the Time of COVID
COVID, Civil Unrest & Coping - Lessons Learned
COVID19 Impact on Collaboration
Virtual Assessment Center Best Practices
Supporting and Retaining Parents
Deskless Workers' Employee Experiences
What 2020 Taught Us About Employee Listening
Adaptability & Resilience – Military Lessons
Job Analysis in the Virtual World

### Emotions/CWB/Withdrawal
Employee Emotions in the COVID-19 Workplace
Gender Differences in the War for Talent
Extending the Study of Within-Person Affect
Intrapersonal Consequences of CWB
Emotional Resources in Organizations
Novel Approaches to Sexual Harassment Prevention
Sexual Harassment Across Intersections of Identity
Politically Based Workplace Incivility in Turbulent Times

### Groups/Teams
COVID-19 on Teams: How Crises Impact Teamwork
COVID19 Impact on Collaboration
Diversity and Team Dynamics
Organizational System Dynamics
I-O & Social Enterprise: Street Gangs & Beer
Multiteam Systems, Robotics & Technology Incubator

### Inclusion
Novel Approaches to Sexual Harassment Prevention
Sexual Harassment Across Intersections of Identity
Politically Based Workplace Incivility in Turbulent Times
Cross-Boundary Competence: Streamlining Research
A Cognitive Approach to the Gender-Leader Gap
Thirty Years of the Ada
D&I Data, Analysis, & Action
Selection of Previously Incarcerated Individuals
Assessment Innovation, Fairness and Diversity
Human–Algorithm Interactions in Talent Decisions
Making I-O Research Inclusive of All Work
Overcoming Barriers for Women in Stem
Pay Me What You Owe Me: Exploring Pay Equity
Identity Management Research Incubator
Others' Reactions to Disparate Treatment
Recent Advances in Sexual Harassment Research
Negative Behavior and Implications in Academia
Lessons From Niche and Intersectional Employees
New Perspectives in Power and Harassment Research
Moving Beyond Unconscious Bias
Digging Deeper Into Disclosure
Developing an Inclusive Organization
Workers With Serious Mental Illness
Discrimination in Employment Interviews
Diversity in Undergraduate Research
Revising I-O Psychology Ethics for Changing Times
Gender Differences in the War for Talent
Diversity and Team Dynamics
Notorious and Never Forgotten: RBG's Impact on I-O
Key to Effective EDI Training
International/Global
Competencies for I-O Global Engagements
When Culture Counts: Multilevel Insights
I-O Hacks the United Nations
Cross-Boundary Competence: Streamlining Research

### I-O Career Development
Personnel Selection in International Context
Diversity in Undergraduate Research
Teaching Analytics
The Ever-Evolving Testing Industry
Mastering I-O Psychology: I-O Master's Training Issues
Practically Useless: Practical Implications in I-O
Networking 101: Understanding the Basics
Igniting SIOP's Top Ten Trends
Careers in Occupational Testing Ignite!
Lessons Learned From New Practitioners
Graduate Student Fellowships
Thoughts From I-O and HR Generalist Experience
Competencies for I-O Global Engagements
Leverage I-O Training to Learn & Apply Data Science

### Job Analysis/Design & Competency Modeling
Job Analysis in the Virtual World
Gap Analysis Best Practices
Navigating Change in Work
Agile Work Analysis and Competency Modeling
Demonstrating Nlp Applications for Job Analysis
Functional Leadership Profiles

### Job Attitudes/Engagement/Motivation
COVID, Civil Unrest & Coping - Lessons Learned
Deskless Workers' Employee Experiences
What 2020 Taught Us About Employee Listening
Improve Engagement and Reduce Burnout
Purpose in the Workplace
Survey Myths, Decisions, & Pitfalls, Oh My!

### Leadership & Coaching
Adaptability & Resilience – Military Lessons
Functional Leadership Profiles
Assessment-Based Leadership Development Programs
Disrupting the Traditional Leadership Assessment
The Future of Leadership Assessment
The Age of Agility – Building Learning Agility
Leadership in Times of Crisis
What's New With the CIP Model of Leadership
Leadership Development in a VUCA World
A Cognitive Approach to the Gender-Leader Gap
Linking C-Suite Measures to Firm Performance

### Legal/Ethics
Revising I-O Psychology Ethics for Changing Times
Notorious and Never Forgotten: RBG's Impact on I-O
Legal Defensibility of Machine Learning
Thirty Years of the Ada
Testing Accommodations
Using AI in Selection Legally and Ethically

### Methods, Statistics & Technology
Multiteam Systems, Robotics & Technology Incubator
Leverage I-O Training to Learn & Apply Data Science
Demonstrating Nlp Applications for Job Analysis
Nudges in the Wild
Exploring Applications of Pulse
Algorithmic and Assessment Bias Master Tutorial
Address Challenges in Developing AI Talent Tools
Big Data Systems With R
Begin Using Computational Models
Methodological Toolkits
Experiences Along the Predictive Analytics Journey
The Role of (Human) I-Os in AI Assessment
Thinking Bayesian: Opportunities and Challenges
Modern Methods for Natural Language Processing
Massive Meta-Analyses & How to Create Them
Test Validation Master Tutorial
Benchmarking Best Practices & Lessons Learned
Show Me the Impact: the Missing Puzzle Piece
Essential Data Science Toolkit for I-O
Optimizing Decision Making With AI

Text Analysis and Personnel Selection
AI/MI/DI, Psychometrics, and Validation
2021 Best Science Award Winners
Teaching Analytics
When Culture Counts: Multilevel Insights
D&I Data, Analysis, & Action
MI & Selection: Foundations for I-Os
2021 Best Practice and Application of I-O Award Winners
Extending the Study of Within-Person Affect
Organizational System Dynamics
Gap Analysis Best Practices

### Implications of COVID-19 Related Job Demands
COVID-19 and Healthcare Professionals
Objective Risk, Traits, and Stress in COVID19
Stress and Theory During COVID-19
Remote Work in the Time of COVID
Supporting and Retaining Parents
Selection Strategies to Improve Workplace Safety
Advances in Recovery Research
The I-O Psychology of Gig Work
Sleep and Work
Closing the Research–Practice Gap in Work-Family
Day-Level Research on Energy Management At Work
Uncertainty, Worker Well-Being, and Work Behaviors
Employee–Partner Congruence
Implications of Financial Vulnerability
Investigations Into Work Stress
Motives and Resources in Work and Family Domains
Leveraging Clinical Psychology
Improve Engagement and Reduce Burnout

### Org Culture/Feedback/Talent Management
Pandemic Response and Work
Transform Performance Management During Disruption
Survey Myths, Decisions, & Pitfalls, Oh My!
The Evolution of 360s and Practical Recommendations
Unique Applications of Workplace Nudges
Novel Approaches to Organizational Feedback
Feedback Is All Around Us
What Is a Nudge? Lessons From Surveys and 360s
Talent Management in Elite Sports
Nudges in the Wild
Exploring Applications of Pulse

### Personality
Linking C-Suite Measures to Firm Performance
Person–Situation Interaction Effects
Good Cop/Bad Cop
Situational Influences on Personality At Work
Selection Strategies to Improve Workplace Safety

### Selection & Assessment
Giving the Healthcare Industry the I-O Treatment
Virtual Assessment Center Best Practices
Discrimination in Employment Interviews
Personnel Selection in International Context
Testing Accommodations

## Aynchronous (Prerecorded) Sessions by Track
**Available April 14 through May 7; accessible via Whova**

### Selection & Assessment (continued)
Using AI in Selection Legally and Ethically
Text Analysis and Personnel Selection
AI/MI/DI, Psychometrics, and Validation
MI & Selection: Foundations for I-Os
Messy Validation
Multi-Objective Optimization in the Workplace 2.0
Best Practices in Video Interviewing
Considerations for Implementing Video Interviews
Selecting for Retention
In the Trenches II: High-Stake, High-Volume SJTs
Selection of Previously Incarcerated Individuals
The Evolution of 360s and Practical Recommendations
The Ever-Evolving Testing Industry
Assessment Innovation, Fairness and Diversity
Assessment-Based Leadership Development Programs
Human-Algorithm Interactions in Talent Decisions
Disrupting the Traditional Leadership Assessment
The Future of Leadership Assessment
Algorithmic and Assessment Bias Master Tutorial
Person-Situation Interaction Effects
Good Cop/Bad Cop
Address Challenges in Developing AI Talent Tools

### Training
Training in Healthcare: Approaches & Challenges
Making Online Training Feel Human
Key to Effective EDI Training
Advances in Training and Self-Regulation
Processes & Predictors of Training Transfer
Diverse Perspectives on Reskilling Initiatives
Integrating Reflection Into Healthcare Training
Real Examples of Worker Upskilling and Reskilling

## SIOP Annual Conference Career Center

The SIOP Conference Career Center is a forum for organizations to find I-O talent and for job seekers to find roles for the next phase in their career. The Center is committed to offering a setting to help facilitate these connections at the SIOP Annual Conference, a virtual event.

In addition to the online job board and resume bank that has always been a part of the Conference Career Center, there will also be a number of other ways for organizations to find talent and for job seekers to prepare for their next career steps. This year the Conference Career Center will offer a virtual Open House, opportunities to participate in a mock interview process, as well as conference guides and coffee sessions to assist job seekers in the process.

Whether you are an organization looking to hire or you are on the job market looking for your next opportunity, we hope the Conference Career Center can help you in your search.

Thank you,
Amber Burkhart and Gonzalo Ferro
Career Services Committee Chairs

## Creating a Conference Career Center Account

You must have your SIOP account username and password, and be registered for the SIOP Annual Conference, to access the Conference Career Center.

For either conference registration or Conference Career Center account creation, please visit the conference registration page.

To add Conference Career Center to an existing conference registration, simply go back to your registration and you will see the option to add.

For more information, contact the Conference Career Center at CareerServices@siop.org or visit the 2021 Conference Career Center main page and FAQ section.

If you have problems with the site or process, please contact the SIOP Office at (419) 353-0032 or Larry Nader at lnader@siop.org

# Plenary Sessions



## Opening

The Opening Plenary airs at 8:00 AM CT on Thursday, April 15, with SIOP's highest awards and introductions to the newest SIOP Fellows. This event will feature Georgia Chao's Presidential Address with reflections on her theme, Moving Forward, following a must-see introduction by the incoming president, Steven Rogelberg, and a surprise guest.



## Closing

The Closing Plenary airs at 2:00 PM CT on Saturday, April 17. Enjoy conference highlights and hear Georgia Chao introduce incoming President Steven Rogelberg's address. Take a quick break to mix up a famous New Orleans cocktail or mocktail, and laissez les bons temps rouler during the Closing Event!



# Closing Event

Grab a front-row seat at the virtual table of the NOLA Flavor With the Crescent City Cooking Krewe: Chef Kevin Belton & Chef Amy Sins, generously sponsored by ⬛ HOGAN

For this innovative close to the 2021 conference, we have secured two dynamic chefs local to New Orleans, Chef Amy Sins and Chef Kevin Belton, who will whip up local cuisine and chat with several members of the SIOP community and local partners.

ICYMI: SIOP is partnering with the Louisiana Hospitality Foundation – a nonprofit dedicated to supporting the local community's hospitality workers.  Since we, unfortunately, cannot share a share a meal together in New Orleans this April, we invite and encourage you, the SIOP community, to donate any amount to the Louisiana Hospitality Foundation.



# Social Events, Receptions & Networking

Get in the mood by visiting the NOLA Local Flavor webpage for downloadable/printable party gear, a music playlist, and sources for delicious New Orleans foods and drinks. See the How to Conference webpage for detailed information on these events.

**Events and Receptions (in Zoom and Virtual Chair)** *All times Central*

| Date | Start | End | Virtual Chair/Zoom | Events and Reception |
|---|---|---|---|---|
| **Friday, April 9** | **4:00pm** | **6:00pm** | **Virtual Chair** | **SIOP Sneak Peek (see below)** |
| **Wednesday, April 14** | 3:00pm | 4:00pm | Virtual Chair Room 1 | The University of Baltimore |
| | 3:00pm | 4:00pm | Virtual Chair Room 3 | Rice University |
| | 4:00pm | 5:00pm | Virtual Chair Area 4 | University of Nebraska at Omaha |
| | 5:00pm | 6:00pm | Virtual Chair Area 2 | Claremont Graduate University |
| | 5:00pm | 6:00pm | Virtual Chair Room 1 | Wayne State University |
| | 5:00pm | 6:00pm | Virtual Chair Room 2 | University of Minnesota I-O Program |
| | 5:00pm | 6:00pm | Virtual Chair Room 3 | Purdue University |
| | 5:30pm | 6:30pm | Virtual Chair Room 4 | Past Presidents' Reception (Invitation Only) |
| | **6:00pm** | **8:00pm** | **Virtual Chair** | **Welcome Reception** |
| | **6:00pm** | **6:30pm** | **Virtual Chair A & B** | **Top Posters from 2020 and 2021** |
| | **6:30pm** | **7:30pm** | **Virtual Chair Jackson** | **SIOP in NOLA Squares** |
| | 7:00pm | 8:00pm | Virtual Chair Room 1 | CCC and Consortia Open House |
| | **7:00pm** | **8:00pm** | **Virtual Chair Area 4** | **CEMA Social Hour** |
| | 7:00pm | 8:00pm | Virtual Chair Roundtable | Fellows Reception (Invitation Only) |
| | **7:00pm** | **8:00pm** | **Virtual Chair Fountain** | **Meet SIOP's Local I-O Group Committee** |
| | **7:00pm** | **8:00pm** | **Virtual Chair Room 2** | **SIOP Foundation Reception** |
| | 7:00pm | 8:00pm | Virtual Chair Room 3 | PepsiCo Reception |
| **Thursday, April 15** | 9:00am | 9:50am | Zoom | Program Directors Meeting: Masters |
| | 10:00am | 10:50am | Zoom | Program Directors Meeting: PhD |
| | 2:00pm | 2:50pm | Zoom | UBCC Directors/Leaders Meeting |
| | 2:30pm | 3:20pm | Zoom | Conference Career Center Coffee Break |
| | 6:00pm | 7:00pm | Zoom | LGBTQIA+ and Allies Business Meeting |
| | **6:30pm** | **7:30pm** | **Zoom** | **Dick Jeanneret Memorial, open to all** (nonregistrants may contact jkeblesh@siop.org for access) |
| | **7:00pm** | **8:00pm** | **Zoom** | **LGBTQIA+ and Allies Social Hour** |
| **Friday, April 16** | 1:00pm | 1:50pm | Zoom | E&T Full Committee Meeting |
| | **6:00pm** | **8:00pm** | **Virtual Chair** | **Friday Reception** |
| | **6:00pm** | **6:30pm** | **Virtual Chair Jackson** | **French Quarter Virtual Tour** |
| | **6:00pm** | **7:00pm** | **Virtual Chair Room 3** | **International Reception** |
| | **6:00pm** | **7:00pm** | **Virtual Chair Room 2** | **Military & Veterans Inclusion Comm. Social** |
| | **6:00pm** | **7:00pm** | **Virtual Chair Room 1** | **WIN Social Hour** |
| | 6:00pm | 7:00pm | Virtual Chair Room 4 | Workshops Reception (Invitation Only) |
| | **6:00pm** | **7:00pm** | **Virtual Chair Garden** | **Practitioner Reception** |
| | 6:00pm | 7:00pm | Virtual Chair Area 4 | SHL/PDRI Reception |
| | **6:30pm** | **7:30pm** | **Virtual Chair** | **Top 10 Work Trends Roundtable** |
| | **7:00pm** | **7:30pm** | **Virtual Chair Jackson** | **French Quarter Virtual Tour** |
| **Saturday, April 17** | **2:00pm** | **3:15pm** | **Zoom** | **Closing Plenary/NOLA Flavor With the Crescent City Cooking Krewe** |

**SIOP Sneak Peek:** Drop in for a preview of our exciting new technology called Virtual Chair, which lets conference registrants move their avatars freely through a New Orleans-themed virtual venue to connect via audio and/or video with friends old and new! There will also be a scavenger hunt for those interested in exploring every corner of the SIOP virtual gathering space. See the How to Conference webpage for detailed information.

**Interactive Breaks (in Zoom):** Breaks are scheduled over the course of the live synchronous sessions (April 15–17) for virtual socializing and collaboration, akin to the coffee breaks and receptions where so many connections are made each year. You can expect a combination of curated topics that connect to the educational program's tracks, high-impact topics that are broadly applicable across the membership, and groups that form around non-work topics, such as personal hobbies (e.g., running). These interactive breaks are listed on the Live Synchronous Sessions webpage and in the Searchable Program.

Items in **purple** are SIOP events and open to all registrants. **Green** are organizational events also open to all registrants.

# Virtual Chair Map

Get familiar with Virtual Chair now and navigation will be a breeze during the conference. Find poster presentations, receptions, and meeting, or just pull up a chair with a friend at a virtual table and have a chat. Just be careful near the "bayou"!

You can pick your own avatar and negotiate the streets of New Orleans and the halls of the SIOP Conference virtually with this fun and helpful tool.

Click here for demo video and a self-guided tour. If you need help using Virtual Chair during the conference, these tips for navigation and troubleshooting may help.

Additionally, a help desk will be available during Conference Week that can be accessed through any of the following methods:

- Email siop@siop.org
- Call 419-353-0032 and press "0"
- Post your question in the "Ask Organizers Anything" section in Whova
- Approach the help desk in Virtual Chair and speak with one of their Virtual Attendants

**Thank you to the Conference Committee, Program Committee, and Program Reviewers who helped make the 2021 SIOP Conference a reality.**

**Click here for the names of all the wonderful SIOP Conference volunteers.**
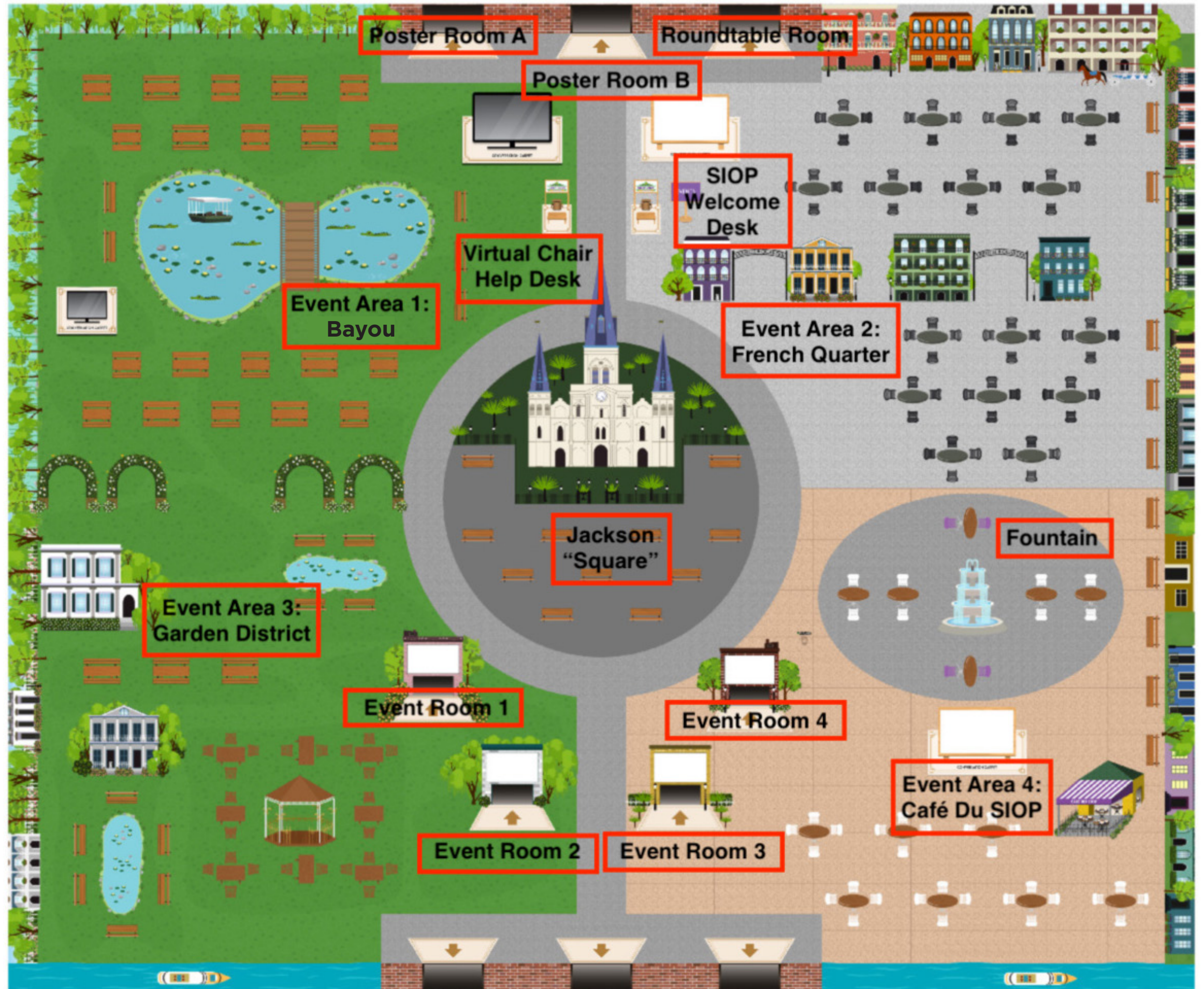
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