2022 SIOP Annual Conference
Event Schedule

Mon, Apr 18, 2022

10:00 AM

Newcomer Virtual Reception
🕐 10:00 AM - 11:00 AM, Apr 18
📍 Virtual

`Reception` `Virtual & Streaming`

Newcomer virtual reception. Hosted by the SIOP Membership Committee

📢 **Speakers**

Michelle Goro
Manager, Voice of the Customer, Center of Excellence
Infor

Richard Landers
Associate Professor
University of Minnesota

2:00 PM

Career Services Committee Virtual Coffee Break
🕐 2:00 PM - 3:00 PM, Apr 18
📍 Virtual

`Reception` `Virtual & Streaming`

Tue, Apr 19, 2022

12:00 PM

Conference Kick-Off Event – OPEN TO PUBLIC (Zoom or Whova) - Sponsored by Talogy
🕐 12:00 PM - 1:00 PM, Apr 19
📍 Zoom

If you missed this event, you can now view a recording here.

SIOP Salutes
🕐 12:00 PM - 1:00 PM, Apr 19

`SIOP Cura…`

Document with the SIOP Award Winners and Fellows

1:00 PM

Open House Networking and Poster Format Preview
🕐 1:00 PM - 5:00 PM, Apr 19
📍 Virtual Chair

`SIOP Curated` `Virtual & Streaming`

Preview Virtual Chair.

https://www.virtualchair.net/events/siop-2022

4:00 PM

Women's Inclusion Network Virtual Reception
🕐 4:00 PM - 5:00 PM, Apr 19
📍 Virtual Chair

Wed, Apr 20, 2022

7:00 AM

All Virtual Live Posters accessed here
🕐 7:00 AM - 7:05 AM, Apr 20

8:00 AM

Posters: Technology, plus Measurement/Statistics
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Thursday Room

`Poster` `Technology & Methods` `Virtual & Streaming`

34 Subsessions

⚫ **You've Gotta Keep 'em Separated? Examining Separation of Measurement (Poster - 123526)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Thursday Room A1 Position 1

⚫ **The Good, Bad and Ugly: A Study of the Domain Specificity of Anchoring Vignette (Poster - 124176)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Thursday Room A2 Position 2

⚫ **Communicating Danger: A Linguistic Tool to Track America's Response to Threats (Poster - 124287)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Thursday Room A3 Position 3

⚫ **Avoiding the Negative: Effects of Scale Polarity and Number Labels (Poster - 123900)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Thursday Room A4 Position 4

⚫ **PredBias: An R Function for Investigating Predictive Bias for Continuous Scores (Poster - 123718)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Thursday Room A5 Position 5

⚫ **Creation and Validation of the Scale of Organizational Pursuit of Ideal Self (Poster - 124250)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Thursday Room A6 Position 6

⚫ **Unboxing Toxic Leadership and Counterproductive Work Behavior With Machine Learning (Poster - 123727)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Thursday Room A7 Position 7

⚫ **Item Characteristic Curves Generated From Common CTT Item Statistics (Poster - 124376)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Thursday Room A8 Position 8

⚫ **Introducing a SEM Approach for Building ROC Curves: Application to a Mobbing Scale (Poster - 123598)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Thursday Room A9 Position 9

⚫ **A New Approach to MTMM Bifactor Modeling: Blending Old Wines in a New Bottle (Poster - 123329)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Thursday Room B1 Position 10

⚫ **Simple Rules Outperform Machine Learning in the Third Annual SIOP ML Competition (Poster - 124204)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Thursday Room B2 Position 11

⚫ **Establishing Device Equivalence for a Measure of Mechanical Comprehension (Poster - 124197)**
🕐 8:00 AM - 8:50 AM, Apr 20

📍 The Thursday Room B3 Position 12

● **Key Determinants of Predictive Bias in Bifactor SEM (Poster - 124349)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Thursday Room B4 Position 13

● **Cross-Cultural Test of the Validity of Personality Facets Using a Bifactor Model (Poster - 123978)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Thursday Room B5 Position 14

● **Developing a Qualitative Assessment of Team Learning in a Novel, Interdependent Task (Poster - 124314)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Thursday Room B6 Position 15

● **Lookism Climate in Organizations: Construct Development and Validation of a Scale (Poster - 123142)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Thursday Room B7 Position 16

● **Predictive Nonresponse via Item Characteristics (Poster - 123399)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Thursday Room B8 Position 17

● **Automated Analysis of Item Content: Influences on the Quality of Self Report Scales (Poster - 123697)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Thursday Room B9 Position 18

● **The Language of Counterproductive Work Behavior: A Computerized Text Analysis Method (Poster - 123540)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Thursday Room C1 Position 19

● **Enhancing Followership Self-Expectations via Self-Directed Galatea Intervention (Poster - 123471)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Thursday Room C2 Position 20

● **Applicant Reactions to Artificial Intelligence Selection (Poster - 124191)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Thursday Room C3 Position 21

● **The Role of Emotions and Technology Use in the Psychological Impact of COVID-19 (Poster - 123918)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Thursday Room C4 Position 22

● **Combining Online Multimedia Learning and Generative Activities (Poster - 124057)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Thursday Room C5 Position 23

● **How Do Recruitment and Hiring Take Place on Social Media? (Poster - 123313)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Thursday Room C6 Position 24

● **Disclosing the Use of AI in Hiring: An Exploration of Applicant Reactions and Consent (Poster - 123523)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Thursday Room C7 Position 25

● **Psychosocial Factors Facilitating the Adoption of AI-Assistive Medical Technology (Poster - 123163)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Thursday Room C8 Position 26

● **Galatea Intervention for Enhancing Leadership via Associative Conditioning (Poster - 123474)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Thursday Room C9 Position 27

● **A Qualitative Investigation of Fear and Acceptance of AI at Work (Poster - 124054)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Thursday Room D1 Position 28

● **Perceptions of Artificial Intelligence (Poster - 123427)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Thursday Room D2 Position 29

● **Privacy, Legal Issues, and Applicant Reactions to Game-Based Assessments Across Borders (Poster - 124064)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Thursday Room D3 Position 30

● **Examining the Impact of Workplace Isolation on Telecommuter Work Engagement (Poster - 124157)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Thursday Room D4 Position 31

● **Examining the Use of Game-Based Assessments for Hiring Autistic Job Seekers (Poster - 124174)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Thursday Room D5 Position 32

● **Impact of Warnings on Gamified Personality Assessments (Poster - 123264)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Thursday Room D6 Position 33

● **Descriptive Graphics for Meta-Analysis: A New Shiny Approach (Poster - 124035)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Thursday Room D9 Position 36

Posters: Occupational Health and Safety Part II
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Friday Room

`Employee Experience` `Poster` `Virtual & Streaming`

34 Subsessions

● **Development of a New Recovery Experience Measure: The Recovery Experience Taxonomy (Poster - 123332)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Friday Room A1 Position 1

● **Investigating Role of Personality and Weekend Activities in Recovery Experiences (Poster - 123331)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Friday Room A2 Position 2

● **Vulnerable Workers in Insecure Jobs: A Meta-Synthesis of Qualitative Evidence (Poster - 123790)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Friday Room A3 Position 3

● **Determinants of Burnout Among Police Officers (Poster - 123724)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Friday Room A4 Position 4

● **Emerging Job Demands and Resources for Fire-Based First Responders Due to COVID-19 (Poster - 123806)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Friday Room A5 Position 5

● **Compound Threats Impacting the Emergency Management Workforce (Poster - 123461)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Friday Room A6 Position 6

● **Meta-Analytic Findings on Telework and Individual and Organizational Outcomes (Poster - 123769)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Friday Room A7 Position 7

● **Employee Support for COVID-19 Safety Policies (Poster - 123641)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Friday Room A8 Position 8

● **Understanding Configurations of Coping in Relation to Well-Being and Performance (Poster - 123914)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Friday Room A9 Position 9

● **Job Insecurity Among Younger and Older Precarious Workers (Poster - 123546)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Friday Room B1 Position 10

● **Meta-Analytic Understanding of Resilience Components (Poster - 123661)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Friday Room B2 Position 11

● **COVID-19 Fear and Workplace Safety Perceptions (Poster - 121667)**
🕐 8:00 AM - 8:50 AM, Apr 20

📍 The Friday Room B3 Position 12

● **Mandated but Willing? Person–Environment Fit Among Mandatory Work From Home Employees (Poster - 123766)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Friday Room B4 Position 13

● **Psychological Detachment Trends During COVID-19: The Role of ICT Connectivity Demands (Poster - 123828)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Friday Room B5 Position 14

● **Unhelpful Workplace Social Support, Strain, and Individual Differences (Poster - 123703)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Friday Room B6 Position 15

● **Mistreatment in Healthcare: Why Nurses Leave the Profession During a Pandemic (Poster - 123754)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Friday Room B7 Position 16

● **Leaders' Perspective for Safety Culture: A Three-Wave Sequential Study (Poster - 123521)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Friday Room B8 Position 17

● **Health and Work Goal Compatibility for Platform-Based Gig Workers During COVID-19 (Poster - 123892)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Friday Room B9 Position 18

● **Disentangling the Impact of Daily Job Stressors on Job Performance: A Meta-Analysis (Poster - 123800)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Friday Room C1 Position 19

● **Support or Obligation? Linking Mechanisms Between LMX and Subordinate Recovery (Poster - 123956)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Friday Room C2 Position 20

● **Theoretical Trends and Developments in Occupational Health Psychology (Poster - 123656)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Friday Room C3 Position 21

● **Burnout Profiles and Sources of Stress Among U.S. Air Force Cyber Personnel (Poster - 123348)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Friday Room C4 Position 22

● **Profiles of Burnout and Health Outcomes Among U.S. Air Force Cyber Professionals (Poster - 123351)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Friday Room C5 Position 23

● **Masculinity Contest Culture: Harmful for Whom? An Examination of Emotional Exhaustion (Poster - 123957)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Friday Room C6 Position 24

● **Burnout Reintegration Monitor: A Measure for Work Resumption Quality After Burnout (Poster - 123633)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Friday Room C7 Position 25

● **The Costs of Insecurity: Pay Volatility and Health in the Service Industry (Poster - 123603)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Friday Room C8 Position 26

● **Impact of Perceived Personal Risk of COVID-19 on Employee Loyalty and Work Absorption (Poster - 123583)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Friday Room C9 Position 27

● **Negative Performance Feedback and the Self-Regulatory Benefits of Mindfulness (Poster - 123081)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Friday Room D1 Position 28

● **Hard Work Makes it Hard to Sleep: Job Characteristics Link to Multidimensional Sleep (Poster - 123091)**
🕐 8:00 AM - 8:50 AM, Apr 20

The Friday Room D2 Position 29

⚫ **Does Texting in a Simulator Discourage Distracted Driving? (Poster - 123778)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Friday Room D3 Position 30

⚫ **Workday Breaks While Working Remotely: Investigation of Break Profiles (Poster - 123824)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Friday Room D4 Position 31

⚫ **A Tale of Three Crises: Connecting Economic Stress, Mental Health, and Substance Use (Poster - 123516)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Friday Room D5 Position 32

⚫ **Sleep Climate as a Shared Perception of Workplace Characteristics Regarding Sleep (Poster - 123965)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Friday Room D6 Position 33

⚫ **Safety Measurement Culture: A Survey to Assess Engagement in Safety Reporting (Poster - 123645)**
🕐 8:00 AM - 8:50 AM, Apr 20
📍 The Friday Room D7 Position 34

Virtual Poster Topic Networking: Staffing
🕐 8:00 AM - 8:50 AM, Apr 20
📍 Networking Room A

`Virtual & Stream..`

Join this synchronous, free-form networking session to discuss topics related to the Staffing poster sessions. Participate in the conversation on Employee Release including the Great Resignation (Top 10 Work Trend #6), as well as share current strategies on how to attract and retain talent in a candidate driven market (Top 10 Work Trend #4). Make connections with new people and/or catch-up with colleagues.

📢 **Speaker**

Ellen Peeters
Assistant Professor
TIAS School for Business and Society

Virtual Poster Topic Networking: Inclusion/Diversity
🕐 8:00 AM - 8:50 AM, Apr 20
📍 Networking Room B

`Diversity-Equity-Inclusion` `Virtual & Streaming`

Join this synchronous, free-form networking session to discuss topics related to the Inclusion/Diversity poster sessions. Participate in the conversation on the creating inclusive environments and cultures (Top 10 Work Trend #2). Make connections with new people and/or catch-up with colleagues.

DEI Part I; Leadership Part II - Noon - Friday

📢 **Speakers**

Ludmila Praslova
Vanguard University of Southern California

Sandra Fisher
Münster University of Applied Sciences

Posters: Work and Family, plus Innovation
🕐 8:30 AM - 9:20 AM, Apr 20
📍 The Saturday Room

8:30 AM

Employee Experience **Poster** **Virtual & Streaming**

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33 Subsessions

● **Air Pollution and Work–Family Conflict (Poster - 123387)**
🕐 8:30 AM - 9:20 AM, Apr 20
📍 The Saturday Room A1 Position 1

● **How Mandatory Work From Home Influences Relationship and Job Satisfaction (Poster - 123612)**
🕐 8:30 AM - 9:20 AM, Apr 20
📍 The Saturday Room A2 Position 2

● **Engaging With Nature and Work: The Outdoor Environment and Employee Outcomes (Poster - 124012)**
🕐 8:30 AM - 9:20 AM, Apr 20
📍 The Saturday Room A3 Position 3

● **Is Time or Money More Valuable to You? Toward a Measure of Temporal Awareness (Poster - 123238)**
🕐 8:30 AM - 9:20 AM, Apr 20
📍 The Saturday Room A4 Position 4

● **Job Insecurity, Employee Stress, Spouse Stress, and Work to Family Conflict (Poster - 123717)**
🕐 8:30 AM - 9:20 AM, Apr 20
📍 The Saturday Room A5 Position 5

● **The Relationship Between Work-to-Family Conflict and Climate for Sacrifice Over Time (Poster - 123017)**
🕐 8:30 AM - 9:20 AM, Apr 20
📍 The Saturday Room A6 Position 6

● **A Multilevel Model Linking Socioeconomic Status to Weekly Performance (Poster - 123944)**
🕐 8:30 AM - 9:20 AM, Apr 20
📍 The Saturday Room A7 Position 7

● **COVID-19 Child Distance Learning's Indirect Effect on Parent's Turnover Intentions (Poster - 123897)**
🕐 8:30 AM - 9:20 AM, Apr 20
📍 The Saturday Room A8 Position 8

● **Masculinity Contest Culture: Parenthood and Professional Identity Management (Poster - 123625)**
🕐 8:30 AM - 9:20 AM, Apr 20
📍 The Saturday Room A9 Position 9

● **Flextime Relationships With Individual and Family Well-Being Among Shift Workers (Poster - 124052)**
🕐 8:30 AM - 9:20 AM, Apr 20
📍 The Saturday Room B1 Position 10

● **On States and Traits in Work–Family Research (Poster - 123158)**
🕐 8:30 AM - 9:20 AM, Apr 20
📍 The Saturday Room B2 Position 11

● **Couples' Segmentation Preference Fit, Work-to-Home Conflict, and Mandatory WFH (Poster - 123616)**
🕐 8:30 AM - 9:20 AM, Apr 20
📍 The Saturday Room B3 Position 12

● **FSSB and Family-Friendly Policy Attitudes Among Tenure-Track Faculty (Poster - 124068)**
🕐 8:30 AM - 9:20 AM, Apr 20
📍 The Saturday Room B4 Position 13

● **Role Modeling, Work–Life Balance Strategies and Mental Health in the COVID Pandemic (Poster - 123358)**
🕐 8:30 AM - 9:20 AM, Apr 20
📍 The Saturday Room B5 Position 14

● **From Surviving to Thriving: How Family Supportive Supervisors Benefit Working Parents (Poster - 123588)**
🕐 8:30 AM - 9:20 AM, Apr 20
📍 The Saturday Room B6 Position 15

● **Interrole Conflict and Facilitation: Impacts on Well-Being Across Time (Poster - 123533)**
🕐 8:30 AM - 9:20 AM, Apr 20
📍 The Saturday Room B7 Position 16

● **Personality and Boundary Management Preferences (Poster - 123537)**

⏱ 8:30 AM - 9:20 AM, Apr 20
📍 The Saturday Room B8 Position 17
⬤ **Supervisor's Organizational Embodiment in a Family Support Moderated Mediation Model (Poster - 123277)**
⏱ 8:30 AM - 9:20 AM, Apr 20
📍 The Saturday Room B9 Position 18
⬤ **How Do Working Students Get More Satisfaction? Exploring Job Crafting and Enrichment (Poster - 123449)**
⏱ 8:30 AM - 9:20 AM, Apr 20
📍 The Saturday Room C1 Position 19
⬤ **Segmentation Effects While Working From Home During COVID-19 (Poster - 123711)**
⏱ 8:30 AM - 9:20 AM, Apr 20
📍 The Saturday Room C2 Position 20
⬤ **Does Telework Work? Clarifying the Effects of Telework on Work–Family Conflict (Poster - 124051)**
⏱ 8:30 AM - 9:20 AM, Apr 20
📍 The Saturday Room C3 Position 21
⬤ **An Individual Differences Approach to Remote Worker Outcomes During COVID-19 (Poster - 124327)**
⏱ 8:30 AM - 9:20 AM, Apr 20
📍 The Saturday Room C4 Position 22
⬤ **How Family–Work Conflict Triggers Silence at Work Through Motivation and Exhaustion (Poster - 124007)**
⏱ 8:30 AM - 9:20 AM, Apr 20
📍 The Saturday Room C5 Position 23
⬤ **The Roles of Negative Rumination and Self-Control in the Link Between WFC and CWB (Poster - 124023)**
⏱ 8:30 AM - 9:20 AM, Apr 20
📍 The Saturday Room C6 Position 24
⬤ **Work–Family Interpersonal Support: A Resource for Employees With Caregiving Ambition? (Poster - 123174)**
⏱ 8:30 AM - 9:20 AM, Apr 20
📍 The Saturday Room C7 Position 25
⬤ **The Impact of Firms' Ethical Reputation on Employees' Work Experiences and Perception (Poster - 124183)**
⏱ 8:30 AM - 9:20 AM, Apr 20
📍 The Saturday Room C8 Position 26
⬤ **Meaningful Work and Job Satisfaction: The Role of Work–Family Conflict (Poster - 124081)**
⏱ 8:30 AM - 9:20 AM, Apr 20
📍 The Saturday Room C9 Position 27
⬤ **The Mediating Effect of Self-Concept in the Link Between Culture and Spillover (Poster - 124371)**
⏱ 8:30 AM - 9:20 AM, Apr 20
📍 The Saturday Room D1 Position 28
⬤ **Predicting the Desire to Continue to Work From Home (Poster - 123682)**
⏱ 8:30 AM - 9:20 AM, Apr 20
📍 The Saturday Room D2 Position 29
⬤ **Organizational Embeddedness and Work-to-Family Conflict: A Moderated Mediation Model (Poster - 121487)**
⏱ 8:30 AM - 9:20 AM, Apr 20
📍 The Saturday Room D3 Position 30
⬤ **Psychological Safety and the Integration of Creative, Role, and Group Identities (Poster - 123360)**
⏱ 8:30 AM - 9:20 AM, Apr 20
📍 The Saturday Room D4 Position 31
⬤ **Friends Aren't So Bad When You're Innovating (Poster - 124336)**
⏱ 8:30 AM - 9:20 AM, Apr 20
📍 The Saturday Room D5 Position 32
⬤ **Creative Process Engagement and the Pursuit of Meaningful Work (Poster - 124389)**
⏱ 8:30 AM - 9:20 AM, Apr 20
📍 The Saturday Room D6 Position 33

9:00 AM

Posters: Pro-Social, Cross-Cultural, Organizational Change, and Retention
⏱ 9:00 AM - 9:50 AM, Apr 20

34 Subsessions

⬤ **Comparative Effect Sizes Influence Lay Impressions of Test Validity (Poster - 123468)**
🕘 9:00 AM - 9:50 AM, Apr 20
📍 The Thursday Room A1 Position 1

⬤ **Goal Analysis Training: Contextual Influences on Leadership Performance (Poster - 123932)**
🕘 9:00 AM - 9:50 AM, Apr 20
📍 The Thursday Room A2 Position 2

⬤ **Development and Validation of a Measure of Work Decision-Making Styles (Poster - 124001)**
🕘 9:00 AM - 9:50 AM, Apr 20
📍 The Thursday Room A3 Position 3

⬤ **When Forgiveness Leads to Moral Outrage: Third-Party Reactions to Forgiveness (Poster - 123162)**
🕘 9:00 AM - 9:50 AM, Apr 20
📍 The Thursday Room A4 Position 4

⬤ **Understanding Cognitive Complexity: The Influence of Need for Closure and Task Type (Poster - 124089)**
🕘 9:00 AM - 9:50 AM, Apr 20
📍 The Thursday Room A5 Position 5

⬤ **The Effects of Autonomy in Mechanical Prediction on Perceived Stakeholder Perceptions (Poster - 123354)**
🕘 9:00 AM - 9:50 AM, Apr 20
📍 The Thursday Room A6 Position 6

⬤ **The Effects of Politics and Job-Related Qualifications on the Selection of Sheriff (Poster - 124350)**
🕘 9:00 AM - 9:50 AM, Apr 20
📍 The Thursday Room A7 Position 7

⬤ **The Impact of Secrecy and Transparency in the Context of Idiosyncratic Deals (Poster - 123164)**
🕘 9:00 AM - 9:50 AM, Apr 20
📍 The Thursday Room A8 Position 8

⬤ **Live in the Now: Can a Mindfulness Intervention Improve Ethical Decision Making? (Poster - 121655)**
🕘 9:00 AM - 9:50 AM, Apr 20
📍 The Thursday Room A9 Position 9

⬤ **Wise Reasoning and Interpersonal Negotiation Outcomes (Poster - 123849)**
🕘 9:00 AM - 9:50 AM, Apr 20
📍 The Thursday Room B1 Position 10

⬤ **I Like Strikes—et Toi? Und Du? Strike Attitude Differences in Three Countries (Poster - 123937)**
🕘 9:00 AM - 9:50 AM, Apr 20
📍 The Thursday Room B2 Position 11

⬤ **Impact of Heritage Cultural Identity and Acculturation Strategies on Immigrant Workers (Poster - 124117)**
🕘 9:00 AM - 9:50 AM, Apr 20
📍 The Thursday Room B3 Position 12

⬤ **Role of Working Norm in the Relationship Between Time Stressor and Job Outcomes (Poster - 124145)**
🕘 9:00 AM - 9:50 AM, Apr 20
📍 The Thursday Room B4 Position 13

⬤ **Reemployment During COVID-19: The Impact of Communication (Poster - 123659)**
🕘 9:00 AM - 9:50 AM, Apr 20
📍 The Thursday Room B5 Position 14

⬤ **Moral Attentiveness, Moral Awareness, and Organizational Behavior (Poster - 123823)**
🕘 9:00 AM - 9:50 AM, Apr 20
📍 The Thursday Room B6 Position 15

⬤ **Job Crafting in Extreme Poverty: The Case of Female Teachers in Slums in India (Poster - 123492)**
🕘 9:00 AM - 9:50 AM, Apr 20

📍 The Thursday Room B7 Position 16

⬤ **Critique of CSR Measurement and Presentation of a New Framework for Measurement (Poster - 123698)**
🕐 9:00 AM - 9:50 AM, Apr 20
📍 The Thursday Room B8 Position 17

⬤ **Venture Framing and Social Entrepreneurial Intention: Exploring Emotional Mechanisms (Poster - 123950)**
🕐 9:00 AM - 9:50 AM, Apr 20
📍 The Thursday Room B9 Position 18

⬤ **Migration Workers During the Pandemic: An EU Survey on Satisfaction and Effectiveness (Poster - 123490)**
🕐 9:00 AM - 9:50 AM, Apr 20
📍 The Thursday Room C1 Position 19

⬤ **The Case for Organizational Ethicality: Implications for Employee Behaviors (Poster - 123750)**
🕐 9:00 AM - 9:50 AM, Apr 20
📍 The Thursday Room C2 Position 20

⬤ **A Computational Model of Organizational Segregation Patterns (Poster - 123760)**
🕐 9:00 AM - 9:50 AM, Apr 20
📍 The Thursday Room C3 Position 21

⬤ **Patient Trust in Healthcare: An Integrative Review Using Organizational Science (Poster - 123734)**
🕐 9:00 AM - 9:50 AM, Apr 20
📍 The Thursday Room C4 Position 22

⬤ **Moving Toward Sustainability: Investigating Organization PEBs and HR Scores (Poster - 124251)**
🕐 9:00 AM - 9:50 AM, Apr 20
📍 The Thursday Room C5 Position 23

⬤ **CEOs and Corporate Social Responsibility and Irresponsibility: A Meta-Analytic Review (Poster - 124181)**
🕐 9:00 AM - 9:50 AM, Apr 20
📍 The Thursday Room C6 Position 24

⬤ **Turnover in the US Marines: Comparison of Predictive Methods (Poster - 123591)**
🕐 9:00 AM - 9:50 AM, Apr 20
📍 The Thursday Room C7 Position 25

⬤ **Transformational Leadership and Turnover Intentions: A Meta-Analysis (Poster - 123879)**
🕐 9:00 AM - 9:50 AM, Apr 20
📍 The Thursday Room C8 Position 26

⬤ **Thirst for Growth: The Reason Why Overqualified Employees Seek to Leave (Poster - 123270)**
🕐 9:00 AM - 9:50 AM, Apr 20
📍 The Thursday Room C9 Position 27

⬤ **Identity, Agency, and Employee Reactions to Management of Meaning (Poster - 123404)**
🕐 9:00 AM - 9:50 AM, Apr 20
📍 The Thursday Room D1 osition 28

⬤ **The Consequences of Value Congruence: It Depends on Value Type (Poster - 123878)**
🕐 9:00 AM - 9:50 AM, Apr 20
📍 The Thursday Room D2 Position 29

⬤ **"I Put in My Two Weeks Notice!" Employee Behavior and Wellness Prior to Exit (Poster - 123704)**
🕐 9:00 AM - 9:50 AM, Apr 20
📍 The Thursday Room D3 Position 30

⬤ **Affective Commitment in a Pandemic: A Moderated Mediation Model (Poster - 124205)**
🕐 9:00 AM - 9:50 AM, Apr 20
📍 The Thursday Room D4 Position 31

⬤ **Using "Big Data" and Text Mining to Understand Employee Turnover (Poster - 123738)**
🕐 9:00 AM - 9:50 AM, Apr 20
📍 The Thursday Room D5 Position 32

⬤ **Older Workers' Intentions Toward Working Longer: Do They Change Over Time? (Poster - 123946)**
🕐 9:00 AM - 9:50 AM, Apr 20

📍 The Thursday Room D6 Position 33

⬤ **Precursors and Mitigators of Burnout and Their Effects on Withdrawal Behaviors (Poster - 123240)**
🕐 9:00 AM - 9:50 AM, Apr 20
📍 The Thursday Room D7 Position 34

Posters: Staffing, plus Emotions and Emotional Labor
🕐 9:00 AM - 9:50 AM, Apr 20
📍 The Friday Room

`Employee Experience` `Poster` `Selection & Assessment` `Virtual & Streaming`

35 Subsessions

⬤ **Speaking Up in Turbulent Times: Voice and Clarity as Change Fatigue Moderators (Poster - 124278)**
🕐 9:00 AM - 9:50 AM, Apr 20
📍 The Friday Room A1 Position 1

⬤ **Values Moderate the Effects of Emotional Display Rule Demands on Emotional Exhaustion (Poster - 124220)**
🕐 9:00 AM - 9:50 AM, Apr 20
📍 The Friday Room A2 Position 2

⬤ **Trauma and Burnout in Helpers: Work–Life Balance and Perceived Organizational Support (Poster - 123266)**
🕐 9:00 AM - 9:50 AM, Apr 20
📍 The Friday Room A3 Position 3

⬤ **A Mathematical Interpretation of the Relational Process Model of Humor (Poster - 123328)**
🕐 9:00 AM - 9:50 AM, Apr 20
📍 The Friday Room A4 Position 4

⬤ **Employee Bystanderism on Supervisor Incivility: Role of Culture Value (Poster - 123090)**
🕐 9:00 AM - 9:50 AM, Apr 20
📍 The Friday Room A5 Position 5

⬤ **Development a Social Isolation Measure in a Job Search Envy Context (Poster - 123505)**
🕐 9:00 AM - 9:50 AM, Apr 20
📍 The Friday Room A6 Position 6

⬤ **Displaying Sadness/Anger at Work and the Role of Gender and Race (Poster - 123919)**
🕐 9:00 AM - 9:50 AM, Apr 20
📍 The Friday Room A7 Position 7

⬤ **Training a Model to Classify Online Social Support Seeking (Poster - 123715)**
🕐 9:00 AM - 9:50 AM, Apr 20
📍 The Friday Room A8 Position 8

⬤ **Feeling Heard: Envy-Invoking Social Comparisons, Voice, and Task Performance (Poster - 124042)**
🕐 9:00 AM - 9:50 AM, Apr 20
📍 The Friday Room A9 Position 9

⬤ **Stoking the Fire: Stressors, Emotional Labor, and Well-Being for Firefighters (Poster - 123809)**
🕐 9:00 AM - 9:50 AM, Apr 20
📍 The Friday Room B1 Position 10

⬤ **Positive Emotions and Business Opportunity Development in a Time of a Pandemic (Poster - 123222)**
🕐 9:00 AM - 9:50 AM, Apr 20
📍 The Friday Room B2 Position 11

⬤ **Diversity Paradigm and Emotional Labor: The Role of Perceived Goal Likelihood (Poster - 123391)**
🕐 9:00 AM - 9:50 AM, Apr 20
📍 The Friday Room B3 Position 12

⬤ **Antecedents to Coworker Envy in Talent Management (Poster - 123191)**
🕐 9:00 AM - 9:50 AM, Apr 20
📍 The Friday Room B4 Position 13

⬤ **Effects of Social Presence of Employees on Applicant Attraction in Online Recruitment (Poster - 124384)**

⏱ 9:00 AM - 9:50 AM, Apr 20
📍 The Friday Room B5 Position 14

● **AI in Hiring and Applicant Attraction (Poster - 123030)**
⏱ 9:00 AM - 9:50 AM, Apr 20
📍 The Friday Room B6 Position 15

● **Ethical Perceptions of AI in Hiring and Organizational Trust (Poster - 122993)**
⏱ 9:00 AM - 9:50 AM, Apr 20
📍 The Friday Room B7 Position 16

● **Pre- and Posthire Experiences of Formerly Incarcerated Individuals (Poster - 123649)**
⏱ 9:00 AM - 9:50 AM, Apr 20
📍 The Friday Room B8 Position 17

● **Model of Interviewer Design Preferences (Poster - 123465)**
⏱ 9:00 AM - 9:50 AM, Apr 20
📍 The Friday Room B9 Position 18

● **Return-to-Work Worries and Return Intention (Poster - 123684)**
⏱ 9:00 AM - 9:50 AM, Apr 20
📍 The Friday Room C1 Position 19

● **Can Multiple Social Identities Influence Attraction? (Poster - 124110)**
⏱ 9:00 AM - 9:50 AM, Apr 20
📍 The Friday Room C2 Position 20

● **Development of the Narcissism Interview Scale for Employment Settings (Poster - 123560)**
⏱ 9:00 AM - 9:50 AM, Apr 20
📍 The Friday Room C3 Position 21

● **Personality Types Attracted to Challenge Demands During the Job Pursuit Process (Poster - 123235)**
⏱ 9:00 AM - 9:50 AM, Apr 20
📍 The Friday Room C4 Position 22

● **A Contemporary Look at the Relationship Between Cognitive Ability and Job Performance (Poster - 124341)**
⏱ 9:00 AM - 9:50 AM, Apr 20
📍 The Friday Room C5 Position 23

● **Enhancing Diversity by Using Constructed Response Item Types: A Meta-Analytic Review (Poster - 123389)**
⏱ 9:00 AM - 9:50 AM, Apr 20
📍 The Friday Room C6 Position 24

● **Examining the Effect of Mode of Thought on Gender and Age Bias in LinkedIn Profiles (Poster - 123422)**
⏱ 9:00 AM - 9:50 AM, Apr 20
📍 The Friday Room C7 Position 25

● **Antecedents and Contextual Influences of Applicant Ghosting and Reneging Behaviors (Poster - 123846)**
⏱ 9:00 AM - 9:50 AM, Apr 20
📍 The Friday Room C8 Position 26

● **Symbolic Information in Job Ads Influence Applicant Behavior (Poster - 123835)**
⏱ 9:00 AM - 9:50 AM, Apr 20
📍 The Friday Room C 9 Position 27

● **Targeting Deceptive IM in Job Interviews Through a Cognitive Perspective (Poster - 123140)**
⏱ 9:00 AM - 9:50 AM, Apr 20
📍 The Friday Room D1 Position 28

● **Online Organizational Reviews From Current and Former Employees: Content and Affect (Poster - 124141)**
⏱ 9:00 AM - 9:50 AM, Apr 20
📍 The Friday Room D2 Position 29

● **Organizational Impression Management in Job Advertisements (Poster - 124097)**
⏱ 9:00 AM - 9:50 AM, Apr 20
📍 The Friday Room D3 Position 30

● **A Review of Interview Questions Screened for Anti-Bias and Best Practices (Poster - 123573)**
⏱ 9:00 AM - 9:50 AM, Apr 20
📍 The Friday Room D4 Position 31

● **SES Moderates the Relation Between Recruitment Information Wording and Attraction (Poster - 123964)**
⏱ 9:00 AM - 9:50 AM, Apr 20
📍 The Friday Room D5 Position 32

● **The Motivated Applicant: A Model of Applicant Information Processing (Poster - 124084)**
🕐 9:00 AM - 9:50 AM, Apr 20
📍 The Friday Room D6 Position 33

● **Hybrid Entrepreneurs and Hireability: An Experimental Approach (Poster - 123622)**
🕐 9:00 AM - 9:50 AM, Apr 20
📍 The Friday Room D7 Position 34

● **Employment Interview Goals and the Purposes of Unstructured Conversation (Poster - 123368)**
🕐 9:00 AM - 9:50 AM, Apr 20
📍 The Friday Room D8 Position 35

SIOP Award Winners
🕐 9:00 AM - 11:00 AM, Apr 20
📍 Virtual

`SIOP Curated` `Virtual & Streaming`

See Presentatiions by SIOP awards winners in Virtual Chair. They are grouped into the following categories:

- **Grants: Research Grants provide an opportunity to further I-O literature by exploring topics on diversity, assessments, reducing gender inequality, leaders, and teams.**
- **SIOP Anti-Racism Grant: The Anti-Racism Grant program is a step toward addressing racism in work contexts using I-O science and practice.**
- **Best Practice and Application: These awards are given in recognition of a project or product representing an outstanding example of the practice of Industrial and Organizational Psychology in the workplace.**
- **Best Science:** These awards are given in recognition of advancing Industrial and Organizational Psychology as a science in a published paper.

These videos can also be found in the Whova agenda on April 27 at 9:00 AM

Virtual Poster Topic Networking: Work and Family/Non-Work Life/Leisure
🕐 9:00 AM - 9:50 AM, Apr 20
📍 Networking Room A

`Virtual & Stream…`

Join this synchronous, facilitated networking session to discuss targeted topics related to the Work and Family/Non-Work Life/Leisure poster sessions, and participate in the broader conversation on caring for employee well-being (Top 10 Work Trend #5). You will have the opportunity to make connections with new people, or catch-up with colleagues who have interests in this area.

📢 **Speakers**

M **Maryana Arvan**
University of North Carolina at Charlotte

W **Winny Shen**
York University

Virtual Poster Topic Networking: Measurement/Statistical Techniques
🕐 9:00 AM - 9:50 AM, Apr 20
📍 Networking Room B

`Technology & Methods` `Virtual & Streaming`

Join this synchronous, free-form networking session to discuss topics related to the Measurement/Statistical Analyses poster sessions. Make connections with new people and/or catch-up with colleagues, ask questions and share information.

Technology; Measurement/ Statistics 8:00 AM Thursday

📢 **Speakers**

Lisa Lambert
Professor
Oklahoma State University

Dina Krasikova
University of Texas at San Antonio

J **Justice DeSimone**

9:30 AM

Posters: DEI Part II
🕐 9:30 AM - 10:20 AM, Apr 20
📍 The Saturday Room

Diversity-Equity-Inclusion   **Poster**   **Virtual & Streaming**

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34 Subsessions

● **Think Manager, Think Male? Racial Implications of the Think Manager–Think Male Effect (Poster - 123759)**
🕐 9:30 AM - 10:20 AM, Apr 20
📍 The Saturday Room A1 Position 1

● **Colorism in Selection (Poster - 123550)**
🕐 9:30 AM - 10:20 AM, Apr 20
📍 The Saturday Room A2 Position 2

● **Discrimination in the Hiring of Immigrants: A Complex Interaction (Poster - 124016)**
🕐 9:30 AM - 10:20 AM, Apr 20
📍 The Saturday Room Position 3

● **Explaining the Gender Pay Gap Through Vocational Interest Fit (Poster - 124152)**
🕐 9:30 AM - 10:20 AM, Apr 20
📍 The Saturday Room Position 4

● **Do Words Matter? The Impact of Gendered Language on Women's Applications (Poster - 123205)**
🕐 9:30 AM - 10:20 AM, Apr 20
📍 The Saturday Room Position 5

● **Both Sides of the Ageism Spectrum Affect Perceived Voice and Competence (Poster - 123113)**
🕐 9:30 AM - 10:20 AM, Apr 20
📍 The Saturday Room Position 6

● **The Influence of Leader Inclusiveness on Psychological Climate for Diversity and Job (Poster - 123375)**
🕐 9:30 AM - 10:20 AM, Apr 20
📍 The Saturday Room Position 7

● **Gender and Applicant Reactions to a Work Simulation in a Male-Dominated Context (Poster - 123678)**
🕐 9:30 AM - 10:20 AM, Apr 20
📍 The Saturday Room Position 8

● **"Becoming the Uniform": Minority Police Officers' Perspectives on Identity Management (Poster - 123803)**
🕐 9:30 AM - 10:20 AM, Apr 20
📍 The Saturday Room Position 9

● **Advanced Recruitment and Selection Technologies and Applicants With Disabilities (Poster - 122911)**
🕐 9:30 AM - 10:20 AM, Apr 20
📍 The Saturday Room Position 10

● **A Comparison of Native American and White Manager Values (Poster - 123688)**
🕑 9:30 AM - 10:20 AM, Apr 20
📍 The Saturday Room Position 11

● **Woke Capitalism or Genuine Concern? An Analysis of CEO Personality and Activism (Poster - 123767)**
🕑 9:30 AM - 10:20 AM, Apr 20
📍 The Saturday Room Position 12

● **Good for You and Good for Me: Antecedents and Outcomes of Inclusion in the Workplace (Poster - 123772)**
🕑 9:30 AM - 10:20 AM, Apr 20
📍 The Saturday Room Position 13

● **Foreign Accent Bias in Hiring Evaluations (Poster - 123469)**
🕑 9:30 AM - 10:20 AM, Apr 20
📍 The Saturday Room Position 14

● **Leadership and Gender: What Happens if We Actually Measure Behavior Incongruence? (Poster - 123447)**
🕑 9:30 AM - 10:20 AM, Apr 20
📍 The Saturday Room Position 15

● **Borderline Personality Disorder and Organizational Behavior: A Meta-Analytic Review (Poster - 123248)**
🕑 9:30 AM - 10:20 AM, Apr 20
📍 The Saturday Room Position 16

● **What Can Diversity Do for You? How Racioethnic Diversity Influences Task Performance (Poster - 123758)**
🕑 9:30 AM - 10:20 AM, Apr 20
📍 The Saturday Room Position 17

● **Racial Stratification in Organizational Hierarchies as an Emergent Phenomenon (Poster - 122921)**
🕑 9:30 AM - 10:20 AM, Apr 20
📍 The Saturday Room Position 18

● **Mega Threats, Team Diversity, and the Impact on Performance (Poster - 123199)**
🕑 9:30 AM - 10:20 AM, Apr 20
📍 The Saturday Room Position 19

● **Representation Matters. The Trickle-Down Effect of Underrepresented Minority Faculty (Poster - 123692)**
🕑 9:30 AM - 10:20 AM, Apr 20
📍 The Saturday Room Position 20

● **Underrepresentation of Asian Americans in Leadership: An Intrapersonal Analysis (Poster - 122843)**
🕑 9:30 AM - 10:20 AM, Apr 20
📍 The Saturday Room Position 21

● **Third-Party Agents as a Tool for Disrupting Mechanisms of Gender Bias (Poster - 123057)**
🕑 9:30 AM - 10:20 AM, Apr 20
📍 The Saturday Room Position 22

● **Feeling Like an Impostor: Men and Women in STEM and Non-STEM Majors (Poster - 123531)**
🕑 9:30 AM - 10:20 AM, Apr 20
📍 The Saturday Room Position 23

● **Perception of Leader Likability and Effectiveness in Gender x Feedback Interaction (Poster - 123638)**
🕑 9:30 AM - 10:20 AM, Apr 20
📍 The Saturday Room Position 24

● **Experiences of Harassment and Burnout in LGBQ Physicians (Poster - 123737)**
🕑 9:30 AM - 10:20 AM, Apr 20
📍 The Saturday Room Position 25

● **The Inherent Femininity of Perceived Supervisor Support and its Implications (Poster - 123006)**
🕑 9:30 AM - 10:20 AM, Apr 20
📍 The Saturday Room Position 26

● **Predicting Anticipated Discrimination With Perceptions of Inclusion and Loneliness (Poster - 123836)**
🕑 9:30 AM - 10:20 AM, Apr 20
📍 The Saturday Room Position 27

● **Understanding Anticipated Discrimination Through an fsQCA (Poster -**

123500)
🕐 9:30 AM - 10:20 AM, Apr 20
📍 The Saturday Room Position 28

● **The Impact of Female Representation in Top Management on Employee's Work Experiences (Poster - 123742)**
🕐 9:30 AM - 10:20 AM, Apr 20
📍 The Saturday Room Position 29

● **Will an Extra Degree Help? A Study of Doctoral Admissions for Stigmatized Applicants (Poster - 123440)**
🕐 9:30 AM - 10:20 AM, Apr 20
📍 The Saturday Room Position 30

● **The Interplay of Age and Gender on Interpersonal Perceptions in the Workplace (Poster - 123412)**
🕐 9:30 AM - 10:20 AM, Apr 20
📍 The Saturday Room Position 31

● **A Meta-Analysis of the Relation Between the Dark Triad and Ambivalent Sexism (Poster - 123122)**
🕐 9:30 AM - 10:20 AM, Apr 20
📍 The Saturday Room Position 32

● **Inclusion in the Diversity Training Experience: Morality Processes Matter (Poster - 123179)**
🕐 9:30 AM - 10:20 AM, Apr 20
📍 The Saturday Room Position 33

● **Exploring the Effects of Promoting Feminine Leaders on Recruiting Women in Biotech (Poster - 123107)**
🕐 9:30 AM - 10:20 AM, Apr 20
📍 The Saturday Room Position 34

10:30 AM

Posters: Leadership Part I
🕐 10:30 AM - 11:20 AM, Apr 20
📍 The Thursday Room

`Leadership & Coaching` `Poster` `Virtual & Streaming`

34 Subsessions

● **A Meta-Analysis of Ethical Leadership and its Relationship With OCB Across 15 Years (Poster - 123628)**
🕐 10:30 AM - 11:20 AM, Apr 20
📍 The Thursday Room Position 1

● **Examining the Conditions Under Which Coproducing Followers Influence Leaders (Poster - 123904)**
🕐 10:30 AM - 11:20 AM, Apr 20
📍 The Thursday Room Position 2

● **Experiences of Abuse: Attributions and Effects of Abusive Supervision (Poster - 123821)**
🕐 10:30 AM - 11:20 AM, Apr 20
📍 The Thursday Room Position 3

● **An Examination of the Relationship Between Learning Agility and Cognitive Ability (Poster - 123513)**
🕐 10:30 AM - 11:20 AM, Apr 20
📍 The Thursday Room Position 4

● **Leader Creative Performance: The Effect of Understanding Stakeholders' Mental Models (Poster - 123794)**
🕐 10:30 AM - 11:20 AM, Apr 20
📍 The Thursday Room Position 5

● **Age Differentiated Leadership and Healthy Aging at Work (Poster - 123326)**
🕐 10:30 AM - 11:20 AM, Apr 20
📍 The Thursday Room Position 6

● **The Influence of Transformational Leaders and Workplace Friends on Job Insecurity (Poster - 123121)**
🕐 10:30 AM - 11:20 AM, Apr 20
📍 The Thursday Room Position 7

● **Leadership Development in East-Asian and South-Asian Business Majors (Poster - 123808)**
🕐 10:30 AM - 11:20 AM, Apr 20

📍 The Thursday Room Position 8

● **When Learning From Mistakes Promotes Leader Humility (Poster - 123496)**
🕐 10:30 AM - 11:20 AM, Apr 20
📍 The Thursday Room Position 9

● **Leader Communication Frequency and Employee Turnover (Poster - 123176)**
🕐 10:30 AM - 11:20 AM, Apr 20
📍 The Thursday Room Position 10

● **Exploring One-on-One Meetings Between Managers and Direct Reports (Poster - 121496)**
🕐 10:30 AM - 11:20 AM, Apr 20
📍 The Thursday Room Position 11

● **Effects of Gender and Destructive Leader Behaviors on Leader's Evaluation (Poster - 123520)**
🕐 10:30 AM - 11:20 AM, Apr 20
📍 The Thursday Room Position 12

● **Authentic Leadership and Innovative Work Behaviors: The Role of Attachment to Leaders (Poster - 123552)**
🕐 10:30 AM - 11:20 AM, Apr 20
📍 The Thursday Room Position 13

● **Characteristics of High Potential Executives who Actualize Their Potential (Poster - 123562)**
🕐 10:30 AM - 11:20 AM, Apr 20
📍 The Thursday Room Position 14

● **The Advantages of Leader Cognition and Contextual Alignment on Creativity (Poster - 123584)**
🕐 10:30 AM - 11:20 AM, Apr 20
📍 The Thursday Room Position 15

● **Not Just Toilet Paper: COVID-19 and the Hoarding of Leader–Member Exchange Resources (Poster - 123497)**
🕐 10:30 AM - 11:20 AM, Apr 20
📍 The Thursday Room Position 16

● **Cynical Followers: Negative ILTs on the Perception of Leader Errors (Poster - 123025)**
🕐 10:30 AM - 11:20 AM, Apr 20
📍 The Thursday Room Position 17

● **Character and Trust in Political Leadership: The COVID-19 Pandemic (Poster - 124039)**
🕐 10:30 AM - 11:20 AM, Apr 20
📍 The Thursday Room Position 18

● **Does Leader Character Have a Gender? (Poster - 124033)**
🕐 10:30 AM - 11:20 AM, Apr 20
📍 The Thursday Room Position 19

● **The Dark Side of Taking Voluntary Leave: Preferences for Male and Female Supervisors (Poster - 123723)**
🕐 10:30 AM - 11:20 AM, Apr 20
📍 The Thursday Room Position 20

● **Empowering Leadership and Employee Creativity: A Stress Perspective (Poster - 123942)**
🕐 10:30 AM - 11:20 AM, Apr 20
📍 The Thursday Room Position 21

● **Motivational Contagion in a Leader–Follower Dynamic (Poster - 123237)**
🕐 10:30 AM - 11:20 AM, Apr 20
📍 The Thursday Room Position 22

● **Beyond Behavior: Examining Role Congruity Theory Through a Cognitive Lens (Poster - 122828)**
🕐 10:30 AM - 11:20 AM, Apr 20
📍 The Thursday Room Position 23

● **Employees' Perceptions of Safety and Being Physically at Work in the COVID-19 World (Poster - 123830)**
🕐 10:30 AM - 11:20 AM, Apr 20
📍 The Thursday Room Position 24

● **Mental Illness Stigma Toward Leaders: Consequences for Follower Outcomes (Poster - 123127)**
🕐 10:30 AM - 11:20 AM, Apr 20
📍 The Thursday Room Position 25

● **Why Do Managers Abuse Certain Employees? PGO as Antecedents of Abusive Supervision (Poster - 123574)**
🕐 10:30 AM - 11:20 AM, Apr 20
📍 The Thursday Room Position 26

● **Genetics, Leadership, and Well-Being: An Investigation With a Large-Scale GWAS (Poster - 123630)**
🕐 10:30 AM - 11:20 AM, Apr 20
📍 The Thursday Room Position 27

● **The LARI Model: Decomposing Shared and Unique Perspectives in 360° Leadership Ratings (Poster - 123104)**
🕐 10:30 AM - 11:20 AM, Apr 20
📍 The Thursday Room Position 28

● **Bottom-Line Mentality and Leader Behavior: Do Leaders and Followers Agree? (Poster - 123623)**
🕐 10:30 AM - 11:20 AM, Apr 20
📍 The Thursday Room Position 29

● **A "Perfect Storm": Perfectionists' Perceptions and Experiences of Abusive Supervision (Poster - 123108)**
🕐 10:30 AM - 11:20 AM, Apr 20
📍 The Thursday Room Position 30

● **Boundary Conditions for Shared Leadership: Team Leadership Coordination Perspective (Poster - 123587)**
🕐 10:30 AM - 11:20 AM, Apr 20
📍 The Thursday Room Position 31

● **Supervisor Undermining Persists Over Time: The Mediating Mechanisms (Poster - 121485)**
🕐 10:30 AM - 11:20 AM, Apr 20
📍 The Thursday Room Position 32

● **Supervisory Feedback Processing at Work: A Systematic Review and Meta-Analysis (Poster - 123436)**
🕐 10:30 AM - 11:20 AM, Apr 20
📍 The Thursday Room Position 33

● **Leader Curiosity Displays and Team Performance: Do Female Leaders Have an Advantage?**
🕐 10:30 AM - 11:20 AM, Apr 20
📍 The Thursday Room Position 34

Virtual Poster Topic Networking: Occupational Health/Safety/Stress & Strain/Aging
🕐 10:30 AM - 11:20 AM, Apr 20
📍 Networking Room A

`Virtual & Stream...`

Join this synchronous, free-form networking session to discuss topics related to the Occupational Health/Safety/Stress & Strain/Aging poster sessions. Participate in the conversation on the employer's role in employees' mental health (Top 10 Work Trend #9). Make connections with new people and/or catch-up with colleagues.

Occupational Health & Safety Part I - Noon - Thursday

📢 **Speaker**

Keaton Fletcher
Assistant Professor of Psychology
Georgia Institute of Technology

Virtual Poster Topic Networking: Inclusion/Diversity
🕐 10:30 AM - 11:20 AM, Apr 20
📍 Networking Room B

`Virtual & Stream...`

Join this synchronous, free-form networking session to discuss topics related to the Inclusion/Diversity poster sessions. Participate in the conversation on creating effective diversity, equity, and inclusion interventions (Top 10 Work Trend #8). Make connections with new people and/or catch-up with colleagues. We'll discuss best practices, common roadblocks, and share success stories.

📢 **Speakers**

Sertrice Grice
Co-Founder & Chief Consulting Officer
Mattingly Solutions

Nicholas Salter
Hofstra University

Victoria Mattingly
Mattingly Solutions

12:00 PM

Posters: Occupational Health and Safety Part I
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Thursday Room

`Employee Experience` `Poster` `Virtual & Streaming`

35 Subsessions

⬤ **How Stable Is Work–Family Conflict? Short-Term and Long-Term Meta-Analyses (Poster - 123517)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Thursday Room Position 1

⬤ **Workplace Meetings and Psychological Detachment From Work in the Evenings (Poster - 124119)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Thursday Room Position 2

⬤ **The Role of Core Self-Evaluations in Work Stressor Appraisal (Poster - 124063)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Thursday Room Position 3

⬤ **Role Overload: Examining the Definition and Measurement of a Common Work Stressor (Poster - 123239)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Thursday Room Position 4

⬤ **Burnout Among LGBTQ: Role of Concealment, Rumination, and Organizational Policies (Poster - 124055)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Thursday Room Position 5

⬤ **Development, Validity, and Nomological Network of the Morale Aging at Work Scale (Poster - 124312)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Thursday Room Position 6

⬤ **A Qualitative Exploration of Workaholism in College Students in the United States (Poster - 123167)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Thursday Room Position 7

⬤ **Adverse Childhood Events and PTSD Symptoms in Military Personnel (Poster - 124306)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Thursday Room Position 8

⬤ **Predicting Burnout From Supervisor–Subordinate Agreement About Resources (Poster - 123398)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Thursday Room Position 9

⬤ **Variability in Workaholism and the Moderating Effects of Stressors on Spillover (Poster - 124173)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Thursday Room Position 10

⬤ **Recovery Experiences Associated With Job Control: A Meta-Analysis (Poster - 123261)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Thursday Room Position 11

● **Work Technology and COVID-19: Demands and Resources (Poster - 124270)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Thursday Room Position 12

● **Illegitimate Tasks and Turnover Intention: Intrinsic Motivation as a Vulnerability (Poster - 124211)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Thursday Room Position 13

● **The Impact of COVID-19 on Workplace Cognitive Failures and Downstream Outcomes (Poster - 123157)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Thursday Room Position 14

● **The Effects of Psychological Safety on Cynicism and Job Insecurity Through Anxiety (Poster - 124137)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Thursday Room Position 15

● **Antisocial but Competent: Stereotypes of Nondrinkers in Workplace Settings (Poster - 123139)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Thursday Room Position 16

● **Multilevel Interventions to Promote Mental Health in Healthcare: A European Project (Poster - 124131)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Thursday Room Position 17

● **Parents' Work Injuries and Children's Later Leader Emergence (Poster - 123249)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Thursday Room Position 18

● **Leader Humor, Job Insecurity, and Healthy Eating During COVID-19 (Poster - 123999)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Thursday Room Position 19

● **The Moderating Role of BMI on Perceived Health Climate–Insomnia Relationship (Poster - 124311)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Thursday Room Position 20

● **The Relationship Between Job Stressors and Sleep Quality: A Serial Mediation Model (Poster - 124302)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Thursday Room Position 21

● **A Lack of Personal Social Interaction and Its Costs: VSI as a Moderator (Poster - 123430)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Thursday Room Position 22

● **Organizational Identification and Police Officer Stress (Poster - 122981)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Thursday Room Position 23

● **Production Pressure, Cognitive Failures, and Injuries Under an Insecure Job Climate (Poster - 123384)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Thursday Room Position 24

● **Shared Recovery and Companionship Experiences on Employee Well-Being (Poster - 123111)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Thursday Room Position 25

● **Combating COVID-Induced Stress at Work: The Role of Perceived Government Competence (Poster - 123425)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Thursday Room Position 26

● **Beyond Resource Depletion: Examining Sleepiness, Self-Regulation, and Goal Progress (Poster - 124128)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Thursday Room Position 27

● **Zooming the Day Away: Zoom Fatigue in a High-Use Sample (Poster - 123279)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Thursday Room Position 28

● **Lagged Effect of Potential Risk Reporting on Realized Risk Reporting (Poster - 124169)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Thursday Room Position 29

● **"Nibbled to Death by Ducks": Expanding the Content of the Faculty Stress Index (Poster - 123315)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Thursday Room Position 30

● **Effects of Daily Active and Passive Email Incivility on Employee Cyberloafing (Poster - 124091)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Thursday Room Position 31

● **A Cognitive–Emotional Process Underlying Behavioral Responses to Abusive Supervision (Poster - 123407)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Thursday Room Position 32

● **Stress Bragging: Its Harmful—and Contagious—Consequences at Work (Poster - 123979)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Thursday Room Position 33

● **Daily Investigation Into Effects of Selective Incivility Based on Age (Poster - 123229)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Thursday Room Position 34

● **Complexity of Leader Humor in a Crisis: Lessons From COVID-19 (Poster - 124150)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Thursday Room Position 35

Posters: DEI Part I, plus Leadership Part II
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Friday Room

`Diversity-Equity-Inclusion` `Leadership & Coaching` `Poster` `Virtual & Streaming`

33 Subsessions

● **Talk Like a Man: How Resume Writing Can Impact Managerial Hiring Decisions for Women (Poster - 123304)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Friday Room Position 1

● **Exploring Unique Experiences and Traits Among Black and Female Leaders (Poster - 124232)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Friday Room Position 2

● **Examining the Impact of Class- and Gender-Based Stereotypes on Evaluations Across Job (Poster - 124130)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Friday Room Position 3

● **"Do We Even Belong?" Results From Tracing Experiences of Women who Are New Graduates (Poster - 124153)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Friday Room Position 4

● **Examining the Exhibition of Weight-Based Discrimination Through Promotion Speed (Poster - 123783)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Friday Room Position 5

● **An Intersectional Examination of Identity Management Among LGBP Employees (Poster - 124224)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Friday Room Position 6

● **Target Benefits of Confronting Workplace Sexism Versus Incivility: An Experiment (Poster - 124087)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Friday Room Position 7

● **The Roles of Climate and Self-Efficacy on Counterproductive Behavior (Poster - 123982)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Friday Room Position 8

● **Educating Medical Trainees on DEI: Best Practices From I-O Psychology**

(Poster - 124190)
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Friday Room Position 9

● **Diversity, Equity, and Inclusion Policy Compliance and the Theory of Planned Behavior (Poster - 124292)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Friday Room Position 10

● **Comparing Boundary Management Congruence in Heterosexual and LGB Employees (Poster - 123812)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Friday Room Position 11

● **Witnessing Benevolent and Hostile Sexism: Impacts on Bystander Intervention (Poster - 124249)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Friday Room Position 12

● **Impression Formation in the Selection of Hispanic STEM Professionals (Poster - 123974)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Friday Room Position 13

● **Representation Does Matter: Indirect Effects of Representation on Engagement (Poster - 124144)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Friday Room Position 14

● **Clarifying Cultural Training: A Theoretical Operationalization and Narrative Review (Poster - 124283)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Friday Room Position 15

● **Does Inclusion Mean the Same to Everyone? Measurement Invariance Across Races (Poster - 124294)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Friday Room Position 16

● **Are Masculinity/Femininity and Agency/Communion Scales Measuring the Same Thing? (Poster - 124140)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Friday Room Position 17

● **Beyond the Bamboo Ceiling: Intergroup Differences in Leadership Competencies (Poster - 124367)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Friday Room Position 18

● **An Analysis of Racial Composition and Test Scores in Medical Residency Specialties (Poster - 124323)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Friday Room Position 19

● **Moving the Needle: The Impact of Inclusive Leadership on Behaviors and Experiences (Poster - 123986)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Friday Room Position 20

● **Examining the Underlying Factors of Appointing Minorities to Precarious Leader Roles (Poster - 124146)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Friday Room Position 21

● **Smart Drugs? Pharmacological Cognitive Enhancement: Perceptions and Attributions (Poster - 124276)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Friday Room Position 22

● **Women at Work: Do Organizational Value Discrepancies Matter? (Poster - 124277)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Friday Room Position 23

● **Autism Spectrum Characteristics, Job Demands, Resources, and Workplace Well-Being (Poster - 124000)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Friday Room Position 24

● **Feeling the Pressure: Indirect Effects of Abusive Supervision on Anxiety (Poster - 124289)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Friday Room Position 26

● **Attachment Styles and Implicit Leadership Theories (Poster - 124074)**

🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Friday Room Position 27

⬤ **Considering Leadership, Trust, and Uncertainty Avoidance on Leader–Member Exchange. (Poster - 124072)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Friday Room Position 28

⬤ **Do Employees Quit Their Boss? Meta-Analysis of Leadership and Turnover/Intentions (Poster - 124231)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Friday Room Position 29

⬤ **Development of a Model of Leadership Behaviors That Impact Employee Demotivation (Poster - 123210)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Friday Room Position 30

⬤ **How Follower ILTs Affect Endorsement of Leader Self-Serving Behavior (Poster - 124059)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Friday Room Position 31

⬤ **An Actor-Centric Approach to Daily Servant Leader Behaviors: (Poster - 123181)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Friday Room Position 32

⬤ **Take Your Ethics and Shove It! Narcissists' Angry Responses to Ethical Leadership (Poster - 124212)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Friday Room Position 33

⬤ **A Systematic Review of Servant Leadership Outcomes Categorized by Measure (Poster - 123987)**
🕐 12:00 PM - 12:50 PM, Apr 20
📍 The Friday Room Position 34

Virtual Poster Topic Networking: Counterproductive behaviors and deviance
🕐 12:00 PM - 12:50 PM, Apr 20
📍 Networking Room A

`Virtual & Stream…`

Join this synchronous networking session regarding counterproductive work behaviors and deviance to make connections or catch up with colleagues. In this free-form discussion, you can join conversations about the CWB/deviance posters, conjecture about remote worker engagement/withdrawal (Top 10 Work Trend #1), or just sit back and listen.

📢 **Speakers**

Kimberly O'Brien

Lisa Pennney,

Clare Barratt
Associate Professor
Bowling Green State University

Virtual Poster Topic Networking: Job attitudes/engagement
🕐 12:00 PM - 12:50 PM, Apr 20
📍 Networking Room B

`Virtual & Stream…`

Join this synchronous, free-form networking session to discuss topics related to the Job attitudes/Engagement poster sessions. Participate in the conversation on enabling organizational culture in a changing workplace environment (Top 10 Work Trend #10). Make connections with new people and/or catch-up with colleagues.

Heidi Glickman
Vice President, Global Talent Management
Freshworks

(A) **Angie McDermott**

1:00 PM

Posters: Engagement, Attitudes, and Ethics
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Thursday Room

`Employee Experience` `Poster` `Virtual & Streaming`

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33 Subsessions

⬤ **Person–Occupation Interest Congruence Predicts Job Satisfaction: A Novel Cross-Level (Poster - 123990)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Thursday Room Position 1

⬤ **What's on Your Mind? An Analysis of Police Social Media Misconduct and Job Outcomes (Poster - 124259)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Thursday Room Position 2

⬤ **We Are NOT Robots: Integration of Technology in the Workplace (Poster - 124282)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Thursday Room Position 3

⬤ **The Buffering Effects of Purpose Alignment Against Turnover Intentions at Work (Poster - 124172)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Thursday Room Position 4

⬤ **Executive Changes and Employee Engagement: Is Chaos at the Top Tied to Turmoil Below? (Poster - 123713)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Thursday Room Position 5

⬤ **Who Is Resilient to Ineffective Technology Rollout? (Poster - 123691)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Thursday Room Position 6

⬤ **Assessing the At-Home Work Environment: Measure Development and Employee Correlates (Poster - 123877)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Thursday Room Position 7

⬤ **Gig Worker Relatedness Needs and the Worker–Platform Relationship (Poster - 123651)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Thursday Room Position 8

⬤ **Job Roles Moderate the Relationship of Value Congruence and Engagement (Poster - 123250)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Thursday Room Position 9

⬤ **O*Net Demands and Resources: Associations With Stress, Burnout, and Engagement (Poster - 124348)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Thursday Room Position 10

⬤ **Workaholism as the Product Rather Than a Driver of Job Performance (Poster - 123045)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Thursday Room Position 11

⬤ **Social Distancing Reduces Negative Affective Relationships (Poster - 123936)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Thursday Room Position 12

● **Predicting Employee Engagement: The Interplay of Work–Family Spillover and Resilience (Poster - 123514)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Thursday Room Position 13

● **Does Precarious Employment Moderate the Relationship of P–J Fit and Job Attitudes? (Poster - 124322)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Thursday Room Position 14

● **Relationships Matter: Effects of Relational Antecedents on Turnover Intentions (Poster - 123797)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Thursday Room Position 15

● **Psychological Safety and Engagement: The Importance of Collaboration and Experience (Poster - 123561)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Thursday Room Position 16

● **Unit-Level Consequences of the Candidate Experience (Poster - 123138)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Thursday Room Position 17

● **Abusive Supervision and Facades of Conformity: Individual and Situational Moderators (Poster - 123681)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Thursday Room Position 18

● **Person–Job Fit as a Mediator for Job Attitudes and the Role of Remote Work (Poster - 123841)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Thursday Room Position 19

● **A Meta-Analysis and Qualitative Investigation of the Generations Literature (Poster - 124295)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Thursday Room Position 20

● **The Organization as an Entity: Implications for Identification (Poster - 123251)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Thursday Room Position 21

● **Development of an Intended Bifactor Engagement Measure (Poster - 124158)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Thursday Room Position 22

● **Engagement Versus Attitude: Measurement Invariance Across Item Orderings (Poster - 124334)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Thursday Room Position 23

● **Quantifying Theoretical Causes of Employee Engagement (Poster - 124189)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Thursday Room Position 24

● **Predicting Differential Effects of Goal Orientation on Voice and Silence (Poster - 123448)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Thursday Room Position 25

● **How Leader Safety Communication Affects Work Engagement During COVID-19 Crisis? (Poster - 124180)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Thursday Room Position 26

● **Apart but Together: Social Exchange, Perceived Proximity, and Work Meaningfulness (Poster - 123967)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Thursday Room Position 27

● **"I'll Report Them Tomorrow": Examining Why Third Parties Morally Procrastinate (Poster - 123894)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Thursday Room Position 28

● **The Effects of Stress and Trait Mindfulness on Ethical Decision Making (Poster - 123888)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Thursday Room Position 29

● **The APA Ethics Code and I-O Psychology: Applicability, Gaps, and Recommendations (Poster - 123282)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Thursday Room Position 30

● **A Meta-Analytic Study of Unethical Pro-Organizational Behavior (Poster - 123119)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Thursday Room Position 31

● **Corporate Corruption and Top Management Team Gender Diversity (Poster - 123903)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Thursday Room Position 32

● **Changes in Gender Differences in Sexual Harassment Perceptions Over 20 Years (Poster - 123152)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Thursday Room Position 33

Posters: Personality, plus Careers
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Friday Room

`Poster` `Selection & Assessment` `Virtual & Streaming`

34 Subsessions

● **Are Teleworkers Equally Supported? An Examination of Social Support Networks (Poster - 124279)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Friday Room Position 1

● **Examining the Impact of Mentors and Role Models on Resilience (Poster - 124028)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Friday Room Position 2

● **Mentoring Underrepresented STEM Students: Mentors' Perceptions of Costs and Motives (Poster - 123576)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Friday Room Position 3

● **Newcomer Work–Family Self-Efficacy and Psychological Withdrawal in the First 90 Days (Poster - 123518)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Friday Room Position 4

● **Beyond the Classroom: A Whole-Person Measure of Adult Online Learning Self-Efficacy (Poster - 123844)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Friday Room Position 5

● **Does Engagement Predict Newcomer Adjustment: A Test of Socialization Resources Theory (Poster - 123303)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Friday Room Position 6

● **When Competitive Psychological Climate Hurts Mentoring (Poster - 123120)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Friday Room Position 7

● **Onboarding: Decreasing Work Stressors and Increasing Employee Job Satisfaction (Poster - 123920)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Friday Room Position 8

● **Buffering Institutionalized Racism and Imposter Phenomenon via Mentor Satisfaction (Poster - 123538)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Friday Room Position 9

● **Development of a Career Advancement Program in Professional Sports and Entertainment (Poster - 123701)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Friday Room Position 10

● **Survival of the Busiest: Online Graduate Course Choices as an Early At-Risk Indicator (Poster - 123843)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Friday Room Position 11

● **The Occupational Skills and Knowledge Inventory: Measure Development Study (Poster - 123694)**

🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Friday Room Position 12

● **New Journey, Same Challenge: Modeling First-Generation College Employees' Performance (Poster - 124304)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Friday Room Position 13

● **Professional Vocations Have Distinct Personality and Value Profiles (Poster - 124372)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Friday Room Position 14

● **Dissimilar Newcomer's Proactivity and Embeddedness (Poster - 123862)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Friday Room Position 15

● **Idiosyncratic Deals, Learning Orientation, and External Networking Behavior (Poster - 121486)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Friday Room Position 16

● **Leader–Member Exchange and Social Envy as Enablers of Performance in Narcissists (Poster - 123363)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Friday Room Position 17

● **Oldies but Goodies: How Honesty–Humility Varies With Age and Position Level (Poster - 123770)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Friday Room Position 18

● **A Structural Analysis of Holland's Circumplex Across Working Life (Poster - 123966)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Friday Room Position 19

● **An Examination of Boredom Scales' Nomological Network: A Meta-Analysis (Poster - 124175)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Friday Room Position 20

● **Relations of HEXACO Personality Traits and Goal Orientation to Job Performance (Poster - 123357)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Friday Room Position 21

● **Too Little, Just Right or Too Much: Employees' Evaluations of Conscientiousness (Poster - 123601)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Friday Room Position 22

● **Less Forced Forced-Choice Tests: Less Threatening yet Harder to Complete? (Poster - 123451)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Friday Room Position 23

● **How to Best Measure Interest Fit? A Large Study Comparing Fit Methods and Moderators (Poster - 123716)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Friday Room Position 24

● **Game-Like Personality Measures Reduce Faking and Careless Responding (Poster - 123536)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Friday Room Position 25

● **Reciprocal Relationships Between Narcissism and Work Activities Across Six Years (Poster - 123208)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Friday Room Position 26

● **The Influence of Implicit and Explicit Personality on Organizational Perceptions (Poster - 123295)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Friday Room Position 27

● **Workaholism Harms the Positive Effects of Creative Performance (Poster - 123481)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Friday Room Position 28

● **Bright Side Personality Differences Across the Sales Hierarchy (Poster - 123611)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Friday Room Position 29

⬤ **Relative Importance of Affect Variability Indices Predicting Complex Task Learning (Poster - 123753)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Friday Room Position 30

⬤ **Professional Rejection Sensitivity and Perceived Discrimination on Career Success (Poster - 122834)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Friday Room Position 31

⬤ **A Short Measure of the Big Five Aspects: Validation of the BFAS-40 (Poster - 123619)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Friday Room Position 32

⬤ **Criterion Profile Analysis of Perfectionism Dimensions for Engagement/Procrastination (Poster - 123379)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Friday Room Position 33

⬤ **How Dispositional Gratitude Shapes Employee Well-Being and Organizational Outcomes (Poster - 123419)**
🕐 1:00 PM - 1:50 PM, Apr 20
📍 The Friday Room Position 34

Virtual Poster Topic Networking: Occupational Health/Safety/Stress & Strain/Aging

🕐 1:00 PM - 1:50 PM, Apr 20
📍 Networking Room A

`Virtual & Stream...`

Join this synchronous, free-form networking session to discuss topics related to the Occupational Health/Safety/Stress & Strain/Aging poster sessions. Participate in the conversation on stress and burnout (Top 10 Work Trend #7). Make connections with new people and/or catch-up with colleagues.

📢 **Speakers**

M   **Michele Gazica**
Assistant Professor
Embry-Riddle Aeronautical University

S   **Samantha Powers**
Howard University

Virtual Poster Topic Networking: Leadership

🕐 1:00 PM - 1:50 PM, Apr 20
📍 Networking Room B

`Virtual & Stream...`

Join this synchronous, free-form networking session to discuss topics related to the Leadership poster sessions. Participate in the conversation on managing the transition into post-pandemic work (Top 10 Work Trend #3). Make connections new people and/or catch-up with colleagues.

📢 **Speaker**

S   **Steve Zaccaro**

2:30 PM

Posters: Performance, plus Occupational Health and Safety Part III

🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Thursday Room

`Employee Experience` `Poster` `Selection & Assessment` `Virtual & Streaming`

34 Subsessions

● **It's About Time: Influencing Social Processes to Improve Performance Reviews (Poster - 124357)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Thursday Room Position 1

● **Neutralizing Gender Bias in Leadership Ratings: Impact of Frame-of-Reference Scales (Poster - 124264)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Thursday Room Position 2

● **The Role of Leader Cultural Intelligence in the Feedback Process (Poster - 123804)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Thursday Room Position 3

● **Learning From Failure and From Success: Boundary Conditions of the Tune-Out Effect (Poster - 123124)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Thursday Room Position 4

● **Perceived Subordinate Mental Health Predicts Managers' Performance Appraisal Motives (Poster - 124200)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Thursday Room Position 5

● **Effect of Personality and Knowledge About Professional Conduct on Feedback Delivery (Poster - 123396)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Thursday Room Position 6

● **Performance Management Rater Calibration Meetings From the Employee Perspective (Poster - 123342)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Thursday Room Position 7

● **Predicting Performance Feedback Reactions and Use With HEXACO Personality Traits (Poster - 124381)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Thursday Room Position 8

● **Self-Enhancement Motive, Feedback Inquiry, and Creativity (Poster - 124022)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Thursday Room Position 9

● **An Updated Meta-Analysis of the Interrater Reliability of Performance Ratings (Poster - 123112)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Thursday Room Position 10

● **Sleep, Vitality, and Self- and Other-Rated Job Performance: a Within-Person Study (Poster - 121660)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Thursday Room Position 11

● **Interactional Injustice and Work Behaviors (Poster - 123992)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Thursday Room Position 12

● **Gratitude and Indebtedness in the Workplace: The Predictors of Reciprocity (Poster - 124377)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Thursday Room Position 13

● **Influence of Continuance: Applying Continuance Commitment to Moral Licensing Theory (Poster - 124194)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Thursday Room Position 14

● **Paying it Forward: For the Greater Good (Poster - 124392)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Thursday Room Position 15

● **Mechanisms Linking Self-Control With Task Performance, OCBs, and CWBs (Poster - 124262)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Thursday Room Position 16

● **Burnt to Perfection: Meta-Analysis of Relationship Between Perfectionism and Burnout (Poster - 123246)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Thursday Room Position 17

● **Unexpected Changes to Content Delivery: A Psychological Contract Perspective (Poster - 123811)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Thursday Room Position 18

● **Death Awareness and Employee Constructive Voice: Two-Study Investigation (Poster - 124044)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Thursday Room Position 19

● **Role Conflict and Need Frustration: A Moderated-Mediation Model of Employee Voice (Poster - 123549)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Thursday Room Position 20

● **For Me or Us? Two Motivational Mechanisms of Organizational Identification (Poster - 123136)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Thursday Room Position 21

● **A Meta-Analysis of OCB Motives and Moderating Effects (Poster - 123677)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Thursday Room Position 22

● **Keep a Healthy Distance: The Relationship Between Close Monitoring and OCB (Poster - 123604)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Thursday Room Position 23

● **Consequences of Employees' Equity Sensitivity (Poster - 124186)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Thursday Room Position 24

● **A Quantitative Synthesis of the Remote Work Literature (Poster - 124149)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Thursday Room Position 25

● **In This Economy? Voice Behaviors and Silence Under Economic Crisis (Poster - 123485)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Thursday Room Position 26

● **Structural Antecedents of Promotive and Prohibitive Voice (Poster - 123599)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Thursday Room Position 27

● **Development and Validation of the Reasons-for-Interruptions Scale (Poster - 123676)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Thursday Room Position 28

● **Planning and Work Engagement: Different Paths to Success? (Poster - 123679)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Thursday Room Position 29

● **Sales Call Anxiety, Burnout, and the Moderating Effect of Supervisor Support (Poster - 124339)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Thursday Room Position 30

● **Participant Preference in Occupational Health Psychology Interventions (Poster - 124396)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Thursday Room Position 31

● **Do Barriers and Facilitators of Healthy Choices Impact Work Outcomes the Next Day? (Poster - 124373)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Thursday Room Position 32

● **Influence of Safety Climate on Trucking Accident: A Machine Learning Approach (Poster - 124329)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Thursday Room Position 33

● **Class Consciousness Informs Justice Beliefs and Union Support (Poster - 124335)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Thursday Room Position 34

Posters: Assessment, plus Groups and Teams
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Friday Room

Employee Experience　**Poster**　**Selection & Assessment**　**Virtual & Streaming**

33 Subsessions

● **Team Personality Distribution Predicting Team Performance and Knowledge Sharing (Poster - 124219)**
⏰ 2:30 PM - 3:20 PM, Apr 20
📍 The Friday Room Position 1

● **Team Adaptation in a Global Pandemic: Examining the COVID-19 Impact in Primary Care (Poster - 123788)**
⏰ 2:30 PM - 3:20 PM, Apr 20
📍 The Friday Room Position 2

● **How Should We Measure Team Resilience? A Psychometric Comparison (Poster - 124245)**
⏰ 2:30 PM - 3:20 PM, Apr 20
📍 The Friday Room Position 3

● **Imperative or Inquiry? Voice Tactics, Gender, and Peer Endorsement in Creative Teams (Poster - 123586)**
⏰ 2:30 PM - 3:20 PM, Apr 20
📍 The Friday Room Position 4

● **Drivers of Individual and Group Informal Learning: A Goal Orientation Approach (Poster - 123763)**
⏰ 2:30 PM - 3:20 PM, Apr 20
📍 The Friday Room Position 5

● **Why Am I So Exhausted? Exploring Meeting to Work Transition and Recovery From Virtual Meetings (Poster - 123721)**
⏰ 2:30 PM - 3:20 PM, Apr 20
📍 The Friday Room Position 6

● **Team Adaptability Through Selection, Optimization, and Compensation Mental Models (Poster - 123863)**
⏰ 2:30 PM - 3:20 PM, Apr 20
📍 The Friday Room Position 7

● **Project RED: Learning to Lead Multiteam Systems (Poster - 124214)**
⏰ 2:30 PM - 3:20 PM, Apr 20
📍 The Friday Room Position 8

● **Analyzing the Multilevel Phenomenon of the Team-Orientation Construct (Poster - 124273)**
⏰ 2:30 PM - 3:20 PM, Apr 20
📍 The Friday Room Position 9

● **The Effect of Leader Personality on Team Trust and Team Effectiveness (Poster - 124362)**
⏰ 2:30 PM - 3:20 PM, Apr 20
📍 The Friday Room Position 10

● **NASA Critical Incidents Reveal the Nature of Spaceflight Multiteam System Adaptation (Poster - 124121)**
⏰ 2:30 PM - 3:20 PM, Apr 20
📍 The Friday Room Position 11

● **Distributed Expertise, Leadership Structure, and Efficiency–Viability Tradeoffs in Teams (Poster - 123406)**
⏰ 2:30 PM - 3:20 PM, Apr 20
📍 The Friday Room Position 12

● **Team-Level Emergent Phenomena Effects on Team Performance and Viability (Poster - 123871)**
⏰ 2:30 PM - 3:20 PM, Apr 20
📍 The Friday Room Position 13

● **Understanding the Structure of Perceiver Effects in Ratings of Team Constructs (Poster - 123075)**
⏰ 2:30 PM - 3:20 PM, Apr 20
📍 The Friday Room Position 14

● **Effects of Team Member Substitution and the After-Action Review on Team Performance (Poster - 124099)**
⏰ 2:30 PM - 3:20 PM, Apr 20
📍 The Friday Room Position 15

● **Exploring Benefits? Collective Fit in Relationship btw Faultlines and Group Outcome (Poster - 123125)**
⏰ 2:30 PM - 3:20 PM, Apr 20
📍 The Friday Room Position 16

● **Qualitative Exploration of Trust and Collective Efficacy in Internal Multiteam**

Systems (Poster - 123617)
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Friday Room Position 17

● **Impact of Team Process and Outcome Efficacy Emergence on Team Effectiveness (Poster - 124394)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Friday Room Position 18

● **The Effect of Deep-Level Faultline on Team Performance: A JD-R Perspective (Poster - 124046)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Friday Room Position 19

● **Algorithmic Generalizability: Scoring Novel Prompts With Deep Learning (Poster - 123826)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Friday Room Position 20

● **A Comparison of EAP and MAP Approaches to Scoring the MUPP Model (Poster - 124398)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Friday Room Position 21

● **Using Text Analysis to Improve Validity and Reduce Subgroup Differences in Selection (Poster - 123397)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Friday Room Position 22

● **Using an SJT to Identify Medical Trainees at Risk for Professionalism Issues (Poster - 123403)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Friday Room Position 23

● **Undergraduate Profiles of Applicants Who Submitted Scores to a GRE-Optional Program (Poster - 123424)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Friday Room Position 24

● **Assessing the Accuracy of EAP Estimated Trait Scores From the MUPP Model (Poster - 124307)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Friday Room Position 25

● **Noncognitive Skills and Critical Thinking Predict Undergraduate Academic Performance (Poster - 123722)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Friday Room Position 26

● **Personality Mediates Relationship Between Vocal/Visual Cues and Interview Performance (Poster - 123714)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Friday Room Position 27

● **Predicting STEM Attrition: The Development of a Measure of Undergraduate Retention (Poster - 123938)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Friday Room Position 28

● **Comparing Different Approaches for Obtaining Item Desirability Ratings (Poster - 123859)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Friday Room Position 29

● **Not so Neutral Midpoint: Situational Judgment Tests and Response Scales (Poster - 123683)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Friday Room Position 30

● **Supervised Construct Scoring to Reduce Personality Assessment Length (Poster - 124156)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Friday Room Position 31

● **Reducing Cheating in Unproctored Testing Environments Using a Middle-Warning Message (Poster - 124160)**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Friday Room Position 32

● **Employee Response Distortion in Match-Based Assessments**
🕐 2:30 PM - 3:20 PM, Apr 20
📍 The Friday Room Position 33

4:00 PM   **Posters: Research Methods, Culture, Teaching, and Training**

Posters: Research Methods, Culture, Teaching, and Training
🕐 4:00 PM - 4:50 PM, Apr 20
📍 The Thursday Room

`Employee Experience` `Poster` `Technology & Methods` `Virtual & Streaming`

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32 Subsessions

⬤ **What it Takes to Work With Robots: The Selection of AI Professionals (Poster - 123349)**
🕐 4:00 PM - 4:50 PM, Apr 20
📍 The Thursday Room Position 1

⬤ **The Experience of O*NET Work Experiences as Demands and Resources (Poster - 124045)**
🕐 4:00 PM - 4:50 PM, Apr 20
📍 The Thursday Room Position 2

⬤ **The Influence of Job Digitalization on Job Characteristics and Their Outcomes (Poster - 123943)**
🕐 4:00 PM - 4:50 PM, Apr 20
📍 The Thursday Room Position 3

⬤ **Differential Effects of Social Support and Isolation on Behavioral Responses (Poster - 123890)**
🕐 4:00 PM - 4:50 PM, Apr 20
📍 The Thursday Room Position 4

⬤ **Digital Literacy Competencies as Differentiators of Career Success (Poster - 123211)**
🕐 4:00 PM - 4:50 PM, Apr 20
📍 The Thursday Room Position 5

⬤ **Remote Work Intensity: Is There a Clear "Ideal" Mix of On-Site and Remote Work? (Poster - 123096)**
🕐 4:00 PM - 4:50 PM, Apr 20
📍 The Thursday Room Position 6

⬤ **Enhancing Work Analysis Using Recommender Systems: Good, Fast, and Cheap? (Poster - 123609)**
🕐 4:00 PM - 4:50 PM, Apr 20
📍 The Thursday Room Position 7

⬤ **Social Context and Employee Engagement: A Meta-Analysis (Poster - 124184)**
🕐 4:00 PM - 4:50 PM, Apr 20
📍 The Thursday Room Position 8

⬤ **Employees Talking Fit: A Qualitative Analysis Exploring Ideological Misfit at Work (Poster - 124374)**
🕐 4:00 PM - 4:50 PM, Apr 20
📍 The Thursday Room Position 9

⬤ **Leveraging Psychological Network Analysis to Understand Organizational Culture (Poster - 123639)**
🕐 4:00 PM - 4:50 PM, Apr 20
📍 The Thursday Room Position 10

⬤ **Advocating for Firm Strategy and HR System Alignment to Support Workplace Ethics (Poster - 124344)**
🕐 4:00 PM - 4:50 PM, Apr 20
📍 The Thursday Room Position 11

⬤ **Uniting Universal Healthcare Concepts to Create a Patient Experience Climcult Model (Poster - 123673)**
🕐 4:00 PM - 4:50 PM, Apr 20
📍 The Thursday Room Position 12

⬤ **The Mediational Effect of PsyCap and Motivation on Psychological Safety and Performance (Poster - 123861)**
🕐 4:00 PM - 4:50 PM, Apr 20
📍 The Thursday Room Position 13

⬤ **Team Cooperative Climate Leads to Creative Performance? It Depends on P–C fit (Poster - 123927)**
🕐 4:00 PM - 4:50 PM, Apr 20
📍 The Thursday Room Position 14

⬤ **The Surgical Time-Out: An Anchor for Improved Surgical Team Workflow (Poster - 123818)**
🕐 4:00 PM - 4:50 PM, Apr 20
📍 The Thursday Room Position 15

⬤ **Data Quality and Participant Pools: Prolific, MTurk, and Undergraduate**

Students (Poster - 124366)
🕓 4:00 PM - 4:50 PM, Apr 20
📍 The Thursday Room Position 16

● **Effect of COVID-19 on College Academic Experience: A Text Mining Approach (Poster - 123940)**
🕓 4:00 PM - 4:50 PM, Apr 20
📍 The Thursday Room Position 17

● **An Alternative Path to Unlocking High Potential Talent: Universal Models Beware (Poster - 124148)**
🕓 4:00 PM - 4:50 PM, Apr 20
📍 The Thursday Room Position 18

● **The Effect of Careless Responding Warnings on Construct Validity (Poster - 124268)**
🕓 4:00 PM - 4:50 PM, Apr 20
📍 The Thursday Room Position 19

● **Scale Mean and Variance Differences in MTurk and Non-MTurk Samples: A Meta-Analysis (Poster - 123177)**
🕓 4:00 PM - 4:50 PM, Apr 20
📍 The Thursday Room Position 20

● **The Development of a Mode-General Measure of Commute Experience (Poster - 123947)**
🕓 4:00 PM - 4:50 PM, Apr 20
📍 The Thursday Room Position 21

● **The Effects of Careless Responding on Model Fit: A Comprehensive Simulation Study (Poster - 123782)**
🕓 4:00 PM - 4:50 PM, Apr 20
📍 The Thursday Room Position 22

● **Toward a Common Metric of Mediation Effects in Meta-Analysis (Poster - 124142)**
🕓 4:00 PM - 4:50 PM, Apr 20
📍 The Thursday Room Position 23

● **Interest Explorer: An Interactive Web-Application to Measure Graduate Area Preference (Poster - 124123)**
🕓 4:00 PM - 4:50 PM, Apr 20
📍 The Thursday Room Position 24

● **Introducing the Industrial/Organizational Psychology Interest Inventory (Poster - 123845)**
🕓 4:00 PM - 4:50 PM, Apr 20
📍 The Thursday Room Position 25

● **Linking Psychology Curriculum With Career KSAOs (Poster - 124143)**
🕓 4:00 PM - 4:50 PM, Apr 20
📍 The Thursday Room Position 26

● **Need for Cognition and Human–Automation Interaction Performance (Poster - 124320)**
🕓 4:00 PM - 4:50 PM, Apr 20
📍 The Thursday Room Position 27

● **Trainer Behaviors Matter: Development of a Trainer Effectiveness Competency Model (Poster - 124360)**
🕓 4:00 PM - 4:50 PM, Apr 20
📍 The Thursday Room Position 28

● **Is Safety Training in Healthcare Working? A Meta-Analysis of Training Effectiveness (Poster - 124043)**
🕓 4:00 PM - 4:50 PM, Apr 20
📍 The Thursday Room Position 29

● **All Work and More Play: An Expanded Model of Digital Game-Based Learning (Poster - 124330)**
🕓 4:00 PM - 4:50 PM, Apr 20
📍 The Thursday Room Position 30

● **A Cross-Classified Investigation of Trainer Effects on Language Training Outcomes (Poster - 123498)**
🕓 4:00 PM - 4:50 PM, Apr 20
📍 The Thursday Room Position 31

● **Opportunities and Potential Pitfalls in Personality-Based Team Training (Poster - 123880)**
🕓 4:00 PM - 4:50 PM, Apr 20
📍 The Thursday Room Position 32

Posters: Workplace Deviance, Motivation, and Coaching

🕓 4:00 PM - 4:50 PM, Apr 20

📍 The Friday Room

`Employee Experience` `Leadership & Coaching` `Poster` `Virtual & Streaming`

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35 Subsessions

⬤ **To Thine Own Good and Bad Self Be True? Trait-State Voluntary Work Behavior (Mis)Fit (Poster - 123346)**
🕓 4:00 PM - 4:50 PM, Apr 20
📍 The Friday Room Position 1

⬤ **Intent Matters: CWB and OCB Specifying Gendered Intent Predict Sexual Harassment (Poster - 122880)**
🕓 4:00 PM - 4:50 PM, Apr 20
📍 The Friday Room Position 2

⬤ **Is She Rude or Just Assertive: How Gender Impacts Third-Party Reactions to Incivility (Poster - 124154)**
🕓 4:00 PM - 4:50 PM, Apr 20
📍 The Friday Room Position 3

⬤ **The Dual Implications of Workplace Vigilantism in the Context of COVID-19 (Poster - 123386)**
🕓 4:00 PM - 4:50 PM, Apr 20
📍 The Friday Room Position 4

⬤ **Machiavellianism and CWB (Poster - 123913)**
🕓 4:00 PM - 4:50 PM, Apr 20
📍 The Friday Room Position 5

⬤ **The Dark Side of Goals: Work Avoidance (Poster - 123268)**
🕓 4:00 PM - 4:50 PM, Apr 20
📍 The Friday Room Position 6

⬤ **Incivility Exacerbates Physical Pain: The Harmful Collateral Effects of Incivility (Poster - 123388)**
🕓 4:00 PM - 4:50 PM, Apr 20
📍 The Friday Room Position 7

⬤ **Customer Incivility and Displaced Colleague Mistreatment: A Dual-Path Process Model (Poster - 123707)**
🕓 4:00 PM - 4:50 PM, Apr 20
📍 The Friday Room Position 8

⬤ **Effect of Leader Mistreatment on Performance: Attachment State and Affective Arousal (Poster - 123839)**
🕓 4:00 PM - 4:50 PM, Apr 20
📍 The Friday Room Position 9

⬤ **The Fakability of Moral Neutralization Compared to Integrity (Poster - 124162)**
🕓 4:00 PM - 4:50 PM, Apr 20
📍 The Friday Room Position 10

⬤ **Incivility Perceptions and the Role of Personality on Job Performance (Poster - 123876)**
🕓 4:00 PM - 4:50 PM, Apr 20
📍 The Friday Room Position 11

⬤ **Understanding Workplace Gossip via its Rumination Effects: A Within-Person Lens (Poster - 123670)**
🕓 4:00 PM - 4:50 PM, Apr 20
📍 The Friday Room Position 12

⬤ **Perceptions of Organizational Politics, Frustration, and Employee Silence (Poster - 123041)**
🕓 4:00 PM - 4:50 PM, Apr 20
📍 The Friday Room Position 13

⬤ **A Seven-Country Investigation Into Personality and Cyberloafing (Poster - 124239)**
🕓 4:00 PM - 4:50 PM, Apr 20
📍 The Friday Room Position 14

⬤ **Why Financially Insecure Employees Mistreat Coworkers (Poster - 123608)**
🕓 4:00 PM - 4:50 PM, Apr 20
📍 The Friday Room Position 15

⬤ **Witnessing Incivility: The Interplay of Demographic (Dis)similarity (Poster - 123813)**

⏱ 4:00 PM - 4:50 PM, Apr 20
📍 The Friday Room Position 16
● **Separate by Nature or Literature?: Employee Engagement in CWB and Sexual Harassment (Poster - 122912)**
⏱ 4:00 PM - 4:50 PM, Apr 20
📍 The Friday Room Position 17
● **Can We Reduce Fear and Increase Disclosure of Incivility in Reference Checks? (Poster - 123131)**
⏱ 4:00 PM - 4:50 PM, Apr 20
📍 The Friday Room Position 18
● **Repeating Unethical Behavior Through Ethical Fading (Poster - 123787)**
⏱ 4:00 PM - 4:50 PM, Apr 20
📍 The Friday Room Position 19
● **Peer Leadership in Sports (Poster - 124368)**
⏱ 4:00 PM - 4:50 PM, Apr 20
📍 The Friday Room Position 20
● **What Characteristics Make a Good Coachee? Insights From Executive Coaches (Poster - 123822)**
⏱ 4:00 PM - 4:50 PM, Apr 20
📍 The Friday Room Position 21
● **Impact of Follower Perceptions of Manager Leadership Style on Informal Peer Coaching (Poster - 123961)**
⏱ 4:00 PM - 4:50 PM, Apr 20
📍 The Friday Room Position 22
● **Using the Match-to-Sample Technique to Assess Understanding of Leadership (Poster - 123634)**
⏱ 4:00 PM - 4:50 PM, Apr 20
📍 The Friday Room Position 23
● **Don't Chase the Carrot: Untying Positive Affect From Goal Pursuit (Poster - 123935)**
⏱ 4:00 PM - 4:50 PM, Apr 20
📍 The Friday Room Position 24
● **Linking Electronic Health Records to Nurse Motivation Through Job Design (Poster - 124301)**
⏱ 4:00 PM - 4:50 PM, Apr 20
📍 The Friday Room Position 25
● **An Expansion of Organizational Justice: Spatial and Temporal Justice (Poster - 123095)**
⏱ 4:00 PM - 4:50 PM, Apr 20
📍 The Friday Room Position 26
● **"Hey Hun! Wanna Be a #GirlBoss?": Motivations for Military Spouse MLM Employment (Poster - 123805)**
⏱ 4:00 PM - 4:50 PM, Apr 20
📍 The Friday Room Position 27
● **The Power of Communication: Alleviating Negative Employee Outcomes During COVID (Poster - 123202)**
⏱ 4:00 PM - 4:50 PM, Apr 20
📍 The Friday Room Position 28
● **Appraisal Tendency Framework: Emotions and Perceptions of Social Injustice (Poster - 124387)**
⏱ 4:00 PM - 4:50 PM, Apr 20
📍 The Friday Room Position 29
● **Comparing Gig Work to Standard Part-Time Work: Attraction, Likes, and Dislikes (Poster - 123610)**
⏱ 4:00 PM - 4:50 PM, Apr 20
📍 The Friday Room Position 30
● **Systems in Harmony: Modeling Music's Impact on Work Performance (Poster - 124365)**
⏱ 4:00 PM - 4:50 PM, Apr 20
📍 The Friday Room Position 31
● **Whistling at Work: Capturing Music's Complex Effects on Performance (Poster - 124315)**
⏱ 4:00 PM - 4:50 PM, Apr 20
📍 The Friday Room Position 32
● **Workplace Loneliness: The Benefits and Detriments of Working From Home (Poster - 122963)**
⏱ 4:00 PM - 4:50 PM, Apr 20
📍 The Friday Room Position 33
● **Conceptualization of Loyalty and Blind Loyalty Within Technology**

Companies (Poster - 124207)
🕐 4:00 PM - 4:00 PM, Apr 20
📍 The Friday Room Position 34
⬤ **The Dark Side of Job Crafting: Intentions Matter**
🕐 4:00 PM - 4:50 PM, Apr 20
📍 The Thursday Room Position 33

Thu, Apr 21, 2022

9:00 AM

Conference Career Center Virtual Coffee Break
🕐 9:00 AM - 10:00 AM, Apr 21
📍 Virtual

`Virtual & Stream..`

10:00 AM

Speed Mentoring
🕐 10:00 AM - 11:30 AM, Apr 21
📍 Virtual

`Virtual & Stream..`

1:00 PM

Disability Inclusion and Accessibility Committee Meet and Greet
🕐 1:00 PM - 2:00 PM, Apr 21
📍 Virtual

`Reception` `Virtual & Streaming`

4:00 PM

Membership Committee Virtual Reception
🕐 4:00 PM - 5:00 PM, Apr 21
📍 Virtual

`Reception` `Virtual & Streaming`

Fri, Apr 22, 2022

9:00 AM

Virtual Coffee + Q&A for Ambassador Program Participants
🕐 9:00 AM - 10:00 AM, Apr 22
📍 Virtual

`Virtual & Stream..`

Sat, Apr 23, 2022

Sun, Apr 24, 2022

Mon, Apr 25, 2022

Tue, Apr 26, 2022

Wed, Apr 27, 2022

9:00 AM

SIOP Grant Winners
🕐 9:00 AM - 11:00 AM, Apr 27
📍 Virtual

`SIOP Curated` `Virtual & Streaming`

Research Grants provide an opportunity to further I-O literature by exploring topics on diversity, assessments, reducing gender inequality, leaders, and teams.

8 Subsessions

● **2021 Douglas W. Bray & Ann Howard Research Grant**
🕘 9:00 AM - 11:00 AM, Apr 27
📍 Virtual

● **2021 James L. Outtz Grant for Student Research On Diversity**
🕘 9:00 AM - 11:00 AM, Apr 27
📍 Virtual

● **2021 Hebl Grant for Reducing Gender Inequities in the Workplace**
🕘 9:00 AM - 11:00 AM, Apr 27
📍 Virtual

● **2021 Graen Grant for Student Research on Leaders and Teams**
🕘 9:00 AM - 11:00 AM, Apr 27
📍 Virtual

● **SIOP Small Grant Program - 1**
🕘 9:00 AM - 11:00 AM, Apr 27
📍 Virtual

● **SIOP Small Grant Program - 2**
🕘 9:00 AM - 11:00 AM, Apr 27
📍 Virtual

● **SIOP Small Grant Program - 3**
🕘 9:00 AM - 11:00 AM, Apr 27
📍 Virtual

● **P. Richard Jeanneret Grant for Research about Assessing and Developing Senior Leaders (One-Time Award)**
🕘 9:00 AM - 11:00 AM, Apr 27
📍 Virtual

SIOP Anti-Racism Grants
🕘 9:00 AM - 11:00 AM, Apr 27
📍 Virtual

SIOP Curated   **Virtual & Streaming**

The Anti-Racism Grant program is a step toward addressing racism in work contexts using I-O science and practice.

4 Subsessions

● **SIOP Anti-Racism Grant - 1**
🕘 9:00 AM - 11:00 AM, Apr 27
📍 Virtual

● **SIOP Anti-Racism Grant - 2**
🕘 9:00 AM - 11:00 AM, Apr 27
📍 Virtual

● **SIOP Anti-Racism Grant - 3**
🕘 9:00 AM - 11:00 AM, Apr 27
📍 Virtual

● **SIOP Anti-Racism Grant - 4**
🕘 9:00 AM - 11:00 AM, Apr 27
📍 Virtual

Best Practice and Application Awards
🕘 9:00 AM - 11:00 AM, Apr 27
📍 Virtual

SIOP Curated   **Virtual & Streaming**

These awards are given in recognition of a project or product representing an outstanding example of the practice of Industrial and Organizational Psychology in the workplace.

6 Subsessions

● **Distinguished Early Career Contributions – Practice Award**
🕘 9:00 AM - 11:00 AM, Apr 27
📍 Virtual

- ⬤ **SIOP Humanitarian Award**
  - 🕐 9:00 AM - 11:00 AM, Apr 27
- ⬤ **M. Scott Myers Award for Applied Research in the Workplace**
  - 🕐 9:00 AM - 11:00 AM, Apr 27
  - 📍 Virtual
- ⬤ **Raymond A. Katzell Award in I-O Psychology**
  - 🕐 9:00 AM - 11:00 AM, Apr 27
- ⬤ **Wiley Award for Excellence in Survey Research**
  - 🕐 9:00 AM - 11:00 AM, Apr 27
  - 📍 Virtual
- ⬤ **Joel Lefkowitz Early Career Award for Humanistic Industrial-Organizational Psychology**
  - 🕐 9:00 AM - 11:00 AM, Apr 27
  - 📍 Virtual

Best Science Awards
🕐 9:00 AM - 11:00 AM, Apr 27
📍 Virtual

SIOP Curated **Virtual & Streaming**

These awards are given in recognition of advancing Industrial and Organizational Psychology as a science in a published paper.

6 Subsessions

- ⬤ **Distinguished Early Career Contributions – Science Award -1**
  - 🕐 9:00 AM - 11:00 AM, Apr 27
  - 📍 Virtual
- ⬤ **Distinguished Early Career Contributions – Science Award - 2**
  - 🕐 9:00 AM - 11:00 AM, Apr 27
  - 📍 Virtual
- ⬤ **S. Rains Wallace Dissertation Award (Winner)**
  - 🕐 9:00 AM - 11:00 AM, Apr 27
  - 📍 Virtual
- ⬤ **William A. Owens Scholarly Achievement Award (Winner)**
  - 🕐 9:00 AM - 11:00 AM, Apr 27
  - 📍 Virtual
- ⬤ **Jeanneret Award for Excellence in the Study of Individual or Group Assessment**
  - 🕐 9:00 AM - 11:00 AM, Apr 27
  - 📍 Virtual
- ⬤ **Schmidt-Hunter Meta-Analysis Award**
  - 🕐 9:00 AM - 11:00 AM, Apr 27
  - 📍 Virtual

3:45 PM

Doctoral Consortia Networking
🕐 3:45 PM - 4:45 PM, Apr 27
📍 Sheraton - Issaquah A&B

Reception

4:00 PM

Conference Orientation Tour
🕐 4:00 PM - 4:45 PM, Apr 27
📍 WSCC -Atrium Lobby/Registration

5:00 PM

Opening Plenary
🕐 5:00 PM - 6:00 PM, Apr 27
📍 Grand Ballroom A-D (Sheraton)

SIOP Cura…

📢 **Speakers**

Steven Rogelberg
University of North Carolina, Charlotte

Mo Wang
University of Florida

Whitney Botsford Morgan
Professor
University of Houston-Downtown

SIOP Salutes
🕒 5:00 PM - 6:00 PM, Apr 27

Document containing Fellows and Award Winners

6:00 PM

SIOP Welcome Reception
🕒 6:00 PM - 7:30 PM, Apr 27

📍 Sheraton - Grand Ballroom Pre-Function Area & Willow

Poster **Reception**

Top Posters

- Understanding Configurations of Coping in Relation to Well-Being and Performance (123914 - Flannagan Winner)
- How Mandatory Work From Home Influences Relationship and Job Satisfaction (123612 - International Winner)
- An Intersectional Examination of Identity Management among LGBP Employees (124224 - LGBT Winner)
- A Qualitative Investigation of Fear and Acceptance of AI at Work (124054)
- A Quantitative Synthesis of the Remote Work Literature (124149)
- Beyond the Bamboo Ceiling: Intergroup Differences in Leadership Competencies (124367)
- Development, validity, and nomological network of the morale aging at work scale (124312)
- Emerging Job Demands and Resources for Fire-Based First Responders due to COVID-19 (123806)
- Examining the Use of Game-Based Assessments for Hiring Autistic Job Seekers (124174)
- The Impact of Heritage Cultural Identity and Acculturation Strategies on Immigrant Workers (124117)
- Transformational Leadership and Turnover Intentions: A Meta-Analysis (123879)
- Workaholism Harms the Positive Effects of Creative Performance (123481)

6:30 PM

Workshop Reception
🕒 6:30 PM - 7:30 PM, Apr 27

📍 Sheraton - Metropolitan Ballroom A

Reception

7:00 PM

Consortia and Conference Career Center Reception
🕒 7:00 PM - 8:00 PM, Apr 27

📍 Sheraton - Metropolitan Ballroom B

Reception

Thu, Apr 28, 2022

7:00 AM

Fellows Breakfast
🕒 7:00 AM - 8:00 AM, Apr 28

📍 Sheraton - Grand Ballroom A

8:00 AM

Invited: A Conversation on Increasing International Membership (Special Event - 124903)

🕐 8:00 AM - 8:50 AM, Apr 28
📍 Zoom 1

SIOP Curated **Virtual & Streaming**

Authors: O'Donnell, D.J., Jain, S., Goro, M., Wang, M., Brown, S., Impelman, K., Dryjanska, L., Haas, J., Mishra, V., & Hreniuc, D. (2022). A Conversation on increasing International Membership [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

At this moment in SIOP, 2 major transformations are taking place. One, SIOP has become more virtual/hybrid than ever before. Second, SIOP is working toward a yearlong set of activities that make it less dependent on an annual conference for revenues. This provides an opportunity to expand SIOP's international membership by thinking creatively. Increased international membership will not only ensure SIOP's financial sustainability, it will also support SIOP's growth as a global organization of repute in the field of I-O psychology.

📢 **Speakers**

D.J. O'Donnell
The D.J. O'Donnell Co.

Mo Wang
University of Florida

Vipanchi Mishra
Associate Professor
West Chester University

Michelle Goro
Manager, Voice of the Customer, Center of Excellence
Infor

Shanique Brown
Assistant Professor
Wayne State University

Daniela Hreniuc
Talentoday

Laura Dryjanska
Director of the M.S. in Positive Organizational Psychology
Biola University

Sachin Jain
Director Culture & Engagement
PepsiCo

Unveiling the Hidden Curriculum of Archival Data: Guidance From Experts (Panel Discussion - 123272)

🕐 8:00 AM - 8:50 AM, Apr 28
📍 Zoom 2

Technology & Methods **Virtual & Streaming**

Authors: Storey, R. (Co-Chair), Van Egdom, D. (Co-Chair), French, K.A. (Co-Chair), Spitzmueller, C. (Co-Chair), Barnes-Farrell, J., Fisher, G.G., & Thomas, C.L. (2022). Unveiling the Hidden Curriculum of Archival Data: Guidance from Experts [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Although archival data have long been used in the social sciences, this resource has been largely underutilized by organizational scientists. Therefore, the goal of this panel is to highlight current best practices in archival data usage identified by organizational scientists. The specific objectives of this discussion are to (a) communicate the benefits of archival data, (b) identify challenges and strategies when working with archival data, and (c) provide guidance for reviewers and editors evaluating the quality of archival data in the review process.

📢 **Speakers**

Rebecca Storey
Graduate Student
Georgia Institute of Technology

Janet Barnes-Farrell
Associate Department Head for Research & Resources, Dept. of Psychological Sciences
University of Connecticut

Gwenith Fisher
Associate Professor
Colorado State University

Christiane Spitzmueller
University of Houston

Kimberly French
Assistant Professor
Georgia Institute of Technology

Candice Thomas
Saint Louis University

Drake Van Egdom
Ph.D. Candidate
University of Houston

Burnout and Well-Being in Healthcare During COVID-19: An IGNITE + Panel Discussion (Alternative Presentation - 123908)

🕐 8:00 AM - 8:50 AM, Apr 28
📍 Zoom 3

Employee Experience   **Virtual & Streaming**

Authors: Hedrick, K. N. (Co-Chair), Xoxakos, P. (Co-Chair), Shuffler, M. L. (Co-Chair), Savage, N. M. (Panelist), Klinefelter, Z. (Panelist), Mueller, C. B. (Panelist), & Hirsh, E. L. (Panelist). (2022). Burnout & Wellbeing in Healthcare during COVID-19: An IGNITE + Panel Discussion
[Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Xoxakos, P., Hedrick, K. N., Shuffler, M. L., Hirsh, E. L., Jackson, W. H., & Mueller, C. B. (2022). Burnout in Front-Line Clinicians: Advanced Practice Clinicians, Attending Physicians, Registered Nurses, and Residents – Oh My!
Savage, N. M., Rawls, M., Santen, S. A., & Aboff, B. M. (2022). Ch-Ch-Ch-Changes – Addressing Burnout in Medical Residents.
Hedrick, K. N., McCallus, R. L., Shuffler, M. L., & Hudepohl, N. (2022). Medical Directors' Performance, Feedback, and Burnout: An Analysis during COVID-19.
Klinefelter, Z., Hirsh, E. L., Britt, T. W., Sulzbach, M., & Fowler, L. A. (2022). Examining Emergency Physician Identities: How Fatigue is Perceived and Experienced.

Research on burnout and well-being in healthcare will be presented through the use of IGNITE presentations followed by an interdisciplinary panel. This session brings academics, practitioners, and clinicians together to: (a) present current research and organizational impacts and (b) discuss important gaps in the research from an interdisciplinary perspective. It is hoped that the research presented in this session, along with discussion provided by our interdisciplinary panel, will inspire future research ideas and collaborations amongst researchers and clinicians.

📢 **Speakers**

Katelyn Hedrick
Clemson University

Marissa Shuffler

Wallace R. Roy Distinguished Associate Professor of Industrial-Organizational Psychology
Clemson University

Nastassia Savage
Senior Consultant
FMP Consulting

Zachary Klinefelter
Aptima, Inc.

Phoebe Xoxakos
Clemson University

Emily Hirsh
Prisma Health System

Cassie Mueller
Prisma Health System

Leadership Across Domains: Nonwork Predictors and Outcomes of Leader Role Occupancy (Symposium - 123330)

🕐 8:00 AM - 8:50 AM, Apr 28
📍 Zoom 4

`Leadership & Coaching` `Virtual & Streaming`

Authors: Zhou, Z. E. (Co-Chair), Busse, K. A. (Co-Chair), & Day, D. V. (Discussant) (2022). Leadership Across Domains: Nonwork Predictors and Outcomes of Leader Role Occupancy [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Saldivar, U. & Liao, C. (2022). Cross-Domain Leadership: A Critical Review and Agenda for Future Research.
Liu., X. & Zhou, L. (2022). Childhood Social Class and Leader Emergence in Adulthood: Mediating Role of Volunteering.
Stotler, D., Liu, S., & Hartnell, C. A. (2022). The Apple Doesn't Fall Far from the Tree: Examining the Mother-to-Child Crossover of Leadership Role Occupancy
Busse, K. A., Thomas, A., & Zhou, E. Z. (2022). The Spillover and Crossover Effects of Leadership Role Occupancy.

As compared to the increasing research findings on the impact of leader behaviors on their subordinates' nonwork experiences, less is known about the cross-domain experiences of leader themselves. Aiming to advance the unique literature linking leadership to work–nonwork interface, this symposium reviews the existing literature on leadership across life domains, suggests future research directions, and highlights new findings on nonwork domain predictors and outcomes of leader role occupancy based on lifespan, cross-generation, and crossover perspectives.

📢 **Speakers**

Zhiqing Zhou
Baruch College & The Graduate Center, CUNY

David Day
Professor & S. L. Eggert Chair in Leadership, Academic Director of the Kravis Leadership Institute
Claremont McKenna College

Kaitlin Busse
The Graduate Center/Baruch College

Uriel Saldivar
Michigan State University

Xuan Liu

Xuan Liu
University of Minnesota

D **Derek Stotler**
Georgia State University

Facilitating Diversity Work in Organizations (Alternative Presentation - 123385)

🕓 8:00 AM - 8:50 AM, Apr 28
📍 Zoom 5

Diversity-Equity-Inclusion   Virtual & Streaming

Authors: Collier-Spruel, L. A. (Co-Chair) & Ryan, A. M. (Co-Chair), Bryant, C. M., Ferdman, B. M., White, M. L. (2022). Facilitating Diversity Work in Organizations [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Collier-Spruel, L. A. & Ryan, A. M. (2022) Examining Factors that Influence How Engaging in Diversity Work is Valued.
White, M. L., Volpone, S. D., Casper W. J., Wayne, J. H., Marquart, D. (2022). The Role of Organizational and Leader Communication in Employees' Commitment to Diversity Both Within and Outside of Organizations.

Diversity work is key for recruitment and retention of individuals from marginalized groups, but there has been little discussion of factors that facilitate diversity work and how this work is valued in organizations. This session highlights current research on diversity work in organizations and pairs this work with practitioner perspectives to take a scientist–practitioner approach to highlight what organizations can do to better facilitate and support this work.

📢 **Speakers**

L **Lauren Collier-Spruel**
UX Researcher
Meta Platforms

Bernardo M. Ferdman
Principal & Founder
Ferdman Consulting Self-employed

Ann Marie Ryan
Professor
Michigan State University

Courtney Bryant
Diversity, Equity & Inclusion Associate
Ford Motor Company

M **Marla White**
University of Texas at Arlington

Invited: The SIOP Awards Program: Looking to the Future (Special Event - 124897)

🕓 8:00 AM - 8:50 AM, Apr 28
📍 Zoom 6

SIOP Curated   Virtual & Streaming

Authors: Scott, J.C., Allen, J., Cucina, J.M., Hough, L. & McCauley, C. (2022). The SIOP Awards Program – Looking to the Future [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States

SIOP and the SIOP Foundation sponsor many awards that recognize and benefit SIOP members. Donations are channeled through these instruments with the goal of furthering the impact of I-O psychology on the workplace and society. The first part of this session reports on an initiative designed to improve the SIOP Awards program governance, link its goals to desired outcomes, and highlight a vision for its future. The second part will be an interactive town-hall type discussion between panelists and the audience to generate input on how the awards

program could be more impactful or improved.

📢 **Speakers**

John Scott
COO
APTMetrics

Leaetta M. Hough
Dunnette Group, Ltd.

Cindy McCauley
Center for Creative Leadership

Jeffrey Cucina
Personnel Research Psychologist
U.S. Customs and Border Protection

Joseph Allen
University of Utah

New Guidelines for Technology-Based Assessment (Panel Discussion - 123911)

🕐 8:00 AM - 8:50 AM, Apr 28

📍 Ballroom 6A

Selection & Assess…

Authors: Weiner, J. A. (Chair), Sireci, S., Camara, W., & Stark, S. (2022). New Guidelines for Technology-Based Assessment [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States

This session will review new Guidelines for Technology-Based Assessment developed jointly by the International Test Commission and the Association of Test Publishers to provide guidance for the design, delivery, and use of digital assessments while ensuring validity, fairness, accessibility, security, and privacy. Topics include the guidelines development, content areas, and implications for I-O practitioners.

📢 **Speakers**

John Weiner
PSI

Wayne Camara
LSaC

Stephen Stark
University of South Florida

Stephen G Sireci
University of Massachusetts Amherst

Calling for Support of Work–Nonwork Roles: Protecting Employee Health and Well-Being (Symposium - 124325)

🕐 8:00 AM - 8:50 AM, Apr 28

📍 Ballroom 6B

Employee Experience   **Virtual & Streaming**

Authors: Allen, S. J. (Co-Chair), Hammer, L. B. (Co-Chair), & Casper, W. J. (Discussant) (2022). Calling for Support of Work-Nonwork Roles: Protecting Employee Health and Well-Being [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Hyde, S. A. & Wayne J. H. (2022). Thriving and Boundary Management for Work and Nonwork Enrichment Gains.
Allen, S. J., Hammer, L. B., Bodner, T. E., Brady, J. M., Mohr, C. D., & Brockwood, K. J. (2022). Effects of a Total Worker Health® Intervention to Promote Employee Emotional Well-Being.
Merlo, K. L., Lawrence R. C., Allen, T. D., Gray, C. E., & Slutsky, J. (2022). It's Loud and My Back Hurts: Privacy and Ergonomics During Remote Work.
Thomas, C. L., Murphy, L. D., Billeaud, M. L., Hartman, L. E., & Cobb, H. R. (2022). Supporting Employees During Involuntary Telework: How Supervisors are Helping Employees Manage the Work-Family Interface.

Understanding ways that employees' health and well-being can be protected has never been so important given high rates of burnout and distress among workers during COVID. Recently, scholars have highlighted the need to investigate elements of both work and nonwork environmental characteristics and strategies that may impact employee health and well-being. As such, papers in this symposium advance research and provide recommendations to improve employee health and well-being, along with discussing the impactful nature of workplace management support in both virtual and in-person environments.

📢 **Speakers**

Shalene Allen
Research Analyst 2 for Community Environmental Services
Portland State University

Wendy Casper
University of Texas at Arlington

Kelsey Merlo
Assistant Professor
University of South Florida

Shelia Hyde
University of Texas at Arlington

Madeline Billeaud
Graduate Research And Teaching Assistant
Saint Louis University

The Great Resignation: The New Normal or the Great Game of Musical Chairs? (Panel Discussion - 123866)

🕐 8:00 AM - 8:50 AM, Apr 28
📍 Ballroom 6C

Employee Experience   **Virtual & Streaming**

Authors: Fry, T. (Speaker), Boyle, L. (Speaker), Corman, M. (Speaker), Killian, J. (Speaker), & Martin, M. (Speaker) (2022). The Great Resignation: The new normal or the great game of musical chairs? [Panel Session]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

With employee quit rates at an all-time high and estimated record numbers of employees anticipating a job change in the coming year, The Great Resignation has brought with it a great resurgence of the war for talent. In this session, a panel of internal and external I-O practitioners will draw on their research and lessons learned from the field to provide key insights that will illuminate what is happening, how we can learn about, and what we can do in response to The Great Resignation.

📢 **Speakers**

Trevor Fry
Workforce Scientist
Nordstrom

James Killian
Qualtrics

Meisha-Ann Martin
Workhuman

Michelle Corman
Senior Principal Consultant
Mercer

Lynn Boyle
NortonLifeLock

Competition: Student Consulting Challenge: Moving Your Education Into Practice (Special Event - 124959)

🕐 8:00 AM - 8:50 AM, Apr 28
📍 Room 602-603

`SIOP Curated` `Students & Early Career`

Authors: Sachau, D. A., & Naas, P. A. (2010). The consulting challenge: A case competition. Journal of Management Education, 34(4), 605. Retrieved from https://www-proquest-com.ezproxy.stolaf.edu/docview/580124439?accountid=351

This session highlights student consulting challenges that take place annually across the country. Consulting Challenge offers graduate students an opportunity to apply research and theory to real-world organizational challenges. Corporate partners provide "RFPs" based on actual issues they face, and student teams compete to provide the best solution. Experts from organizations who have led these events provide guidance for creating your own Consulting Challenge.

📢 Speakers

Melissa Kloner
UT Southwestern

Daniel Sachau
Minnesota State University, Mankato

Jenna Eagleson
Director, Talent Analytics & Engagement
Evolent Health

Technology as Teammate: Advancing Research on Human–Agent Teams (Symposium - 123739)

🕐 8:00 AM - 8:50 AM, Apr 28
📍 Room 606

`Technology & Met…`

Authors: Harris-Watson, A. M. (Co-Chair) & Larson, L. (Co-Chair) (2022). Technology as teammate: Advancing research on human-agent teams [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Schillinger, D. & Mohammed, S. (2022). Are we on the same page about robots? A model of human-robot team cognition.
Larson, L. (2022). AI teammate function and TMS in human-AI teams.
Begerowski, S. R., Waldherr, F., Traylor, A. M., Krugh, M. K., Mears, L., & Shuffler, M. L. (2022). Tool or teammate? Understanding the perceived role of artificial agents in human-AI teams.
Harris-Watson, A. M., Larson, L., Contractor, N., & DeChurch, L. A. (2022). Cool and calculating or warm and welcoming?: The relative importance of AI teammate attributes.

In the imminent future, teams will see technology integrated not only as tools but also as agentic teammates that directly enhance team processes and performance. This symposium explores this new frontier in teams research. Four papers address foundational topics in human–agent teaming, including the role of technology in human–

agent team cognition, the influence of task complexity on human–agent teaming, and how characteristics of AI teammates affect AI integration and team processes.

📢 **Speakers**

(A) **Alexandra Harris-Watson**
Northwestern University

Lindsay Larson
University of North Carolina at Chapel Hill

Sydney Begerowski
Clemson University

David Schillinger
The Pennsylvania State University

Applying Belongingness to Work: Four Perspectives of the Same Construct (Panel Discussion - 123503)
🕐 8:00 AM - 8:50 AM, Apr 28
📍 Room 607

Employee Experi…

Authors: Hunt, S.T. (Chair), Conjar, E., Granger, B., Hamilton, K., Woods, A., & Golden, J. (2022). Applying Belongingness to Work: four perspectives of the same construct
[Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This session explores how the construct of belongingness is being used to address different workforce challenges across the employee lifecycle. Practitioners from 4 organizations share applied research data investigating the role of belongingness in the context of (a) understanding and improving employee experience; (b) recruiting and retaining people from historically disenfranchised demographic groups; (c) onboarding, engaging, and retaining newly hired employees; and (d) creating effective employee–manager relationships.

📢 **Speakers**

Steven Hunt
SAP SuccessFactors

Elizabeth Conjar
Manager, Research Science
Amazon

Ben Granger
Head of EX Advisory Services
Qualtrics

Kelly Hamilton, PhD
Consultant
CMA Global

(A) **A Woods**
Mathison

The Ins, Outs, and You-Should-Come-Here-to-Find-Outs of Interning Remotely (Panel Discussion - 123569)

Students & Early C...

Authors: Alenick, P. R., Shaju, S. (Co-Chair), Li, S. (Co-Chair), Woessner, Z. W., Kazmi, M. A., Fedorowicz, N., Danna, G., & Purl, J., Wallace, L. (2021). Virtual Internships: The Ins, Outs, and You-Should-Come-Here-to-Find-Outs of Interning Remotely [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This panel discussion will share anecdotal advice with graduate students interested in applying to, and succeeding at, remote internships. Interns and an intern program manager from Google, NASA, Ford, Aon, and Merck will field questions about applying, interviewing, and working in a research capacity for an organization. Topics will include organizational support, perceptions of fit, and the effects and experience of onboarding and working in a virtual environment. Additional topics will be solicited from conference participants via the conference app and live during the session.

📢 **Speakers**

Paige Alenick
The Graduate Center & Baruch College, CUNY

Lauren Wallace
Google

Justin Purl
Google

Nikola Fedorowicz
DEI Consultant
Ivy Planning Group

Gabi Danna
IO Psychology Researcher
University at Albany, SUNY

Zachary Woessner
Michigan State University

Sherin Shaju
University at Albany, SUNY

Sharon Li
Purdue University

Measuring, Interpreting, and Communicating DEI Metrics (Panel Discussion - 123981)

🕐 8:00 AM - 8:50 AM, Apr 28
📍 Room 609

Diversity-Equity-Inc...

Authors: Silva, K., Kazmi, M.A., Kirkland, J., Polk, K., Tringale, A., Markell-Goldstein, H., & Oki, T. (2022). Measuring, Interpreting, and Communicating DEI Metrics [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

An increasing number of organizations have pledged to better manage diversity, equity, and inclusion (DEI) in their workforce. However, you can't manage what you don't know, and you don't know what you don't measure. The most compelling and effective DEI initiatives start with a clear measurement strategy. This panel will discuss challenges surrounding DEI measurement from selecting appropriate metrics to communicating results to stakeholders.

K **Kimberly Silva**
Senior Research Consultant
Talogy

T **Tunji Oki**
Google

Jordan Kirkland
I/O Psychologist, People Strategy & Analytics
Capital One

A **Allison Tringale**
Loras College

H **Hannah Markell-Goldstein**
Meta (Facebook)

Kara Polk
Manager, Assessments
Symphony Talent

Maryam Ahmad Kazmi
Research Assistant at the NSF-funded Center for ADVANCING UH Faculty Success
University of Houston

Posters: Technology, plus Measurement/Statistics
🕐 8:00 AM - 8:50 AM, Apr 28
📍 Exhibit Hall 4B

Technology & Methods   **Poster**

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34 Subsessions

⬤ **You've Gotta Keep 'em Separated? Examining Separation of Measurement (Poster - 123526)**
🕐 8:00 AM - 8:50 AM, Apr 28
📍 Exhibit Hall 4B Position 1

⬤ **The Good, Bad and Ugly: A Study of the Domain Specificity of Anchoring Vignette (Poster - 124176)**
🕐 8:00 AM - 8:50 AM, Apr 28
📍 Exhibit Hall 4B Position 2

⬤ **Communicating Danger: A Linguistic Tool to Track America's Response to Threats (Poster - 124287)**
🕐 8:00 AM - 8:50 AM, Apr 28
📍 Exhibit Hall 4B Position 3

⬤ **Avoiding the Negative: Effects of Scale Polarity and Number Labels (Poster - 123900)**
🕐 8:00 AM - 8:50 AM, Apr 28
📍 Exhibit Hall 4B Position 4

⬤ **PredBias: An R Function for Investigating Predictive Bias for Continuous Scores (Poster - 123718)**
🕐 8:00 AM - 8:50 AM, Apr 28
📍 Exhibit Hall 4B Position 5

⬤ **Creation and Validation of the Scale of Organizational Pursuit of Ideal Self (Poster - 124250)**
🕐 8:00 AM - 8:50 AM, Apr 28
📍 Exhibit Hall 4B Position 6

⬤ **Unboxing Toxic Leadership and Counterproductive Work Behavior With**

Machine Learning (Poster - 123727)
🕐 8:00 AM - 8:50 AM, Apr 28
📍 Exhibit Hall 4B Position 7

● **Item Characteristic Curves Generated From Common CTT Item Statistics (Poster - 124376)**
🕐 8:00 AM - 8:50 AM, Apr 28
📍 Exhibit Hall 4B Position 8

● **Introducing a SEM Approach for Building ROC Curves: Application to a Mobbing Scale (Poster - 123598)**
🕐 8:00 AM - 8:50 AM, Apr 28
📍 Exhibit Hall 4B Position 9

● **A New Approach to MTMM Bifactor Modeling: Blending Old Wines in a New Bottle (Poster - 123329)**
🕐 8:00 AM - 8:50 AM, Apr 28
📍 Exhibit Hall 4B Position 10

● **Simple Rules Outperform Machine Learning in the Third Annual SIOP ML Competition (Poster - 124204)**
🕐 8:00 AM - 8:50 AM, Apr 28
📍 Exhibit Hall 4B Position 11

● **Establishing Device Equivalence for a Measure of Mechanical Comprehension (Poster - 124197)**
🕐 8:00 AM - 8:50 AM, Apr 28
📍 Exhibit Hall 4B Position 12

● **Key Determinants of Predictive Bias in Bifactor SEM (Poster - 124349)**
🕐 8:00 AM - 8:50 AM, Apr 28
📍 Exhibit Hall 4B Position 13

● **Cross-Cultural Test of the Validity of Personality Facets Using a Bifactor Model (Poster - 123978)**
🕐 8:00 AM - 8:50 AM, Apr 28
📍 Exhibit Hall 4B Position 14

● **Developing a Qualitative Assessment of Team Learning in a Novel, Interdependent Task (Poster - 124314)**
🕐 8:00 AM - 8:50 AM, Apr 28
📍 Exhibit Hall 4B Position 15

● **Lookism Climate in Organizations: Construct Development and Validation of a Scale (Poster - 123142)**
🕐 8:00 AM - 8:50 AM, Apr 28
📍 Exhibit Hall 4B Position 16

● **Predictive Nonresponse via Item Characteristics (Poster - 123399)**
🕐 8:00 AM - 8:50 AM, Apr 28
📍 Exhibit Hall 4B Position 17

● **Automated Analysis of Item Content: Influences on the Quality of Self Report Scales (Poster - 123697)**
🕐 8:00 AM - 8:50 AM, Apr 28
📍 Exhibit Hall 4B Position 18

● **The Language of Counterproductive Work Behavior: A Computerized Text Analysis Method (Poster - 123540)**
🕐 8:00 AM - 8:50 AM, Apr 28
📍 Exhibit Hall 4B Position 19

● **Enhancing Followership Self-Expectations via Self-Directed Galatea Intervention (Poster - 123471)**
🕐 8:00 AM - 8:50 AM, Apr 28
📍 Exhibit Hall 4B Position 21

● **Applicant Reactions to Artificial Intelligence Selection (Poster - 124191)**
🕐 8:00 AM - 8:50 AM, Apr 28
📍 Exhibit Hall 4B Position 22

● **The Role of Emotions and Technology Use in the Psychological Impact of COVID-19 (Poster - 123918)**
🕐 8:00 AM - 8:50 AM, Apr 28
📍 Exhibit Hall 4B Position 23

● **Combining Online Multimedia Learning and Generative Activities (Poster - 124057)**
🕐 8:00 AM - 8:50 AM, Apr 28
📍 Exhibit Hall 4B Position 24

● **How Do Recruitment and Hiring Take Place on Social Media? (Poster - 123313)**
🕐 8:00 AM - 8:50 AM, Apr 28
📍 Exhibit Hall 4B Position 25

● **Disclosing the Use of AI in Hiring: An Exploration of Applicant Reactions and**

Consent (Poster - 123523)
🕐 8:00 AM - 8:50 AM, Apr 28
📍 Exhibit Hall 4B Position 26

⬤ **Psychosocial Factors Facilitating the Adoption of AI-Assistive Medical Technology (Poster - 123163)**
🕐 8:00 AM - 8:50 AM, Apr 28
📍 Exhibit Hall 4B Position 27

⬤ **Galatea Intervention for Enhancing Leadership via Associative Conditioning (Poster - 123474)**
🕐 8:00 AM - 8:50 AM, Apr 28
📍 Exhibit Hall 4B Position 28

⬤ **A Qualitative Investigation of Fear and Acceptance of AI at Work (Poster - 124054)**
🕐 8:00 AM - 8:50 AM, Apr 28
📍 Exhibit Hall 4B Position 29

⬤ **Perceptions of Artificial Intelligence (Poster - 123427)**
🕐 8:00 AM - 8:50 AM, Apr 28
📍 Exhibit Hall 4B Position 30

⬤ **Privacy, Legal Issues, and Applicant Reactions to Game-Based Assessments Across Borders (Poster - 124064)**
🕐 8:00 AM - 8:50 AM, Apr 28
📍 Exhibit Hall 4B Position 31

⬤ **Examining the Impact of Workplace Isolation on Telecommuter Work Engagement (Poster - 124157)**
🕐 8:00 AM - 8:50 AM, Apr 28
📍 Exhibit Hall 4B Position 32

⬤ **Examining the Use of Game-Based Assessments for Hiring Autistic Job Seekers (Poster - 124174)**
🕐 8:00 AM - 8:50 AM, Apr 28
📍 Exhibit Hall 4B Position 33

⬤ **Impact of Warnings on Gamified Personality Assessments (Poster - 123264)**
🕐 8:00 AM - 8:50 AM, Apr 28
📍 Exhibit Hall 4B Position 34

⬤ **Descriptive Graphics for Meta-Analysis: A New Shiny Approach (Poster - 124035)**
🕐 8:00 AM - 8:50 AM, Apr 28
📍 Exhibit Hall 4B Position 36

9:00 AM

How to Start and When to Stop: Collaboration in Academia (Panel Discussion - 123820)
🕐 9:00 AM - 9:50 AM, Apr 28
📍 Zoom 1

`Virtual & Stream...`

Authors: Li, J., & Cheng, C. (2022). How to Start and When to Stop? Collaboration in Academia [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This session will invite scholars at different stages in their academic career and share how they build the collaboration with others, and of the same importance, when do they decide to stop or resume collaboration. The session provides useful skills in finding, building and maintaining collaborations, as well as evaluating the value of collaborations. The discussion will also cover how to deal with possible mistreatment or unfairness in the collaboration process.

📢 **Speakers**

Jiawei Li
University of British Columbia

Bradford Bell
William J. Conaty Professor of Strategic Human Resources
Cornell University

Jian Min Sun
Renmin University of China

Lingtao Yu
University of British Columbia

Chang Cheng
Cornell University

Sean Fath
Cornell University

Lessons From the Field: Measuring the Real Impact of Virtual Leadership Development (Panel Discussion - 124343)

⏱ 9:00 AM - 9:50 AM, Apr 28
📍 Zoom 2

`Leadership & Coaching` `Virtual & Streaming`

Authors: Hepperlen, M. (Co-Chair), Rafuse, E. (Co-Chair), Carlson, D., Harding, J., Williams, E., & Knutson, P. (2022). Lessons From the Field: Measuring the Real Impact of Virtual Leadership Development [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

As organizations scrambled to adapt to the COVID-19 pandemic, virtual leadership development (VLD) quickly became a necessity and the primary training medium in many organizations. VLD presents both new challenges as well as opportunities for measuring the impact and ROI of these programs. This panel discussion, including both practitioners and consultants, explores both the importance and messiness of evaluating the success of VLD programs in the real-world. An emphasis will be placed on practical tips and best practices to assess VLD outcomes.

📢 **Speakers**

Michael Hepperlen
Director of Talent Insights & Analytics
MDA Leadership Consulting

Erik Williams
MDA Leadership Consulting

Jenny Harding
HR Business Partner
Hazelden Betty Ford Foundation

Dawne Carlson
Vice President of Human Resources
Hazelden Betty Ford Foundation

Paul Knutson
Vice President Human Resources
Otter Tail Corporation

Emma Rafuse
MDA Leadership Consulting

Sexual Harassment of Teenage Workers: Incubator for Research and Organizational Action (Alternative Presentation - 123242)

⏱ 9:00 AM - 9:50 AM, Apr 28
📍 Zoom 3

`Employee Experience` `Virtual & Streaming`

Authors: Stewart, S. M. (Co-Chair) & Davison, H. K. (Co-Chair) (2022). Sexual Harassment of Teenage

Workers: Incubator for Research and Organizational Action [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Sexual harassment has been addressed in training and company policies, but the focus and research has been toward adult workers, whereas teenage sexual harassment needs to be addressed. This session will (a) review the rights and responsibilities of teenage workers with regard to sexual harassment; (b) focus on the psychological, physical, and behavioral effects on teenage victims; and (c) share examples of recent court cases dealing with this issue. Then break-out groups will generate ideas for future research and organizational actions and share their insights with the overall audience.

📢 **Speakers**

Dr. Susan Stewart
Western Illinois University

Kristl Davison
Assistant Professor
Appalachian State University

Leveraging Data Science and Machine Learning to Enhance I-O Tools and Processes (Symposium - 123472)

🕘 9:00 AM - 9:50 AM, Apr 28

📍 Zoom 4

Technology & Methods **Virtual & Streaming**

Authors: Belwalkar, B. B. (Co-Chair) & Curnow, C. (Co-Chair) (2022). Leveraging Data Science and Machine Learning for Enhancing I O Tools and Processes [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Thompson, I., Meyer, J., & Cubrich, M. (2022). Transformers to Work: Using SBERT to Automate Job Analysis.
Mracek, D., & Chackoria, J. (2022). RoBERTa the Copilot: Using Text Similarity to Accelerate and Safeguard SME Ratings.
Belwalkar, B. B., Curnow, C., Patterson, L., Schultz, M., Shetty, S., & Stopek, J. (2022). Identifying Current and Emerging CPA Themes in Accounting Profession.

This symposium includes case study or research presentations based on 3 large-scale projects demonstrating innovative use of data science and machine learning techniques intended to augment traditional I-O tools or processes. Authors aim to go beyond the discussion of mundane I-O issues and direct attendees' attention toward new, rather unconventional methodologies that have improved the I-O tools/processes in question and its outcome(s). This practitioner-focused symposium, therefore, covers such topics as O*NET, content validation, and practice analysis.

📢 **Speakers**

Bharati Belwalkar
I-O Researcher
American Institutes for Research

Christina Curnow
Managing Director, Human Capital and Learning Solutions
American Institutes for Research

Derek Mracek
Head Of Science
Yobs

Isaac Thompson
Modern Hire

Marc Cubrich
Analyst
Modern Hire

Jessica Chackoria

PhD Candidate
DePaul University

Joe Meyer
Research Scientist (People Analytics)
Meta (Facebook)

A Foot in the Door: Internship Advice for I-O Graduate Students (Panel Discussion - 124086)

🕘 9:00 AM - 9:50 AM, Apr 28

📍 Zoom 5

`Students & Early Career` `Virtual & Streaming`

Authors: Cheng, S. K. (Co-Chair), Ravid, D. M. (Co-Chair), Bromley, T., Collier-Spruel, L., Lee, S. A., Wright, K., Young, C. (2022). A foot in the door: Internship advice for I-O graduate students [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This session will cover key considerations for I-O graduate students when applying for and working internships, such as what types of internships I-O students can do, how to decide which ones are a good fit, how to prepare for the application and interview process, day-to-day experiences as interns, and benefits and challenges of internships. The purpose of this session is to help provide graduate students, from any background or program, with more information on what to consider and make the most out of internship opportunities.

📣 **Speakers**

Carmen Young
People Research Scientist
Twitter

Soohyun (Ashley) Lee
PhD Candidate
The Graduate Center, City University of New York (CUNY) and Baruch College

Lauren Collier-Spruel
UX Researcher
Meta Platforms

Timothy Bromley
Graduate Research And Teaching
Seattle Pacific University

Kristina Wright
Research Fellow
Consortium Research Fellow

Alliance: Giving Away I-O Psychology: How and Why to Volunteer Your Time and Talent (Special Event - 124877)

🕘 9:00 AM - 9:50 AM, Apr 28

📍 Zoom 6

`SIOP Curated` `Virtual & Streaming`

Authors: Sanders, A.M.F. (Chair), Keim, A. C., Brown, J., Cotton, J.D., Kabins, A.H., & Murphy, C.S. (2022) Giving Away I-O Psychology: How to Volunteer Your Time and Talent. [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Although I-O psychologists are often paid well for their expertise, SIOP has rightfully encouraged more prosocial efforts from I-O psychologists. Volunteering is associated with well-being and the development of new competencies and transformative partnerships with positive organizational outcomes. Yet many I-O psychologists do not know where to start, and organizations may not know how to connect with volunteer I-Os. Expert volunteers will discuss specific ways to get involved in prosocial efforts and how I-O volunteers can provide added value to organizations while gaining valuable skills.

📣 **Speakers**

Alaina C. Keim

Bellarmine University

Julianne Brown

Deere & Co.

Adriane M.F. Sanders

Director, MSIO | Associate Prof.
Austin Peay State University

Adam H. Kabins

Korn Ferry

Joshua Cotton

Director of Talent Assessments
Honeywell

Chanda Simkin Murphy

Moderator
Mindful in Memphis

Innovative Interventions to Support Employee Well-Being (Panel Discussion - 123997)

🕘 9:00 AM - 9:50 AM, Apr 28

📍 Ballroom 6A

Employee Experi…

Authors: Holcombe, K., Sandell, K. S., Dodson, M., Gerstner, C., Barker, M., & Lovato, C. (2022). Innovative Interventions to Support Employee Well-Being [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

As social, political, and economic conditions continue to significantly impact individuals and organizations, the aim of this session is to share evidence-based practices that can improve employee health, safety, wellness, and well-being. This session will present novel interventions implemented specifically to support employee well-being in large, global organizations. Panelists will share their unique challenges in supporting holistic well-being in the workplace, actions taken to improve well-being, and methods for measuring the impact of these interventions.

📣 **Speakers**

Kyle Sandell

Senior Consultant, People Insights
BetterUp

Charlotte Gerstner

Enterprise Talent Management Lead
Chevron

Chris Lovato

Medtronic

Kyla Holcombe

BetterUp

Megan Barker

HR Business Partner & Global Talent Leader- P&G Grooming
Procter & Gamble

Matthew Dodson

Manager, Organizational Development
Chevron

Organizational Frontiers Series Presents Data, Methods, and Theory in the Organization (Alternative Presentation - 123660)

🕘 9:00 AM - 9:50 AM, Apr 28

📍 Ballroom 6B

`Technology & Methods` `Virtual & Streaming`

Authors: Organizational Frontiers Series Presents Data, Methods and Theory in the Organizational Sciences, Presented at Annual Conference of the Society for Industrial Psychology, Seattle, April 2022

The emergence of big data and the increasing use of archival data is changing the relationships among data, methods, and theory. A new volume in the Organizational Frontiers series explores these evolving relationships and charts a path forward in this evolution. Chapter authors will present the highlights of each chapter in short (3 minute) and lively presentations. These chapters include bold and compelling recommendations for changes in the way I-O psychologists structure and interpret research in the organizational sciences.

📣 **Speakers**

Kevin Murphy
Profesor Emeritus
University of Limerick

Alexis Fink
Facebook

Richard Guzzo
Mercer

Steve Kozlowski
World Class Scholar and Professor of Organizational Psychology
University of South Florida

Jeffrey Cucina
Personnel Research Psychologist
U.S. Customs and Border Protection

James G. Field
West Virginia University

Karyssa Courey
PhD Student
Rice University

Thriving in a Hybrid Environment: A Multidisciplinary Look at Hybrid Work (Panel Discussion - 124178)

🕘 9:00 AM - 9:50 AM, Apr 28

📍 Ballroom 6C

`Virtual & Stream..`

Authors: Garcia-Marquez, C., Jerden, E., Dzneladze, L., Grant, S., Melillo, B., Rivera, M. (2022) Thriving in a Hybrid Environment: A Multidisciplinary Look at The Future of Hybrid Work [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This session will present a multidisciplinary discussion about science based practices that help employees and organizations thrive in a hybrid environment, share learnings from applied experiments and innovative ways organizations from different industries are tackling the new challenges of hybrid work. This diverse panel is composed of experts ranging from internal I-O practitioners, applied researchers, external consultants, and communication and product experts.

Caribay Garcia Marquez
Sr. Behavioral Scientist
Humu

Eddie Jerden
People Scientist
Humu

Shelby Grant
Organizational Effectiveness Consultant
Stripe

Beth Melillo
Global Organizational Development Specialist
National Grid

Mark Rivera
Google, Inc.

Laurel Dzneladze
Employee Communications Technology Leader
LinkedIn

Common Choice Points in Culture Campaigns: Problem Solving and Storytelling (Alternative Presentation - 123969)

🕐 9:00 AM - 9:50 AM, Apr 28
📍 Room 602-603

Employee Experi...

Authors: Hall, A. E. (Chair), Dohleman, B., (Panelist), Collins, M. M., (Panelist), Harris, M. J., (Panelist), Woodhall, M. M., (2022). Common Choice Points in Culture Campaigns: Problem Solving and Storytelling [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Attendees will be asked to read scenarios—differing by table—that might occur while a company is undergoing a culture transformation or rolling out company values. They will be asked to agree as a table on how they would proceed in the given situation and to report out on what they decided, what they considered, and what they expect to happen going forward. Following, panelists from 4 companies will share their real-life example of how they proceeded in each scenario. 10 minutes of Q&A with panelists will follow.

📢 **Speakers**

Amy Hall
Manager, Talent Programs
Ford Motor Company

Maggie Collins
Director, Colleague Surveys and Assessments
CVS Health

Bethany Dohleman
Director: Human Capital Research & Insights
AbbVie

Michael Harris
U.S. Office of Personnel Management

Michael Woodhall
Manager, Leadership & Professional Development

Novel Research on and Unique Approaches to Studying Team Communication (Symposium - 124026)

🕘 9:00 AM - 9:50 AM, Apr 28

📍 Room 606

Technology & Met…

Authors: Marlow, S. (Chair) (2022). Novel Research on and Unique Approaches to Studying Team Communication. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Christenson, K., Japp, P., Patel, A., Reiter-Palmon, R., Summers, J., Allen, J., & Shuffler, M. (2022). Creativity in Teams: Identifying the Role of Meetings in Fostering Effective Cognitive and Social Processes in Teams.
Feitosa, J., Grossman, R., Kramer, W. S., & Sharma, S. (2022). The Importance of Knowledge Elaboration in Diverse Teams: A Meta-Analytic Review.
Käosaar, A., Keatley, D., Smith, N., Konstantinidis, K., von Looz, M., & Ambhorkar, P. (2022). Behaviour Sequence Analysis for Long-Duration Isolation and Confinement: First Proof of Concept on Past Polar Expeditions
Lacerenza, C. N., & Marlow, S. L. (2022). Examining the Onset of Shared Perceptions of Psychological Safety within Teams.

Decades of research indicate that team communication is a critical driver of team processes and team outcomes across a variety of task and team types. Despite how much is known about the importance of communication, understanding of this team process and its effects remain limited in several key ways. This symposium uses a combination of methods (i.e., meta-analysis, behavior sequence analysis, and time-lagged empirical study) to address several of these limitations, present novel research in this area, and highlight unique approaches to studying team communication.

📢 **Speakers**

Shannon L. Marlow
Assistant Professor of Management
The University of Texas at San Antonio

Jennifer Feitosa
Assistant Professor
Claremont McKenna College

Christina N. Lacerenza
University of Colorado, Boulder

Lucy Gilson
Associate Dean
UConn

Kyle Christenson
Graduate Research Assistant
Clemson University

Andres Kaosaar
PhD Student & Graduate Research Assistant
University of Central Florida

Conducting Heartbeat Analysis: A How-To Guide for a Novel Sentiment Analysis Method (Master Tutorial - 123881)

🕘 9:00 AM - 9:50 AM, Apr 28

📍 Room 607

Technology & Met…

Authors: McKnight, S.T., Johnson, M.B., Thomas, S., Green, P., & Patton, C.B. (2022). Conducting Heartbeat Analysis: A How-To Guide for a Novel Sentiment Analysis Method [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This interactive session provides a tutorial on a new survey analysis technique: heartbeat analysis. By providing the audience with organizational data, authors aim to promote a "follow along" learning approach, allowing the audience to develop their understanding of how and when to use this methodology. Additionally, comparisons will be made with traditional approaches which allow for a deeper understanding of the strengths and limitations of heartbeat analysis. This approach presents a new way to analyze survey results, offering new insights for the field of I-O psychology as a whole.

📢 **Speakers**

Shane McKnight
Louisiana Tech University

Chris Patton
People Analytics Manager
Meta

Sidney Thomas
Ph.D. Candidate
Louisiana Tech University

Patrick Green
Louisiana Tech University

Matthew Johnson
Project Manager; Staff Manager
AROS Consulting

VR Technology: Current Applications for I-O Psychology (Ignite - 124237)
🕘 9:00 AM - 9:50 AM, Apr 28
📍 Room 608

Technology & Met…

Authors: Sanchez, D. R., McVeigh-Schultz, J., Van Zelderen, A., Li, V., Isbister, K., Cheteni, F. & Majoubi, H. (2022). VR technology: Current applications for I/O Psychology [Ignite Session]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

With the evolution of new technology people have been able to connect in new ways and explore novel possibilities. Today organizations are exploring advanced applications and uses of immersive virtual and augmented reality, systems that can be cost effectively applied in their fields. The purpose of this series of talks is to discuss current and future applications of VR technologies in the world of I-O psychologists.

📢 **Speakers**

Diana Sanchez
San Francisco State University

Anand van Zelderen
PhD Researcher
KU Leuven

Joshua McVeigh-Schultz
San Francisco State University

Katherine Isbister
University of California Santa Cruz

Jialang (Victor) Li
University of California Santa Cruz

Freedom Cheteni
The Superintendents Journal
InventXR LLC

Promoting a Valid and Inclusive Hiring Process With Effective Interviewer Training (Panel Discussion - 123640)

🕐 9:00 AM - 9:50 AM, Apr 28

📍 Room 609

Selection & Assess…

Authors: Zhang, Y. (CoChair), Winter, J. (CoChair), Highhouse, S. E., Levashina, J., Molitor, D., Oki, T., & Tecle, L. (2022). Promoting a Valid and Inclusive Hiring Process with Effective Interviewer Training [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This session will present research-grounded advice and practical experience for organizations that are implementing structured interviewing training as part of their talent management process. Topics will cover the latest research and practical advice on closing the science–practice gap in the use of structured interviews through interviewer training. The panel represents experts from academia, consulting, and organizations across industries to discuss best practices on promoting the use of structured interviews through interviewer training.

📢 **Speakers**

Zoe Zhang
Consultant
APTMetrics

Scott Highhouse
Bowling Green State University

Douglas Molitor
Sr. Manager, Talent Assessment
3M

Julia Levashina
Kent State University

Tunji Oki
Google

Leah Tecle
Sr. Manager of Leadership Assessments
Walmart

Theme Track: Better Together: Bringing the Joy through Interactive Adventures (Special Event - 124872)

🕐 9:00 AM - 9:50 AM, Apr 28

📍 Room 611

Students & Early Career   SIOP Curated

Authors: Cox, C. (Chair) (2022). Theme Track: Scavenger Hunt. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

The purpose of this interactive session is to encourage conference participants to explore the conference, interact with other participants, and identify some of the most innovative and creative practices at the conference. This scavenger hunt will encourage students to explore the conference and photograph themselves with posters and presenters, and at this presentation, the participants will be assigned to their teams (of 3–5 participants), provided with their questions to answer, and given the information necessary to complete the search, including how to submit their materials.

Cody Cox
Assistant Professor of Industrial Organizational Psychology and Organizational Behavior
St. Mary's University

Telework and Implications for Managing Work and Family Demands (Symposium - 123559)

🕘 9:00 AM - 9:50 AM, Apr 28
📍 Room 612

Employee Experi…

Authors: Beckel, J. L. O. (Co-Chair) & Fisher, G. G. (Co-Chair) & Kristen Shockley (Discussant). (2022). Telework & Implications for Managing Work and Family Demands

As workers continue to disintegrate the physical boundaries between their work and home domains through teleworking, I-O psychologists will need to simultaneously adapt understanding of the interaction between work and family. This symposium includes 4 empirical studies which help to bridge the gap between current understanding of work and family, and the differential impact of teleworking for managing one's work and home domains.

📢 **Speakers**

Julia Beckel
Graduate Student
Colorado State University

Gwenith Fisher
Associate Professor
Colorado State University

Kristen Shockley
University of Georgia

Valerie Morganson
Associate Professor of Psychology
University of West Florida

Alec Munc
Research Lead, Employee Voice
Facebook

Laura Pineault
Primary Graduate Research Assistant - NSF RAPID grant
Wayne State University

Zhiqing Zhou
Baruch College & The Graduate Center, CUNY

We're Here, We're Working, But We're Tired: Employee Well-Being in the Workplace (Symposium - 124182)

🕘 9:00 AM - 9:50 AM, Apr 28
📍 Room 613-614

Employee Experi…

Authors: McClure, J.M. (Co-Chair) & Walker, J.M. (Co-Chair) (2022). We're Here, We're Working, But We're Tired: Employee Wellbeing in the Workplace [Symposium]. Society for Industrial and Organization Psychology Annual Conference, Seattle, WA, United States.
Knudsen, E.A., & Dunn, J. (2022). Organizational Trends in Employee Engagement and Well-being Throughout the COVID-19 Pandemic.

Hutchinson, D., Raines, F., Burkhart, A., & Berman, M. (2022). The Ripple Effect of Leader Emotional Regulation and Resilience.
Walker., J.M., McClure, J., & Boudreaux, M. (2022). Keeping the Flame Alive After COVID: A Personality Perspective on Burnout.
Brown, J. (2022). Well-being in Time of Change.

COVID-19 has forever changed the workplace and the way we work. Since the global pandemic, there has been an increased focus on employee well-being to keep employees engaged and committed. This symposium will cover the broad topic of employee well-being in the workplace by diving into applied research on employee happiness, burnout, and specific organizational initiatives that drive well-being. Authors will explore the impact of managerial burnout on their direct reports to demonstrate the ripple effects that burnout and disengagement can cause in organizations.

📢 **Speakers**

Jessie M. McClure
Senior Consultant
Hogan Assessments

Julianne Brown
Deere & Co.

Eric Knudsen
Glint / LinkedIn

Derek Hutchinson
Analytics Consultant, People Insights
BetterUp

Jessica W. McDuffie
Talent Analytics Consultant
Hogan Assessments

Joseph Dunn
Senior People Science Consultant, Glint
LinkedIn

Posters: Pro-Social, Cross-Cultural, Organizational Change, and Retention
🕘 9:00 AM - 9:50 AM, Apr 28
📍 Exhibit Hall 4B

`Employee Experience`   `Poster`

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34 Subsessions

⚫ **Comparative Effect Sizes Influence Lay Impressions of Test Validity (Poster - 123468)**
🕘 9:00 AM - 9:50 AM, Apr 28
📍 Exhibit Hall 4B Position 1
⚫ **Goal Analysis Training: Contextual Influences on Leadership Performance (Poster - 123932)**
🕘 9:00 AM - 9:50 AM, Apr 28
📍 Exhibit Hall 4B Position 2
⚫ **Development and Validation of a Measure of Work Decision-Making Styles (Poster - 124001)**
🕘 9:00 AM - 9:50 AM, Apr 28
📍 Exhibit Hall 4B Position 3
⚫ **When Forgiveness Leads to Moral Outrage: Third-Party Reactions to Forgiveness (Poster - 123162)**
🕘 9:00 AM - 9:50 AM, Apr 28
📍 Exhibit Hall 4B Position 4
⚫ **Understanding Cognitive Complexity: The Influence of Need for Closure and**

Task Type (Poster - 124089)
🕘 9:00 AM - 9:50 AM, Apr 28
📍 Exhibit Hall 4B Position 5

● **The Effects of Autonomy in Mechanical Prediction on Perceived Stakeholder Perceptions (Poster - 123354)**
🕘 9:00 AM - 9:50 AM, Apr 28
📍 Exhibit Hall 4B Position 6

● **The Effects of Politics and Job-Related Qualifications on the Selection of Sheriff (Poster - 124350)**
🕘 9:00 AM - 9:50 AM, Apr 28
📍 Exhibit Hall 4B Position 7

● **The Impact of Secrecy and Transparency in the Context of Idiosyncratic Deals (Poster - 123164)**
🕘 9:00 AM - 9:50 AM, Apr 28
📍 Exhibit Hall 4B Position 8

● **Live in the Now: Can a Mindfulness Intervention Improve Ethical Decision Making? (Poster - 121655)**
🕘 9:00 AM - 9:50 AM, Apr 28
📍 Exhibit Hall 4B Position 9

● **Wise Reasoning and Interpersonal Negotiation Outcomes (Poster - 123849)**
🕘 9:00 AM - 9:50 AM, Apr 28
📍 Exhibit Hall 4B Position 10

● **I Like Strikes—et Toi? Und Du? Strike Attitude Differences in Three Countries (Poster - 123937)**
🕘 9:00 AM - 9:50 AM, Apr 28
📍 Exhibit Hall 4B Position 11

● **Impact of Heritage Cultural Identity and Acculturation Strategies on Immigrant Workers (Poster - 124117)**
🕘 9:00 AM - 9:50 AM, Apr 28
📍 Exhibit Hall 4B Position 12

● **Role of Working Norm in the Relationship Between Time Stressor and Job Outcomes (Poster - 124145)**
🕘 9:00 AM - 9:50 AM, Apr 28
📍 Exhibit Hall 4B Position 13

● **Reemployment During COVID-19: The Impact of Communication (Poster - 123659)**
🕘 9:00 AM - 9:50 AM, Apr 28
📍 Exhibit Hall 4B Position 14

● **Moral Attentiveness, Moral Awareness, and Organizational Behavior (Poster - 123823)**
🕘 9:00 AM - 9:50 AM, Apr 28
📍 Exhibit Hall 4B Position 15

● **Job Crafting in Extreme Poverty: The Case of Female Teachers in Slums in India (Poster - 123492)**
🕘 9:00 AM - 9:50 AM, Apr 28
📍 Exhibit Hall 4B Position 16

● **Critique of CSR Measurement and Presentation of a New Framework for Measurement (Poster - 123698)**
🕘 9:00 AM - 9:50 AM, Apr 28
📍 Exhibit Hall 4B Position 17

● **Venture Framing and Social Entrepreneurial Intention: Exploring Emotional Mechanisms (Poster - 123950)**
🕘 9:00 AM - 9:50 AM, Apr 28
📍 Exhibit Hall 4B Position 18

● **Migration Workers During the Pandemic: An EU Survey on Satisfaction and Effectiveness (Poster - 123490)**
🕘 9:00 AM - 9:50 AM, Apr 28
📍 Exhibit Hall 4B Position 19

● **The Case for Organizational Ethicality: Implications for Employee Behaviors (Poster - 123750)**
🕘 9:00 AM - 9:50 AM, Apr 28
📍 Exhibit Hall 4B Position 20

● **A Computational Model of Organizational Segregation Patterns (Poster - 123760)**
🕘 9:00 AM - 9:50 AM, Apr 28
📍 Exhibit Hall 4B Position 21

● **Patient Trust in Healthcare: An Integrative Review Using Organizational Science (Poster - 123734)**

⏱ 9:00 AM - 9:50 AM, Apr 28
📍 Exhibit Hall 4B Position 22

● Moving Toward Sustainability: Investigating Organization PEBs and HR Scores (Poster - 124251)
⏱ 9:00 AM - 9:50 AM, Apr 28
📍 Exhibit Hall 4B Position 23

● CEOs and Corporate Social Responsibility and Irresponsibility: A Meta-Analytic Review (Poster - 124181)
⏱ 9:00 AM - 9:50 AM, Apr 28
📍 Exhibit Hall 4B Position 24

● Turnover in the US Marines: Comparison of Predictive Methods (Poster - 123591)
⏱ 9:00 AM - 9:50 AM, Apr 28
📍 Exhibit Hall 4B Position 25

● Transformational Leadership and Turnover Intentions: A Meta-Analysis (Poster - 123879)
⏱ 9:00 AM - 9:50 AM, Apr 28
📍 Exhibit Hall 4B Position 26

● Thirst for Growth: The Reason Why Overqualified Employees Seek to Leave (Poster - 123270)
⏱ 9:00 AM - 9:50 AM, Apr 28
📍 Exhibit Hall 4B Position 27

● Identity, Agency, and Employee Reactions to Management of Meaning (Poster - 123404)
⏱ 9:00 AM - 9:50 AM, Apr 28
📍 Exhibit Hall 4B Position 28

● The Consequences of Value Congruence: It Depends on Value Type (Poster - 123878)
⏱ 9:00 AM - 9:50 AM, Apr 28
📍 Exhibit Hall 4B Position 29

● "I Put in My Two Weeks Notice!" Employee Behavior and Wellness Prior to Exit (Poster - 123704)
⏱ 9:00 AM - 9:50 AM, Apr 28
📍 Exhibit Hall 4B Position 30

● Affective Commitment in a Pandemic: A Moderated Mediation Model (Poster - 124205)
⏱ 9:00 AM - 9:50 AM, Apr 28
📍 Exhibit Hall 4B Position 31

● Using "Big Data" and Text Mining to Understand Employee Turnover (Poster - 123738)
⏱ 9:00 AM - 9:50 AM, Apr 28
📍 Exhibit Hall 4B Position 32

● Older Workers' Intentions Toward Working Longer: Do They Change Over Time? (Poster - 123946)
⏱ 9:00 AM - 9:50 AM, Apr 28
📍 Exhibit Hall 4B Position 33

● Precursors and Mitigators of Burnout and Their Effects on Withdrawal Behaviors (Poster - 123240)
⏱ 9:00 AM - 9:50 AM, Apr 28
📍 Exhibit Hall 4B Position 34

Why Leadership Development is Broken—and How to Fix it? (Sponsored by Hogan Assessments)
⏱ 9:00 AM - 9:50 AM, Apr 28
📍 604

(SPONSORED) Thought-Leadershi…

Organizations spend over $366B annually on leadership development worldwide. Yet 75% of companies say their leadership programs are not very effective and only 11% report having a strong "bench" to fill critical leadership roles. To make matters worse, over two-thirds of workers report that the *worst part of their lives* is their immediate boss. Why are most leadership development efforts falling short, and what can be done about it?

This thought-provoking session will focus on **7 common shortfalls**, with practical advice for practitioners for each:

1. Defining Leadership incorrectly
2. Focusing on the wrong outcomes
3. Chasing constantly moving targets, fads, and buzzwords
4. Taking the "peanut-butter approach" to development

5. Overlooking the importance of context
6. Neglecting the psychology of behavior change
7. Confusing the roles of assessment, learning, and development

This session features actionable advice to help you stretch your thinking about leadership, break down barriers in "traditional" leadership development programs, and help practitioners create more impactful growth experiences for leaders.

Presenters:

Jackie Sahm, MS, Director of Global Learning, Hogan Assessments
Jocelyn Hays, MS, Learning Solutions Manager, Hogan Assessments.

📢 **Speakers**

J   **Jacqueline Sahm**
Hogan Assessments

J   **Jocelyn Hays**
Hogan Assessments

🤝 **Sponsored By:**

🔲 HOGAN   Hogan Assessments

10:00 AM

Ambassador Program: Coffee + Connections
🕐 10:00 AM - 11:00 AM, Apr 28
📍 WSCC - Hall 4A&4B

Reception

Local Group Leader Meetup hosted by the Local IO Group Relations Committee
🕐 10:00 AM - 10:30 AM, Apr 28
📍 WSCC - Room 303

10:30 AM

Community of Interest: Coaching's Impact on I-O (Community of Interest - 124958)
🕐 10:30 AM - 11:50 AM, Apr 28
📍 Zoom 1

Leadership & Coaching   **SIOP Curated**   **Virtual & Streaming**

Authors: Middleton, E. & Linnabery, E. (2022). Coaching's Impact on IO [Community of Interest]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

As the use of executive coaching continues to rise and organizations invest a significant amount of money in this developmental strategy, rigorous research on the coaching process and outcomes remains scarce. This leads to important questions around evaluating the efficacy of coaching (e.g., behavioral outcomes), how coaching fits into employee development, and the construct space of key terms in the coaching field (e.g., coachability). This session will also explore how you can work coaching into an I-O career and how can coaching skills help in other I-O related practices.

📢 **Speakers**

Eric Middleton
Leadership Practioner
UT MD Anderson Cancer Center

Eileen Linnabery

Consultant
Vantage Leadership Consulting

Understanding the Great Resignation: Thoughtfully Responding to Media Frenzy (Symposium - 124260)

🕐 10:30 AM - 11:50 AM, Apr 28

📍 Zoom 2

`Employee Experience` `Virtual & Streaming`

Authors: Brooks, S. M. (Chair). (2022). Understanding the Great Resignation: Thoughtfully responding to media frenzy [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Oliver, D. H., & Brenner, J. L. (2022). Understanding the how and why employees leave organizations: A strategy to inform better retention tactics.
Gloger, C. (2022). External versus internal forces: turnover at Allstate.
Nesnidol, S. A. (2022). The power of story: Leveraging anecdotes to bolster data-based insights.
Damadzic, A. (2022). Playing the long game: Reaction or response to the Great Resignation?

As practitioners, much of our work is a response to leadership requests. But what if those requests are prompted by media headlines within untested validity or relevance inside any given organization? Each presenter will share thoughtful, data-based responses to the "Great Resignation," first determining its reality within each organization and second outlining an appropriate response. For all, employee turnover is an important issue. For some, the Great Resignation is real. For others, it is overblown, and the response is more of a leadership management exercise.

📢 **Speakers**

Scott Brooks
Partner and Vice President
OrgVitality

David H. Oliver
PepsiCo (Frito-Lay North America)

Samantha Nesnidol
Principal People Scientist
Ford Motor Company

Christoph Gloger
Lead Workforce Scientist
Allstate

Adam Damadzic
Sr. Industrial & Organizational Psychologist
T-Mobile

Artificial Intelligence Coaching: The Future Is Here (Panel Discussion - 124280)

🕐 10:30 AM - 11:50 AM, Apr 28

📍 Zoom 3

`Leadership & Coaching` `Virtual & Streaming`

Authors: DiGirolamo, J. A., Terblanche, N. H. D., Malafronte, O. & Drake, D. B. (2022). Artificial Intelligence Coaching: The Future is Here. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Artificial Intelligence (AI) coaching platforms are now available for client use. This panel discussion brings together an AI coaching platform developer, a researcher in the field, a coaching organization facilitating the development of AI coaching standards, and an experienced coach working to integrate AI coaching into the mainstream coaching profession. The discussion will include how ethics and data privacy are handled, as well as results on the efficacy of AI coaching compared to human coaching.

📢 **Speakers**

Joel DiGirolamo
Vice President of Research and Data Science
International Coaching Federation

David Drake
Founder and CEO
The Moment Institute

Nicky Terblanche
Senior Lecturer
Stellenbosch Business School

Olivier Malafronte
Université Côte d'Azur

Applying Diversity, Equity, and Inclusion to Work–Family Research and Practice (Alternative Presentation - 123606)

🕐 10:30 AM - 11:50 AM, Apr 28
📍 Zoom 4

Diversity-Equity-Inclusion   **Virtual & Streaming**

Authors: CITATION: Roman, J.R., Van Egdom, D., Hicks, C., Madera, J., Mattingly, V., Murphy, L, Price, N., Spitzmueller, C.,Waiwood, A., & Wang, Y. (2022). Applying Diversity, Equity, and Inclusion to Work-Family Research and Practice [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This session will focus on how organizational science researchers and practitioners can apply lessons learned from diversity, equity, and inclusion to the work–family context. DEI and work–family topics have been critical areas of organizational science, especially in light of recent events. Yet, the 2 areas have been relatively isolated from each other. Attendees will have an opportunity to hear from 6 panelists and participate in small group discussions with our panelists/facilitators. This session is designed to serve as an incubator for future contributions to research and practice.

📢 **Speakers**

Jenna-Lyn Roman
Aquila People Solutions, LLC

Christiane Spitzmueller
University of Houston

Juan Madera
University of Houston

Victoria Mattingly
Mattingly Solutions

Yi-Ren Wang
Asia School of Business

Christopher D. Hicks

Drake Van Egdom
Ph.D. Candidate
University of Houston

Lauren Murphy (she/her)
Graduate Research Assistant
Saint Louis University

Nathan Price - The Academic IO
University of Minnesota

Aashna Waiwood
University Of South Florida

Should I Stay or Should I Go? Employee Listening to Address Postpandemic Turnover (Panel Discussion - 123480)

🕐 10:30 AM - 11:50 AM, Apr 28
📍 Zoom 6

Employee Experience   **Virtual & Streaming**

Authors: Haas, J. B., Roach, K. N., Auten, D., Beechly, L., Black, L., Downey, S. N., Moukarzel, R., Reinecke, O. C., Vijayakumar, P. B., & Wegman, L. A. (2022). Should I Stay or Should I Go? Employee Listening to Address Post-Pandemic Turnover [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

As the pandemic becomes more manageable and the economy ramps back up, voluntary turnover is steadily increasing. Organizations are therefore faced with the question of how to retain talent. This session will bring together panelists from employee listening platforms and global organizations across different industries to share best practices and lessons learned around what organizations have done in regard to (a) employee listening to identify drivers of voluntary turnover and (b) mitigating and addressing turnover by making benefit or policy changes.

📢 **Speakers**

Julia B. Haas, Ph.D.
University of Georgia

Lauren Wegman
Twitter

Rana Moukarzel
Otis Elevator Co.

Stephanie Downey
Senior People Science Consultant
Glint

Lauren Beechly
Perceptyx

Olivia Reinecke
PepsiCo

Pooja Vijayakumar
Papa John's International

Dana Auten
Senior People Scientist
The Predictive Index

Lisa Black

Lisa Black
Energage

Data Storytelling 2.0: Learning Lab (Alternative Presentation - 123832)

🕐 10:30 AM - 11:50 AM, Apr 28

📍 Ballroom 6A

Technology & Met...

Authors: Adler, S., Nelson, M., and Grubb, A.D. (2022). Data Storytelling 2.0: Learning Lab [Alternate Session]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This session aims to energize I-O psychologists to go well beyond the traditional ways they present data to decision makers and other stakeholder audiences, and instead introduce them to and give them experience with data storytelling. After exposing participants to key principles of data storytelling, illustrated with powerful examples, authors will encourage participants co-create their stories in small teams on a timely I-O topic. Then, teams will share the data stories they constructed for different target audiences, and the facilitators will draw out key lessons learned.

📢 **Speakers**

Amy Grubb
Digital Transformation Advisor to the CIO
Federal Bureau of Investigation (FBI)

Seymour Adler
Partner
Kincentric

Miriam Nelson
Senior Partner
Korn Ferry

The Imperative of Supporting Women Scholars Who Have Caregiving Demands (Panel Discussion - 123356)

🕐 10:30 AM - 11:50 AM, Apr 28

📍 Ballroom 6B

Virtual & Stream...

Authors: Allen, T. D. (Chair), Eby, L. T., Gabriel, A.S., Gilson, L. L., King, E. B., & Klotz, A. C. (2022). The Imperative of Supporting Women Scholars Who Have Caregiving Demands [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This panel focuses on our social imperative to build better structures to support women who have caregiving needs. Panelists will discuss: (a) the realistic, social, and financial cases for this issue; (b) policies in higher education and their effectiveness; (c) the administrative perspective, calling to action department heads/deans who can generate solutions; (d) the ways in which faculty can be effective allies to colleagues with caregiving needs; and (e) a needed cultural shift that shatters the assumption that having a family is not compatible with success in academia.

📢 **Speakers**

Tammy Allen
Professor
University of South Florida

Lillian T. Eby
Dr.
University of Georgia

Eden King
Lynette S. Autrey Professor of Psychology
Rice University

Allison Gabriel
McClelland Professor of Management and Organizations / University Distinguished Scholar
University of Arizona

Lucy Gilson
Associate Dean
UConn

Anthony Klotz
Texas A&M University

Theme Track: Being Better Together: Celebrating Mind, Body, and Community (Special Event - 124870)

🕐 10:30 AM - 11:50 AM, Apr 28

📍 Ballroom 6C

SIOP Curated **Virtual & Streaming**

Authors: Woo, V. A., Mitchell, T., Rizzuto, T., Armistead, B., & Sawyer, K. (2022). Theme Track: Being better together: Celebrating mind, body, and community [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

It's been a long and difficult road over the past 2 years, but we're finally back together at the annual conference. This session is a celebration of this reunion, recognizing the journey we've endured together and how to move forward with a renewed focus on self-care and personal well-being. Attendees will have the opportunity to participate in a variety of activities focusing on the well-being of our minds (e.g., adult coloring), bodies (e.g., light stretching/exercising), and community (e.g., gratitude board). Come join us for the first time, in a long time, so we can be better together.

📢 **Speakers**

Vivian A. Woo
Lead People Science Analyst
Culture Amp

Tracey Rizzuto
Louisiana State University

Katina Sawyer
George Washington University

Tyree Mitchell
Assistant Professor
Louisiana State University

Beth Armistead
Manager, Talent Management
Condé Nast

The Power of Vocational Interests: Understanding Choices, Attitudes, and Behavior (Symposium - 123600)

🕐 10:30 AM - 11:50 AM, Apr 28

📍 Room 602-603

Selection & Assess…

Authors: Nye, C. D. (Chair) (2022). The Power of Vocational Interests: Understanding Choices, Attitudes, and Behavior [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Nye, C. D., & Gardner, D. (2022). Examining Moderator Effects on the Relationship between Interests and Satisfaction.
Song, Q. C., Shin, H. J., Tang, C., Hanna, A., & Behrend, T. (2022). Machine Learning Enhances the Prediction

of Career Choices.

Hyland, W., Hoff, K., & Rounds, J. (2022). Interest-Ability Profiles: A Within-Person Approach to Intellectual Investment.

Hoff, K. A., Granillo-Velasquez, K., Hanna, A., Oswald, F., Morris, M., & Rounds, J. (2022). Interest Supply and Demand in the Labor Market: Comparing People and Jobs.

Finch, H. M., Prasad, J. J., Benson, A. M., Lynner, B. N., & Colley, K. L. (2022). Dangerous Interests: Predicting Safety using Vocational Interests.

Recently, there has been a growing interest in the study and use of vocational interests for predicting workplace behavior. Part of the reason for this renewed interest has been recent research demonstrating the validity of vocational interest predicting several important outcomes. Despite these positive findings, more research is needed to expand the nomological network of interests at work. Therefore, this symposium presents 5 papers that help to advance the understanding of the validity of vocational interests for predicting individual choices, attitudes, and behavior at work.

📢 **Speakers**

Christopher Nye
Associate Professor
Michigan State University

Q. Chelsea Song
Assistant Professor
Purdue University

Kevin Hoff
University of Houston

Hannah Finch
Graduate Student
Colorado State University

William Hyland
Industrial/Organizational Psychology

Neurodiversity and DEI: Best Practices and Lessons From Scientist–Practitioners (Alternative Presentation - 124255)
🕐 10:30 AM - 11:50 AM, Apr 28
📍 Room 606

Diversity-Equity-Inc…

Authors: Colley, K. (Panelist), Millsap, J. (Panelist), Powell-Rudy, T. (Panelist), Willis, C. (Panelist), Crentsil, J. (Panelist), Clancy, R. (Co-chair) & Bazzoli, I (Co-chair). (2022). Neurodiversity & DEI: Best Practices and Lessons Scientist-Practitioners. [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

A diverse group of scientist–practitioners, some autistic, will present on trends, pitfalls, best practices, and future directions for DEI and I-O practice/science focused on neurodiversity. In addition to their presentations, panel experts will answer audience-selected questions per a live polling app. After, small-group discussions will allow for audience members to share their successes and experiences at the intersection of I-O, DEI, and neurodiversity, and will crowdsource ideas from the audience on how to improve I-Os science and practice related to neurodivergent populations.

📢 **Speakers**

Kelsie Colley
Organizational Consultant
Mattingly Solutions

Colin Willis
Senior IO Psychology Consultant
HireVue

Sarah Jackson

S
Florida International University

Tracy Powell-Rudy
VP Corporate Engagement
Integrate Autism Employment Advisors

James Millsap
Diversity, Equity, & Inclusion Leader
DICK'S Sporting Goods

Myth Busting Using Data: Do Beliefs About Virtual Leadership Development Have Merit? (Alternative Presentation - 123761)

🕐 10:30 AM - 11:50 AM, Apr 28
📍 Room 607

Leadership & Coa…

Authors: Bukin, S., Stawiski, S., Wallace, D., & Tran, A. (2022). Myth-Busting Using Data: Do Popular Beliefs About Virtual Leadership Development Have Any Merit? [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

In early 2020, organizations were faced with a sudden decision: whether to continue leadership development programs virtually or put them on hold. There is limited research about how virtual leadership programs compare to in-person programs, leaving many to move forward without much experience or evidence to support their decisions. This session will use data from thousands of leaders who have attended virtual leadership programs, as well as personal experiences facilitating these programs, to discuss what prevalent beliefs are supported by evidence and which are likely myths.

📢 **Speakers**

Sol Bukin
Center For Creative Leadership

David Wallace
U.S. Naval Academy

Amy Tran
Senior Consultant
Ernst & Young

Sarah Stawiski
Director, Insights and Impact
Center for Creative Leadership

Coaching in a VUCA World: Helping Leaders Navigate Current and Future Challenges (Panel Discussion - 123831)

🕐 10:30 AM - 11:50 AM, Apr 28
📍 Room 608

Leadership & Coa…

Authors: Thomas, S. E. (Chair), Crespo, M., Dreyer, M., Heaton, L., Ruggeberg B. J., Valerio, A. M., & Ward, J. M. (2022, April). Executive Coaching Post-Pandemic: Helping Leaders Navigate in the New World [Panel discussion]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Coaching is an effective method to equip leaders to succeed in the face of changes. This panel will address: With continual changes from the COVID-19 pandemic, such as leading in uncertainty, safeguarding employees' well-being, and ongoing challenges related to addressing racial inequity, how can coaching prepare leaders? What skillsets do leaders need (e.g., greater empathy, agility, inclusivity)? How can coaching address these? Each panelist brings a unique perspective (e.g., assessment-based approaches, diversity) to how coaching prepares leaders to navigate ongoing challenges.

Sarah E. Thomas
Leadership Assessment & Development Consultant
Kincentric

Brian Ruggeberg
Kincentric

Anna Marie Valerio
Executive Leadership Strategies, LLC

Janis Ward
J. M. Ward Consulting

Laura Heaton
Penske Transportation Solutions

Michael Crespo
Assessment and Selection Lead
Cargill

Matthew Dreyer
Head of Talent Management & Lead Talent Partner
Prudential Financial

The Impact of Real Organizational Change Versus Slacktivism (Panel Discussion - 123746)

🕐 10:30 AM - 11:50 AM, Apr 28
📍 Room 609

Diversity-Equity-Inc…

Authors: Green, S. N., Traylor, H. D., & Avery, D. R. (2022). The Impact of Real Organizational Change versus Slacktivism [Panel]. Society for Industrial and Organizational
Psychology Annual Conference, Seattle, WA, United States

This panel session will offer an introduction into the prevalence and dangers of performative acts and the effect of disingenuous organizational practices targeting the reduction of racial, gender, and sexual orientation bias in the workplace. Scholars and practitioners in the field of diversity, equity, and inclusion will lead discussions on how organizations demonstrate genuine commitment to eradicating systemic inequalities (e.g., racism) and how they should be held accountable when engaging in harmful performative acts.

📢 **Speakers**

Sydney Green
Graduate Student
Louisiana State University

Derek Avery
Associate Professor of Psychology & Management
University of Houston

Horatio Traylor

Taming Overused Strengths: Growing as a Leader by Dialing Back (Alternative

Presentation - 123442)

🕐 10:30 AM - 11:50 AM, Apr 28
📍 Room 611

`Leadership & Coa…`

Authors: Fink, A., Leasher, M., McHenry, J., O'Shea, P.G. (2022). Taming overused strengths: Growing as a leader by dialing back [Alternate Session]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Overused strengths are an elusive yet potent barrier to leader development. This interactive session reflects a vulnerable, transparent attempt by 5 seasoned I-O practitioners to share the struggles and rewards we experienced during attempts to identify, gain a fuller awareness and appreciation of, and "tame" those strengths in a way that helped us grow as leaders.

📢 **Speakers**

Patrick O'Shea
Manager, Creative Services
HumRRO

Alexis Fink
Facebook

Jeffrey McHenry
Rainier Leadership Solutions

Megan Leasher
Talent Plus

Taylor Sparks Sullivan
Senior Staff I/O Psychologist
Codility

Abstractive Summarization Models and the Implications for Creative Research Tasks (Master Tutorial - 124138)

🕐 10:30 AM - 11:50 AM, Apr 28
📍 Room 612

`Technology & Met…`

Authors: Ristow, T., & Hernandez, I. (2022). Abstractive summarization models and the implications for creative research tasks [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Attendees learn how natural language processing algorithms can translate a single input text into a variety of suggestions to help I-O psychologists address creative research tasks. Attendees will (a) understand how abstractive summarization models generally work, (b) learn how abstractive summarization models can be applied to tasks requiring creativity, (c) train a model to suggest SIOP titles from abstracts, and (d) clarify questions/misconceptions about using neural network text analysis models. This session's title was created from this abstract by the model attendees learn to use.

📢 **Speaker**

Teresa Ristow
Virginia Tech

The Evolution of the Employee Experience: From Personas to People (Panel Discussion - 123680)

🕐 10:30 AM - 11:50 AM, Apr 28

📍 Room 613-614

Employee Experi...

Authors: Sendra, C., Brown, A., Tippins, N., Deacon, A., Romain, R., & Schrah, G., (2022). The evolution of the employee experience: From personas to people. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

The increasing individualization of the employee experience is a key trend that HR is seeking to address and deliver on. Although facilitating a positive employee experience has long been a priority for HR, employees now expect this experience to be hyperindividualized, prompting organizational action in response to their personal wants and needs. This expectation raises both practical and psychological concerns. This session will bring together a group of experts in the assessment, employee engagement, and listening space to discuss the challenges and opportunities that this trend poses

📢 **Speakers**

Caitlynn Sendra
Experience Product Scientist
SAP SuccessFactors

Nancy Tippins
The Nancy T. Tippins Group

Gunnar Schrah
Heidrick & Struggles

Amanda Deacon
Plum

Reggie Romain
Accenture

Alexandria Brown
Northern Illinois University

Community of Interest: Interindustry Partnerships to Evaluate Workplace Trauma (Community of Interest - 124942)
🕐 10:30 AM - 11:50 AM, Apr 28
📍 Room 615

Employee Experience   SIOP Curated

Authors: APA-style Citation for Session (see guidelines):
Katz, I.M., Rauvola, R.S., & Werth, P. (Co-Chairs) (2022). Community of Interest: Establishing inter-industry partnerships to evaluate trauma and workplace outcomes [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

In addition to employees that have experienced trauma due to their job demands (e.g., military members), more employees have experienced trauma associated with the COVID-19 pandemic in recent years. This COI will bring together I-O researchers and practitioners interested in discussing how employees can be resilient in the face of trauma and how to address trauma-related issues through interindustry and interdisciplinary partnerships. Also, ways that organizations can provide opportunities for employees to recover from trauma experienced during or outside of work hours will be discussed.

📢 **Speakers**

Paul Werth
Dartmouth-Hitchcock Medical Center

Rachel (Shelly) Rauvola

DePaul University

Using Abilities and Interests to Identify Talent: The Case for Spatial Ability (Alternative Presentation - 123615)

🕐 10:30 AM - 11:50 AM, Apr 28

📍 Room 616-617

Selection & Assess…

Authors: McCloy, R. A. (Chair), Lubinski, D., Kuncel, N., Rounds, J., & Wills, B. M. (2022). [Alternative Format]. Using abilities and interests to identify talent: The case for spatial ability. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This session will present research demonstrating the benefits of spatial ability for identifying human capital that might otherwise be overlooked. Panelists will then discuss ramifications of the research with audience members having interests in selection, classification, education, and vocational counseling. Also on tap for discussion is the more general topic of the benefits of considering abilities/aptitudes in addition to vocational interests for purposes of career exploration and counseling.

📢 **Speakers**

Rodney McCloy
Principal Scientist
HumRRO

Nathan Kuncel
Marvin D. Dunnette Distinguished Professor
University of Minnesota

James Rounds
University of Illinois at Urbana-Champaign

David Lubinski
Vanderbilt University

Betsy Wills
Youscience.com

Award Address: José M. Peiró, Distinguished Teaching Contributions (Special Event - 124948)

🕐 10:30 AM - 11:20 AM, Apr 28

📍 Room 618-619

SIOP Cura…

Authors: Peiró, J. (2022). Distinguished Teaching Contributions award address [Invited Address]. Society for Industrial and Organizational Psychology Annua Conference, Seattle, WA, United States.

Dr. José M. Peiró will present an overview of the teaching innovative initiatives that were the driving force behind this award. Topics include teaching philosophy, and innovative programs at the master and PhD levels. Special attention is paid to international education of I-O psychologists and the strategies to promote join degrees (e.g., Erasmus Mundus Master) delivered by consortia of universities. This will be an interactive conversation with the audience.

📢 **Speakers**

Melissa Kloner
UT Southwestern

José M. Peiró

Professor
University of Valencia

Donald Truxillo
Kemmy Business School, University of Limerick

Jennifer Acosta
Allstate Insurance Company

Posters: Leadership Part I
🕐 10:30 AM - 11:20 AM, Apr 28
📍 Exhibit Hall 4B

Leadership & Coaching   **Poster**

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34 Subsessions

⚫ **A Meta-Analysis of Ethical Leadership and its Relationship With OCB Across 15 Years (Poster - 123628)**
🕐 10:30 AM - 11:20 AM, Apr 28
📍 Exhibit Hall 4B Position 1

⚫ **Examining the Conditions Under Which Coproducing Followers Influence Leaders (Poster - 123904)**
🕐 10:30 AM - 11:20 AM, Apr 28
📍 Exhibit Hall 4B Position 2

⚫ **Experiences of Abuse: Attributions and Effects of Abusive Supervision (Poster - 123821)**
🕐 10:30 AM - 11:20 AM, Apr 28
📍 Exhibit Hall 4B Position 3

⚫ **An Examination of the Relationship Between Learning Agility and Cognitive Ability (Poster - 123513)**
🕐 10:30 AM - 11:20 AM, Apr 28
📍 Exhibit Hall 4B Position 4

⚫ **Leader Creative Performance: The Effect of Understanding Stakeholders' Mental Models (Poster - 123794)**
🕐 10:30 AM - 11:20 AM, Apr 28
📍 Exhibit Hall 4B Position 5

⚫ **Age Differentiated Leadership and Healthy Aging at Work (Poster - 123326)**
🕐 10:30 AM - 11:20 AM, Apr 28
📍 Exhibit Hall 4B Position 6

⚫ **The Influence of Transformational Leaders and Workplace Friends on Job Insecurity (Poster - 123121)**
🕐 10:30 AM - 11:20 AM, Apr 28
📍 Exhibit Hall 4B Position 7

⚫ **Leadership Development in East-Asian and South-Asian Business Majors (Poster - 123808)**
🕐 10:30 AM - 11:20 AM, Apr 28
📍 Exhibit Hall 4B Position 8

⚫ **When Learning From Mistakes Promotes Leader Humility (Poster - 123496)**
🕐 10:30 AM - 11:20 AM, Apr 28
📍 Exhibit Hall 4B Position 9

⚫ **Leader Communication Frequency and Employee Turnover (Poster - 123176)**
🕐 10:30 AM - 11:20 AM, Apr 28
📍 Exhibit Hall 4B Position 10

⚫ **Exploring One-on-One Meetings Between Managers and Direct Reports (Poster - 121496)**
🕐 10:30 AM - 11:20 AM, Apr 28
📍 Exhibit Hall 4B Position 11

⚫ **Effects of Gender and Destructive Leader Behaviors on Leader's Evaluation (Poster - 123520)**
🕐 10:30 AM - 11:20 AM, Apr 28
📍 Exhibit Hall 4B Position 12

⚫ **Authentic Leadership and Innovative Work Behaviors: The Role of**

Attachment to Leaders (Poster - 123552)
🕐 10:30 AM - 11:20 AM, Apr 28
📍 Exhibit Hall 4B Position 13

● **Characteristics of High Potential Executives who Actualize Their Potential (Poster - 123562)**
🕐 10:30 AM - 11:20 AM, Apr 28
📍 Exhibit Hall 4B Position 14

● **The Advantages of Leader Cognition and Contextual Alignment on Creativity (Poster - 123584)**
🕐 10:30 AM - 11:20 AM, Apr 28
📍 Exhibit Hall 4B Position 15

● **Not Just Toilet Paper: COVID-19 and the Hoarding of Leader–Member Exchange Resources (Poster - 123497)**
🕐 10:30 AM - 11:20 AM, Apr 28
📍 Exhibit Hall 4B Position 16

● **Cynical Followers: Negative ILTs on the Perception of Leader Errors (Poster - 123025)**
🕐 10:30 AM - 11:20 AM, Apr 28
📍 Exhibit Hall 4B Position 17

● **Character and Trust in Political Leadership: The COVID-19 Pandemic (Poster - 124039)**
🕐 10:30 AM - 11:20 AM, Apr 28
📍 Exhibit Hall 4B Position 18

● **Does Leader Character Have a Gender? (Poster - 124033)**
🕐 10:30 AM - 11:20 AM, Apr 28
📍 Exhibit Hall 4B Position 19

● **The Dark Side of Taking Voluntary Leave: Preferences for Male and Female Supervisors (Poster - 123723)**
🕐 10:30 AM - 11:20 AM, Apr 28
📍 Exhibit Hall 4B Position 20

● **Empowering Leadership and Employee Creativity: A Stress Perspective (Poster - 123942)**
🕐 10:30 AM - 11:20 AM, Apr 28
📍 Exhibit Hall 4B Position 21

● **Motivational Contagion in a Leader–Follower Dynamic (Poster - 123237)**
🕐 10:30 AM - 11:20 AM, Apr 28
📍 Exhibit Hall 4B Position 22

● **Beyond Behavior: Examining Role Congruity Theory Through a Cognitive Lens (Poster - 122828)**
🕐 10:30 AM - 11:20 AM, Apr 28
📍 Exhibit Hall 4B Position 23

● **Employees' Perceptions of Safety and Being Physically at Work in the COVID-19 World (Poster - 123830)**
🕐 10:30 AM - 11:20 AM, Apr 28
📍 Exhibit Hall 4B Position 24

● **Mental Illness Stigma Toward Leaders: Consequences for Follower Outcomes (Poster - 123127)**
🕐 10:30 AM - 11:20 AM, Apr 28
📍 Exhibit Hall 4B Position 25

● **Why Do Managers Abuse Certain Employees? PGO as Antecedents of Abusive Supervision (Poster - 123574)**
🕐 10:30 AM - 11:20 AM, Apr 28
📍 Exhibit Hall 4B Position 26

● **Genetics, Leadership, and Well-Being: An Investigation With a Large-Scale GWAS (Poster - 123630)**
🕐 10:30 AM - 11:20 AM, Apr 28
📍 Exhibit Hall 4B Position 27

● **The LARI Model: Decomposing Shared and Unique Perspectives in 360° Leadership Ratings (Poster - 123104)**
🕐 10:30 AM - 11:20 AM, Apr 28
📍 Exhibit Hall 4B Position 28

● **Bottom-Line Mentality and Leader Behavior: Do Leaders and Followers Agree? (Poster - 123623)**
🕐 10:30 AM - 11:20 AM, Apr 28
📍 Exhibit Hall 4B Position 29

● **A "Perfect Storm": Perfectionists' Perceptions and Experiences of Abusive Supervision (Poster - 123108)**
🕐 10:30 AM - 11:20 AM, Apr 28
📍 Exhibit Hall 4B Position 30

● **Boundary Conditions for Shared Leadership: Team Leadership Coordination Perspective (Poster - 123587)**
🕐 10:30 AM - 11:20 AM, Apr 28
📍 Exhibit Hall 4B Position 31
● **Supervisor Undermining Persists Over Time: The Mediating Mechanisms (Poster - 121485)**
🕐 10:30 AM - 11:20 AM, Apr 28
📍 Exhibit Hall 4B Position 32
● **Supervisory Feedback Processing at Work: A Systematic Review and Meta-Analysis (Poster - 123436)**
🕐 10:30 AM - 11:20 AM, Apr 28
📍 Exhibit Hall 4B Position 33
● **Leader Curiosity Displays and Team Performance: Do Female Leaders Have an Advantage?**
🕐 10:30 AM - 11:20 AM, Apr 28
📍 Exhibit Hall 4B Position 34

The Post-Pandemic Organization: Where Do We Go from Here? (Sponsored by Perceptyx)
🕐 10:30 AM - 11:20 AM, Apr 28
📍 Room 604

(SPONSORED) Thought-Leadershi…

Two years of a global pandemic has resulted in massive upheaval in nearly all aspects of our work lives, from where and when we work, to how we think about our careers in the context of our lives. Join us for a review of recent research that has wide-ranging implications for how organizations need to function in this new world of work.

Learning Objectives:

What is the "sweet spot" between working remotely and working fully in the office? What are the benefits and implications for organizations?
Understand the evolution from "Diversity and Inclusion" to "Diversity, Equity, Inclusion and Belonging" and the implications for talent management.
The pandemic has placed the issue of well-being front and center for organizations. Learn which approaches carry the greatest impact.

Moderator:

Sarah R. Johnson, PhD, Vice President of Enterprise Surveys and Analytics, Perceptyx

Panelists:

Tiffany Pires, MBA, Senior Consultant, Perceptyx
Emily Killham, MA, Director of Research and Insights, Perceptyx
Bradley Wilson, MBA, Director of Consulting Excellence, Perceptyx

📢 **Speakers**

Sarah Johnson
Vice President, Enterprise Surveys and Analytics
Perceptyx, Inc.

Tiffany Pires
Senior Consultant
Perceptyx, Inc.

Emily Killham
Director, Research & Insights
Perceptyx, Inc.

B

Bradley Wilson
Perceptyx, Inc.

11:00 AM

Concession Lunch
🕐 11:00 AM - 2:00 PM, Apr 28
📍 WSCC - Hall 4A&4B

12:00 PM

Theme Track: Globally Together: Learning From and Partnering With I-Os Abroad (Special Event - 124871)
🕐 12:00 PM - 12:50 PM, Apr 28
📍 Zoom 1

`SIOP Curated` `Virtual & Streaming`

Authors: Mitchell, T., Holman, S., Heap, D., Jain, S., Kock, R., & Madrid, H. (2022). Theme Track: Globally Together: Learning from and partnering with I-Os abroad [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

It's time for societies for organizational psychology across the globe to start brainstorming how to build more partnerships and identify opportunities on which they can work together. This live virtual session brings together members from various societies for organizational psychology from different geographic regions to think more strategically about how I-Os across the globe can all help each other. Speakers will share about the unique challenges their societies/organizations are facing and start the conversation on potential solutions to the issues raised.

📢 **Speakers**

Tyree Mitchell
Assistant Professor
Louisiana State University

David Heap
Insight Management Consulting

Shavonne Holman

Hector Madrid
Universidad Adolfo Ibáñez

Sachin Jain
Director Culture & Engagement
PepsiCo

Ruwayne Kock
Authentic Organisations

Novel Applications of Social Network Analysis in I-O Psychology (Symposium - 123275)
🕐 12:00 PM - 12:50 PM, Apr 28
📍 Zoom 2

`Technology & Methods` `Virtual & Streaming`

Authors: Chackoria, J. (Co-Chair), & Bell, S. T. (Co-Chair). (2022). Novel Applications of Social Network

Analysis in I-O Psychology [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Cullen-Lester, K., Carter, D., Solanelles, P., Jones, J. & Wormington, S. (2022) Revealing the 'Real' Strategic Leadership Network to Senior Leaders: Benefits and Challenges

Parr, A. K. & Westaby, J. D. (2022). Social Networks and Goal Striving in Teams and Organizations: New Breakthroughs using Network Goal Analysis from Dynamic Network Theory to Understand Multiple Goal Pursuits

Choudhury, A., Margolis, J., Maupin, C. K., Resick, C., & D'Innocenzo, L. (2022). Knowledge [Sharing] is Power: How Knowledge Sharing Networks Facilitate Team Performance

Relationships are the basic building blocks of many organizational phenomena. Social network analysis (SNA) allows researchers to account for social influences on organizational phenomena and is growing exponentially in popularity in I-O psychology. In this symposium, presenters will describe their research that extends core SNA ideas and methodology to reflect the complexity of organizational phenomena, provide unique insights, and inform novel solutions for organizational problems.

📢 **Speakers**

Jessica Chackoria
PhD Candidate
DePaul University

Suzanne T. Bell
NASA

Kristin Cullen-Lester
Assistant Professor of Management
University of Mississippi

Adam Parr
Teachers College, Columbia University

Anwesha Choudhury
Binghamton University, SUNY

Same Tight Labor Market, More Complexity: How I-O Practitioners Are Taking Action (Ignite - 124299)

🕐 12:00 PM - 12:50 PM, Apr 28
📍 Zoom 3

Selection & Assessment   Virtual & Streaming

Authors: Burke, L. (Chair), Bupp, C., Julin, J., Knudsen, S., Koons, L., Morris, S., & Regan, R. (2022). Same Tight Labor Market, More Complexity: How I-O Practitioners are Taking Action [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Prior to 2020, many organizations were already feeling the pinch of a tight labor market. The pandemic and social justice movements introduced even more complexity and put a spotlight on critical issues around well-being and DEI in the workplace. These challenges have led to new perspectives and opportunities for improvement. In this session, I-O practitioners will share case studies of how they tackled the "new" tight labor market from various angles (e.g., recruitment, selection, engagement, retention). Speakers will share the challenge, what they did, the outcome, and lessons learned.

📢 **Speakers**

Lindsey Burke
Senior Consultant
Talogy

Johan Julin
County of Los Angeles

Samantha Morris

Sr. Director Talent Management
Northwestern Mutual

Lindsay Benitez

SVP, People Strategist
Truist

Christa Bupp

Consulting Manager
Talogy

Bekah Regan

Senior Consultant
Talogy

Sean Knudsen

Senior Manager, Assessment and Development
US Foods

Pro Bono I-O: Using I-O Skills for the Greater Good (Alternative Presentation - 123958)

🕐 12:00 PM - 12:50 PM, Apr 28

📍 Zoom 5

Virtual & Stream..

Authors: Harbaugh, J. L. (Chair), Baker, T. (Panelist), Carr, S. C. (Panelist), Payne, H. S. (Panelist), Shyamsunder, A. (Panelist), Stage, V. C. (Panelist). & Waters, S. (Panelist). (2022). Pro Bono I-O: Using I-O Skills for the Greater Good [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Six individuals will share their experience using their I-O background to conduct pro bono work to benefit individuals, organizations, and animals. After mini narrative presentations of the presenters' pro bono engagements, the audience will be invited to ask questions and share their own experiences in using I-O skills for the greater good.

📢 **Speakers**

Jan Harbaugh

SHL

Holly Payne

Senior Consultant
SHL

Shonna Waters

VP, Strategic Partnerships & Alliances
BetterUp

Aarti Shyamsunder

YSC Consulting

Stuart Carr

Massey University

Tonya Baker

Consulting Manager - Talent Solutions
SHL

Victoria Stage

Manager, Talent Metrics

Chevron

Bridging the Research–Practitioner Gap: Strategies for Successful Field Work (Panel Discussion - 123512)

🕐 12:00 PM - 12:50 PM, Apr 28

📍 Zoom 6

`Technology & Methods` `Virtual & Streaming`

Authors: Cormier, G. (Chair), Fleck, C. R., Gorbatov, S., Green, P. J., Lowery, M., & Rebele, R. (2021). Bridging the Research-Practitioner Gap: Strategies for Successful Field Work [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This session will bring together academic and organizational researchers to discuss best practices for conducting productive field work. Panel members will discuss a wide range of topics covering the entire field-work process, from how to identify a good partner, the partnership journey (maturity, how it all started, where they are today), and how to make an impact. Panel members will share their challenges and wins, as well as what advice they have for others looking to conduct successful field work.

📢 **Speakers**

Grace Cormier
Harvard University

Meghan Lowery
Sr Director, Global Talent Science: Assessments, Surveys, and Research
Eli Lilly and Company

Christina Fleck
People Analytics - Evaluation, Experimentation, and Sensing
Deloitte

Sergey Gorbatov
Director HR LATAM
AbbVie

Reb Rebele

Paul Green
Paul C. Green PhD LLC

Research Incubator: Inclusive Leadership, Cross-Cultural Competence, and Diversity (Alternative Presentation - 123719)

🕐 12:00 PM - 12:50 PM, Apr 28

📍 Ballroom 6A

`Diversity-Equity-Inc…`

Authors: Ruggeberg, B. (Chair). (2022). Research Incubator: Inclusive Leadership, Cross-Cultural Competence, and Diversity [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA. United States.
Sawdy, M. S. (Speaker), Adler, S., Chauhan Thapar, D., Dubuc, M., Fetzer, M., James, J., Jennings, P., Johnson, T., Leisten, J., Ruggeberg, B., Thomas, S., Reardon, K., & Scymcyk, J. (2022). Exploring the Relationship Between Personality and Intercultural Competence to Better Understand Inclusive Leadership.
Chung, B. G., & Shore, L. M. (Speakers) (2022). Inclusive Leadership: The Role of the Leader in Enhancing Inclusion and Preventing Exclusion.
Richardson, P. (Speaker), Merlini, K., Burns, G., Peters, T., & Bush, C. (2022). Championing Diversity: Perceptions of Antiracist, Allying, and Inclusive leader behavior.

Several research briefs on the topics of inclusive leadership, cross-cultural competence, personality, and employee perceptions will be presented. The audience will then break into groups to discuss the research themes and identify additional, potentially innovative, ideas for future research. Finally, the groups will be brought

together to share their insights and connect back to the central themes: How can the research on inclusive leadership and cross-cultural competence better inform one another, and what research is needed to better understand these constructs and how they interact?

📢 **Speakers**

Brian Ruggeberg
Kincentric

Beth Chung
Professor
San Diego State University

Lynn M. Shore
Colorado State University

Michael Sawdy
Florida Institute of Technology

Phylicia Richardson
Florida Institute of Technology

When Is a Nudge Sludge? The Dark Side of Workplace Nudges (Panel Discussion - 123945)
🕐 12:00 PM - 12:50 PM, Apr 28
📍 Ballroom 6B

Virtual & Stream...

Authors: Callan, R. (Co-Chair), Willford, J. C. (Co-Chair), Birnbaum, J., Blacksmith, N., Garcia-Marquez, C., Landers, R. N., Saulsgiver, K. (2022). When is a Nudge Sludge? The Dark Side of Workplace Nudges [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This session will bring together academic and industry leading experts to answer the question of what can we do to ensure that workplace nudges are ethical? Authors will provide a thoughtful discussion around defining the term sludge, the benefits and challenges of technology when delivering nudges, and provide a basis for how practitioners can ethically implement nudges in their organizations. Finally, authors will identify areas of future research aimed at the ethical use of nudges.

📢 **Speakers**

Jon Willford
BetterUp

Richard Landers
Associate Professor
University of Minnesota

Nikki Blacksmith
Blackhawke Behaviour Science

Rachel Callan
Staff Behavioral Scientist
Humu

Caribay Garcia Marquez
Sr. Behavioral Scientist
Humu

Jordan Birnbaum
ADP LLC

Kathryn Saulsgiver
BetterUp

Robot or Not: Is AI the Future of HR? (Debate - 124058)

🕐 12:00 PM - 12:50 PM, Apr 28
📍 Ballroom 6C

Virtual & Stream…

Authors: Brown, A. (Chair), Bidwell, L., Brown, M., Mondragon, N., & Sun T. (2022). Robot or Not: Is AI the future of HR? [Debate]. Society for Industrial and Organizational Psychology Conference, Seattle, WA, United States.

From robot recruiters to conversational bots and automated career paths, examples of artificial intelligence (AI) embedded across the HR function are plentiful. As organizations continue to invest in intelligent technologies, it is critical to consider the balance between improving efficiency and accuracy of HR processes and alienating employees/candidates by thoughtless or unethical implementation. This debate will highlight opposing views from both academics and practitioners on whether AI is indeed the future of HR, touching on key employee experience and ethical and legal considerations.

📢 **Speakers**

Alexandria Brown
Northern Illinois University

Nathan Mondragon
Chief IO Psychologist
HireVue

Lauren Bidwell
Sr Research Scientist, Growth & Insights
SAP SuccessFactors

Michelle Brown
COO
Pinsight

Excel and SQL and R/Python, Oh My! Selecting the Right Tool for the Job (Panel Discussion - 123525)

🕐 12:00 PM - 12:50 PM, Apr 28
📍 Room 602-603

Technology & Met…

Authors: White, K. D., DeKay, N., Nie, W. (2022). Excel and SQL and R/Python, Oh My! Selecting the Right Tool for the Job [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This session discusses the most common technology I-O researchers and practitioners use for collecting, storing, and analyzing data. This discussion uses real-world I-O applications to outline the capabilities of each software and provide the audience with a framework for identifying when to use each tool (or combination of tools). This session will be most beneficial for those with little experience using 1 or 2 of these tools. Panelists are I-O practitioners with extensive experience using technology and training others to facilitate modern research and business decisions.

📢 **Speakers**

Kirby White
Seattle Pacific University

Nicole DeKay

Weiwen Nie
Hogan Assessments

Complexifying Calling: Exploring the Multifaceted Nature of Calling (Alternative Presentation - 123725)

🕐 12:00 PM - 12:50 PM, Apr 28
📍 Room 606

Employee Experi…

Authors: Zhou, S., Aitken, J. A., Montaño, L., & Kuykendall, L. (2022). Complexifying calling: Exploring the multifaceted nature of calling [Research Incubator]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Recent research on calling has highlighted its nature as a "double-edged sword" with both positive and negative outcomes. Authors suggest an explanation that complexifies our conceptualization of what calling is. They argue that calling differs not only in degree (i.e., to what degree do you perceive a calling?) but also in kind (i.e., what kind of calling do you perceive?), and the differences in kinds of calling can explain the contradictory outcomes. A model of conceptualizing calling is presented and discussion invited to generate new research ideas based on the initial ideas.

📢 **Speakers**

Steven Zhou
PhD Student, I-O Psychology
George Mason University

Lauren Kuykendall
George Mason University

John Aitken
Graduate Researcher
George Mason University

Linda Montano
Graduate Research Assistant
Seattle Pacific University

Feeling Doom on Zoom: Applicant Anxiety in Virtual Interview Contexts (Panel Discussion - 123371)

🕐 12:00 PM - 12:50 PM, Apr 28
📍 Room 607

Selection & Assess…

Authors: Alenick, P. R. (Co-Chair), Pineault, L. (Co-Chair), Alber, M., Bourdage, J., Gardner, C., Liff, J., McCarthy, J., & Melchers, K. (2022). Applicant anxiety in virtual interview contexts [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This session will present advice grounded in research and practice to (a) reduce applicant interview anxiety in virtual interview environments and (b) minimize any extraneous impact of interview anxiety on interview ratings in these settings. Discussion topics will include the literature on various forms of technology-mediated interviews, the known ways interview anxiety manifests in virtual environments, and strategies for reducing its occurrence.

📢 **Speakers**

Laura Pineault

Primary Graduate Research Assistant - NSF RAPID grant
Wayne State University

Julie McCarthy
University of Toronto

Martinique Alber
Test Administration and Assessment Coordinator
Personnel Board of Jefferson County

Klaus Melchers
Ulm University

Joshua Liff
HireVue

Joshua S. Bourdage
Associate Professor - Industrial/Organizational Psychology
University of Calgary

Cari Gardner
Senior IO Psychology Consultant
HireVue

Paige Alenick
The Graduate Center & Baruch College, CUNY

Exploring the Utility of Machine Learning Through Diverse Applications (Symposium - 123921)

⏲ 12:00 PM - 12:50 PM, Apr 28
📍 Room 608

`Technology & Met…`

Authors: Prasad, J. J. (Chair) (2022). Exploring the Utility of Machine Learning [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Bradburn, J., Nye, C. D., Putka, D., Boyce, A., Martin, N., Elizondo, F., & Justenhoven, R. (2022). Personality and P-E Fit: The Potential Contribution of Machine Learning to Prediction.
Prasad, J. J., Somaraju, A., Nye, C. D., & Sun, T. (2022). Clarifying the Utility of Machine Learning.
Saucedo, J., Prasad, J. J., & Crain, T. L. (2022). Understanding Work and Sleep Through A Machine Learning Approach.
Benson, A. M. & Prasad, J. J. (2022). Evaluating the influence of Algorithmic Choice on Adverse Impact.

Machine learning has generated substantial enthusiasm among the members of SIOP. However, enthusiasm appears to have outpaced the use of these techniques in our field. The goal of this symposium is to explore the utility of ML through diverse applications. In doing so, audience members may find where ML might (and might not) be useful in their work.

📢 **Speakers**

Joshua Prasad
Colorado State University

Jacob Bradburn
Senior People Scientist, People Analytics
Ford Motor Company

Jennifer Saucedo
Doctoral Student
Portland State University

Annika Benson
Graduate Teaching Assistant
Colorado State University

Transferring Knowledge in the Workplace: Why Employees Choose to Hide Knowledge (Symposium - 123499)

🕐 12:00 PM - 12:50 PM, Apr 28

📍 Room 609

Employee Experi…

Authors: Currie, R. A. (Co-Chair), Ehrhart, M. G. (Co-Chair), & Connelly, C. E. (Discussant) (2022). Transferring knowledge in the workplace: Why employees choose to hide knowledge [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Currie, R. A., Doshi, D., & Ehrhart, M. G. (2022). Supportive and nosy coworkers: Linking perceptions of coworker support and nosiness to employee knowledge sharing and knowledge hiding behaviors.
Schlotzhauer, A. E., Shoss, M. K., & Su, S. (2022). Changes in workplace knowledge hiding during the COVID-19 pandemic.
Venz, L. (2022). Incivility and knowledge hiding: A diary study on the role of state exhaustion.

As workplaces grow interdependent, business professionals and researchers alike are paying close attention to the factors that influence knowledge transfer processes within work environments. This symposium aims to contribute to a deeper understanding of knowledge transfer processes by showcasing 3 research projects that examine different antecedent conditions of employee knowledge hiding behavior using a variety of research designs. Through highlighting these projects, authors aim to advance the understanding of knowledge transfer processes at work and provide suggestions for future research.

📢 **Speakers**

Richard Currie
Boston University School of Hospitality Administration

Mark Ehrhart
Professor
University of Central Florida

Catherine Connelly
Professor and Canada Research Chair
McMaster University

Mindy Shoss
Associate Professor
University of Central Florida

Laura Venz
Leuphana University Lüneburg

Shiyang Su
University of Central Florida

Divya Doshi

Ann Schlotzhauer
University of Central Florida

Invited: SIOP's Expanded and Strengthened Initiatives for Diversity, Equity, and Incl (Special Event - 124895)

🕐 12:00 PM - 12:50 PM, Apr 28

Diversity-Equity-Inclusion **SIOP Curated**

Authors: Brady, J. M. (Co-Chair), Smith, N.A. (Co-Chair), Martinez, L. (Co-Chair), Avery, D., D'mello, S., Houston III, L., Martinez, L., Sabat, I., Saboe, K. Van Egdom, D., & Volpone, S. (Speakers). (2022). SIOP's Expanded and Strengthened Initiatives for Diversity, Equity, and Inclusion. [Invited Editorial Board Block]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This introductory session engages SIOP committee leaders and highlights recent SIOP committee accomplishments focusing on enhancing diversity, equity, and inclusion among membership and within the field. DEI committee representatives will share recent accomplishments, challenges, and ideas. They will also engage with each other and the audience to promote knowledge sharing and collaboration.

📢 **Speakers**

Jacquelyn Brady
Assistant Professor of Psychology (I/O)
San Jose State University

Derek Avery
Associate Professor of Psychology & Management
University of Houston

Sabrina Volpone
University of Colorado Boulder

Kristin Saboe
Boeing

Larry Martinez
Portland State University

Lawrence Houston
Rutgers University

Susan D'Mello
HumRRO

Nicholas Smith
Portland State University

Isaac Sabat
Texas A&M University

Drake Van Egdom
Ph.D. Candidate
University of Houston

Recent Advances in Measurement Research (Symposium - 123510)
🕐 12:00 PM - 12:50 PM, Apr 28
📍 Room 612

Technology & Met…

Authors: Gray, T. W. (Co-Chair) & Lambert, L. S. (Co-Chair). (2022). Recent Advances in Measurement Research [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Scotney, V. S. & Tay, L. (2022). Beliefs About Help: Using Qualitative Data for Construct Conceptualization and Scale Development.

Alley, L., Gupta, A., & Cortina, J. M. (2022). Identifying Grammatical Redundancy in Scales.
Lambert, L. S., Gray, T. W., Davis, A., Erdmann, M. A., Mcdermott, R. (2022). An Overlooked Aspect of Measurement: Does the Content of Verbal Anchors Matter?
Williams, L. J. & Hanna, A. (2022). The Use of Parcels with Multidimensional Latent Variables.

Organizational research is built upon the quality of the employed measurement tools. This symposium highlights recent advances in measurement research that scholars may use to strengthen their measurement procedures. The authors examine topics including construct conceptualization and measurement development using qualitative data, grammatical redundancy in measures, the selection of scale anchors (e.g. disagree to agree), and the use of parceling with multidimensional latent variables.

📢 **Speakers**

Truit Gray
Oklahoma State University

Larry Williams
Texas Tech University

Lisa Lambert
Professor
Oklahoma State University

Louis Tay
Purdue University

Leah Alley
Doctoral Student
Virginia Commonwealth University - School of Business

Andrew A. Hanna
University of Nebraska

Victoria Scotney
Purdue University

Alisha Gupta
PhD Student and Graduate Research Assistant
Virginia Commonwealth University - School of Business ·

Real World: Seattle (I-O Edition) (Panel Discussion - 124100)
🕐 12:00 PM - 12:50 PM, Apr 28
📍 Room 613-614

Students & Early C...

Authors: Natali, M., Cox, B., Linnabery, E., Page, N., Quesnell, T., & Zajac, S. (2022). Real World: Seattle (I/O Edition) [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

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. However, the roles within organizations often require going beyond traditional I-O work, and I-O psychologists must rely on the skillsets underlying I-O expertise, such as critical thinking, synthesizing research, and understanding study design and statistics. Authors utilize and apply these across a variety of situations to overcome organizational challenges, excel as employees, and drive organizational performance.

📢 **Speakers**

Michael Natali

Aerospace Experimental Psychologist
U. S. Navy

Brennan D. Cox
U.S. Navy

Eileen Linnabery
Consultant
Vantage Leadership Consulting

Nathan Page
Consultant
Assessment Associates International

Stephanie Zajac
UT MD Anderson Cancer Center

Tim Quesnell
Qubed Insights

Community of Interest: Employee Health, Well-Being, and Safety (Community of Interest - 124939)

🕐 12:00 PM - 12:50 PM, Apr 28
📍 Room 615

Employee Experience   **SIOP Curated**

Authors: Aryan, M. & Fletcher, K. A. (2022). Employee health, well-being, and safety. Community of Interest conducted at the annual meeting of the 36th Society for Industrial-Organizational Psychology.

The outcomes impacted by employee health and well-being are well known, both direct and indirect (e.g., engagement, performance), but the past couple years have brought emphasis to this important topic. Organizations continue to invest in helping employees manage stress to help reduce the physical, mental, and emotional impacts that hurt employees and drive increased costs (with an increase of around 40% in 2020). What trends are we seeing (e.g., telemedicine, wellness apps, new employee wellness programs)? Do we know what works, what doesn't, and what do we still need more evidence on?

📣 **Speakers**

Maryana Arvan
University of North Carolina at Charlotte

Keaton Fletcher
Assistant Professor of Psychology
Georgia Institute of Technology

Embodying the Scientist–Practitioner Model: Applied Research Careers in I/O (Panel Discussion - 123740)

🕐 12:00 PM - 12:50 PM, Apr 28
📍 Room 616-617

Students & Early C…

Authors: Martin-Raugh, M. P., Kell, H. J., Hysong, S. J., Klafehn, J., Naemi, B. D., & Way, J. (2022). Embodying the Scientist-Practitioner Model: Applied Research Careers in I/O [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

The decision of whether to go academic or applied upon graduation can be a daunting one. This panel discussion offers a third path by highlighting careers existing at the intersection of academic and applied jobs, embodying the essence of the scientist–practitioner model of I-O psychology. Several "nontraditional" applied research jobs will be the focus of discussion, as well as how individuals can best prepare themselves to obtain such positions.

Michelle Martin-Raugh
Educational Testing Service

Sylvia Hysong
Michael E. DeBakey VA Medical Center

Bobby Naemi
Association of American Medical Colleges

Harrison Kell
Senior Research Scientist
Educational Testing Service

Jennifer L. Klafehn
HumRRO

Jason D. Way
ACT, Inc.

Conducting Your Psychological Due Diligence: I-Os Providing Value for Private Equity (Panel Discussion - 123577)

🕐 12:00 PM - 12:50 PM, Apr 28
📍 Room 618-619

Students & Early C…

Authors: Impelman, K. (Chair), Bolen, H., Fiaschetti, S., Gordon, H., Jacobs, J., Roger, I., & Winkler, B. (2022). Conducting your Psychological Due Diligence: I/Os providing value for Private Equity
[Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

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.

📢 **Speakers**

Kevin Impelman
Director, Consulting Products & Services
Summit Leadership Partners

Sandy Fiaschetti
Managing Partner
Lodestone People Consulting

Becky Winkler
Owner
Dept 732c

Heather Gordon
Summit Leadership Partners

Heather Bolen
Principal
Aesop Partners, LLC

Isabella Roger

Jamie Jacobs
Director, Human Capital, American Securities Resources Group
American Securities

Posters: Occupational Health and Safety Part I
🕐 12:00 PM - 12:50 PM, Apr 28
📍 Exhibit Hall 4B

Employee Experience　　**Poster**

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35 Subsessions

⬤ **How Stable Is Work–Family Conflict? Short-Term and Long-Term Meta-Analyses (Poster - 123517)**
🕐 12:00 PM - 12:50 PM, Apr 28
📍 Exhibit Hall 4B Position 1

⬤ **Workplace Meetings and Psychological Detachment From Work in the Evenings (Poster - 124119)**
🕐 12:00 PM - 12:50 PM, Apr 28
📍 Exhibit Hall 4B Position 2

⬤ **The Role of Core Self-Evaluations in Work Stressor Appraisal (Poster - 124063)**
🕐 12:00 PM - 12:50 PM, Apr 28
📍 Exhibit Hall 4B Position 3

⬤ **Role Overload: Examining the Definition and Measurement of a Common Work Stressor (Poster - 123239)**
🕐 12:00 PM - 12:50 PM, Apr 28
📍 Exhibit Hall 4B Position 4

⬤ **Burnout Among LGBTQ: Role of Concealment, Rumination, and Organizational Policies (Poster - 124055)**
🕐 12:00 PM - 12:50 PM, Apr 28
📍 Exhibit Hall 4B Position 5

⬤ **Development, Validity, and Nomological Network of the Morale Aging at Work Scale (Poster - 124312)**
🕐 12:00 PM - 12:50 PM, Apr 28
📍 Exhibit Hall 4B Position 6

⬤ **A Qualitative Exploration of Workaholism in College Students in the United States (Poster - 123167)**
🕐 12:00 PM - 12:50 PM, Apr 28
📍 Exhibit Hall 4B Position 7

⬤ **Adverse Childhood Events and PTSD Symptoms in Military Personnel (Poster - 124306)**
🕐 12:00 PM - 12:50 PM, Apr 28
📍 Exhibit Hall 4B Position 8

⬤ **Predicting Burnout From Supervisor–Subordinate Agreement About Resources (Poster - 123398)**
🕐 12:00 PM - 12:50 PM, Apr 28
📍 Exhibit Hall 4B Position 9

⬤ **Variability in Workaholism and the Moderating Effects of Stressors on Spillover (Poster - 124173)**
🕐 12:00 PM - 12:50 PM, Apr 28
📍 Exhibit Hall 4B Position 10

⬤ **Recovery Experiences Associated With Job Control: A Meta-Analysis (Poster - 123261)**
🕐 12:00 PM - 12:50 PM, Apr 28
📍 Exhibit Hall 4B Position 11

⬤ **Work Technology and COVID-19: Demands and Resources (Poster - 124270)**
🕐 12:00 PM - 12:50 PM, Apr 28
📍 Exhibit Hall 4B Position 12

⬤ **Illegitimate Tasks and Turnover Intention: Intrinsic Motivation as a Vulnerability (Poster - 124211)**

🕐 12:00 PM - 12:50 PM, Apr 28
📍 Exhibit Hall 4B Position 13

● **The Impact of COVID-19 on Workplace Cognitive Failures and Downstream Outcomes (Poster - 123157)**
🕐 12:00 PM - 12:50 PM, Apr 28
📍 Exhibit Hall 4B Position 14

● **The Effects of Psychological Safety on Cynicism and Job Insecurity Through Anxiety (Poster - 124137)**
🕐 12:00 PM - 12:50 PM, Apr 28
📍 Exhibit Hall 4B Position 15

● **Antisocial but Competent: Stereotypes of Nondrinkers in Workplace Settings (Poster - 123139)**
🕐 12:00 PM - 12:50 PM, Apr 28
📍 Exhibit Hall 4B Position 16

● **Multilevel Interventions to Promote Mental Health in Healthcare: A European Project (Poster - 124131)**
🕐 12:00 PM - 12:50 PM, Apr 28
📍 Exhibit Hall 4B Position 17

● **Parents' Work Injuries and Children's Later Leader Emergence (Poster - 123249)**
🕐 12:00 PM - 12:50 PM, Apr 28
📍 Exhibit Hall 4B Position 18

● **Leader Humor, Job Insecurity, and Healthy Eating During COVID-19 (Poster - 123999)**
🕐 12:00 PM - 12:50 PM, Apr 28
📍 Exhibit Hall 4B Position 19

● **The Moderating Role of BMI on Perceived Health Climate–Insomnia Relationship (Poster - 124311)**
🕐 12:00 PM - 12:50 PM, Apr 28
📍 Exhibit Hall 4B Position 20

● **The Relationship Between Job Stressors and Sleep Quality: A Serial Mediation Model (Poster - 124302)**
🕐 12:00 PM - 12:50 PM, Apr 28
📍 Exhibit Hall 4B Position 21

● **A Lack of Personal Social Interaction and Its Costs: VSI as a Moderator (Poster - 123430)**
🕐 12:00 PM - 12:50 PM, Apr 28
📍 Exhibit Hall 4B Position 22

● **Organizational Identification and Police Officer Stress (Poster - 122981)**
🕐 12:00 PM - 12:50 PM, Apr 28
📍 Exhibit Hall 4B Position 23

● **Production Pressure, Cognitive Failures, and Injuries Under an Insecure Job Climate (Poster - 123384)**
🕐 12:00 PM - 12:50 PM, Apr 28
📍 Exhibit Hall 4B Position 24

● **Shared Recovery and Companionship Experiences on Employee Well-Being (Poster - 123111)**
🕐 12:00 PM - 12:50 PM, Apr 28
📍 Exhibit Hall 4B Position 25

● **Combating COVID-Induced Stress at Work: The Role of Perceived Government Competence (Poster - 123425)**
🕐 12:00 PM - 12:50 PM, Apr 28
📍 Exhibit Hall 4B Position 26

● **Beyond Resource Depletion: Examining Sleepiness, Self-Regulation, and Goal Progress (Poster - 124128)**
🕐 12:00 PM - 12:50 PM, Apr 28
📍 Exhibit Hall 4B Position 27

● **Zooming the Day Away: Zoom Fatigue in a High-Use Sample (Poster - 123279)**
🕐 12:00 PM - 12:50 PM, Apr 28
📍 Exhibit Hall 4B Position 28

● **Lagged Effect of Potential Risk Reporting on Realized Risk Reporting (Poster - 124169)**
🕐 12:00 PM - 12:50 PM, Apr 28
📍 Exhibit Hall 4B Position 29

● **"Nibbled to Death by Ducks": Expanding the Content of the Faculty Stress Index (Poster - 123315)**
🕐 12:00 PM - 12:50 PM, Apr 28
📍 Exhibit Hall 4B Position 30

● **Effects of Daily Active and Passive Email Incivility on Employee Cyberloafing**

(Poster - 124091)
🕐 12:00 PM - 12:50 PM, Apr 28
📍 Exhibit Hall 4B Position 31

⚫ **A Cognitive–Emotional Process Underlying Behavioral Responses to Abusive Supervision (Poster - 123407)**
🕐 12:00 PM - 12:50 PM, Apr 28
📍 Exhibit Hall 4B Position 32

⚫ **Stress Bragging: Its Harmful—and Contagious—Consequences at Work (Poster - 123979)**
🕐 12:00 PM - 12:50 PM, Apr 28
📍 Exhibit Hall 4B Position 33

⚫ **Daily Investigation Into Effects of Selective Incivility Based on Age (Poster - 123229)**
🕐 12:00 PM - 12:50 PM, Apr 28
📍 Exhibit Hall 4B Position 34

⚫ **Complexity of Leader Humor in a Crisis: Lessons From COVID-19 (Poster - 124150)**
🕐 12:00 PM - 12:50 PM, Apr 28
📍 Exhibit Hall 4B Position 35

Why Don't You Understand What I Need? Optimizing EX Feedback Capture and Employee Engagement in the Pandemic Era (Sponsored by Medallia)
🕐 12:00 PM - 12:50 PM, Apr 28
📍 Room 604

`(SPONSORED) Thought-Leadershi…`

Whether one refers to it as the Great Resignation, the Great Rehire, or the Great Reshuffle— organizations are witnessing an extraordinary degree of employee movement and are struggling to both attract and retain crucial talent. To proactively address reasons why their employees leave, organizations must understand their people's experiences in the workplace in the first place but organizations often struggle to demonstrate to employees that their voices are being heard.

In this session, we explore the experiences that employees who left or are contemplating leaving have had in addition to whether and how their employers were listening… and what's most effective in understanding EX.

Learning objectives:

Understand the key drivers of employee turnover
Understand how listening relates to employee engagement
Understand how to listen better to different groups of employees

Presenter:

David Ostberg, Senior Director, Solutions Principal, Medallia
Meike Eilert, Research & Analytics Manager, Medallia

📣 **Speakers**

David Ostberg
Medallia

M **Meike Eilert**

1:00 PM | **Invited: Post-COVID New Norm: Hybrid Work Model From the Perspective of Industry HR Leaders (Special Event - 124885)**

`SIOP Curated` `Virtual & Streaming`

Authors: Kayaalp, A. (Panel Facilitator), Sethi, B., Hall, E., & Gartenberg, D. (2022). Invited: Post-Covid New Norm: Hybrid work model from the Perspective of Industry HR Leaders [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

COVID-19 has shattered the norms of traditional work and has pushed organizations into unprecedented and unplanned workplace arrangements. One such solution is a hybrid work model that combines in-office and remote work. Although the concept of hybrid work is not new, blending in-office and remote workers will present unique challenges that organizations need to understand and address as this becomes the norm. In this session, industry HR leaders who manage hybrid workplaces will discuss the challenges and opportunities of this new working model.

📢 **Speakers**

Alper Kayaalp
Ast. Professor of Industrial/Organizational Psychology
South Dakota State University

Bhushan Sethi
PwC

Elizabeth Hall
Cambia Health Solutions

Dave Gartenberg
Executive, Transformation Office
Avanade

Minding the Gap and Taking Action: Disability Inclusion at Work (Alternative Presentation - 124004)

⏱ 1:00 PM - 1:50 PM, Apr 28
📍 Zoom 2

`Diversity-Equity-Inclusion` `Virtual & Streaming`

Authors: Forman, J. (Chair), Bruk-Lee, V. (Panelist), Charef, L. (Panelist), Rosiek, G. (Panelist), & Santuzzi, A. (Panelist). (2022). Minding the Gap and Taking Action: Disability Inclusion at Work [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Researchers and practitioners will answer questions centered around the challenges of bridging the research–practice gap in the disability space. They will share their experiences working in this space as well as discuss the future directions of both research and practice. After the panel discussion, the format shifts to small group incubators to devise actionable steps toward bridging the research–practice gap.

📢 **Speakers**

Jamie Forman
Hofstra University

Valentina Bruk-Lee
FIU

Alecia Santuzzi
Professor
Northern Illinois University

Loubna Charef
OD project manager supply chain

Garret Rosiek
Regional Process Improvement Manager
Essendant

Underrepresented Minorities' Well-Being and Challenges in a Virtual Environment (Panel Discussion - 123175)

🕐 1:00 PM - 1:50 PM, Apr 28

📍 Zoom 3

`Diversity-Equity-Inclusion`   `Virtual & Streaming`

Authors: Ahmad, A. (Co-Chair), Beckel, J. (Panelist), Bui, T. (Panelist), Flores, C. (Panelist), Iverson, J. L. (non-speaking contributor), Jones, T. (Panelist), Praslova, L. (Panelist), Ullah, H. (Co-Chair). (2022). Underrepresented minorities' well-being and challenges in a virtual environment. [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This session seeks to facilitate a discussion highlighting the unique experiences and needs of underrepresented minorities (URM) as they pertain to virtual work and learning. Panelists will provide diverse perspectives that include a program director, students, researchers, and practitioners who will share their experiences, challenges, and strategies used to navigate a virtual environment while maintaining a sense of well-being. The content will be useful to a general audience looking to be mindful of their diversity, equity, and inclusion efforts as we move toward a post-COVID-19 era.

📢 **Speakers**

Hina Ullah

Ludmila Praslova
Vanguard University of Southern California

Catalina Flores
Analyst
Modern Hire

Afra Ahmad
MPS Program Director in Applied Industrial and Organizational Psychology
George Mason University

Julia Beckel
Graduate Student
Colorado State University

Trenton Jones

Teresa Bui

"Alien"ated at Work: I-O Psychologists and the U.S. Immigration Experience (Panel Discussion - 123814)

🕐 1:00 PM - 1:50 PM, Apr 28

📍 Zoom 4

`Diversity-Equity-Inclusion`   `Virtual & Streaming`

Authors: Sachdev, A. R*., Williams, M*., Lyew, A., Peng, Y., Sachdeva, A., & Shyamsunder, A., (2022). "Alien"ated at work: IO psychologists and the U.S. immigration experience [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States

Barriers faced by immigrants in the U.S. have escaped the notice of I-O psychologists. Such barriers are often created by work visa restrictions, which can have a negative impact on the mental health of immigrants. Although DEI has been SIOP's focus for the past few years, sessions at the SIOP annual conferences have failed to discuss these challenges faced by immigrants. This panel's goal is to initiate the conversation and help immigrants navigate their careers through the visa process and also provide practitioners and employers recommendations on how to foster an inclusive environment.

📢 **Speakers**

Aditi Sachdev
Wonder

Aarti Shyamsunder
YSC Consulting

Myia Williams
Northwell Health

Yisheng Peng
Assistant professor
The George Washington University

Anmol Sachdeva
BTS

Alexandra Lyew
Goodwill Industries of Manasota, Inc

It Should Be Easy: Understanding the Planning Needed to Analyze Organizational Data (Panel Discussion - 123647)

🕐 1:00 PM - 1:50 PM, Apr 28
📍 Zoom 5

`Technology & Methods` `Virtual & Streaming`

Authors: Brusso, R. C. (Chair), Coats, M., Park, J., Reddock, C., Schmerling, D. (2022). It Should Be Easy: Understanding the Preparation Needed to Analyze Organizational Data [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Estimates vary regarding the amount of time I-O psychologists spend completing necessary data preparation tasks in order to answer the most pressing organizational questions. To stakeholders and novices, the datasets needed to answer these questions already exist, and only necessitate a few structured decisions to yield results. This panel is composed of I-Os who regularly interact with organizational data to answer the most important stakeholder questions. This panel will share best practices, tips, and pitfalls based on their experience, as well as field questions from audience members.

📢 **Speakers**

Robbie Brusso
Senior Research Scientist
Amazon

Craig Reddock
Verizon

Daniel Schmerling
Prudential

Joo Park
FMP Consulting

Meredith Coats
Researcher, Performance Management Design
Google

The Forgotten: Addressing Work Stress in Underserved, High Stress Occupations (Alternative Presentation - 123741)

🕐 1:00 PM - 1:50 PM, Apr 28

📍 Zoom 6

Employee Experience **Virtual & Streaming**

Authors: Brinton, J. E., Rineer, J. R., Wire, S. E., & Pina, J. (2022). The Forgotten: Assessing work stress in underserved, high stress occupations [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This session will present findings from the first comprehensive national assessment of stress among medicolegal death investigators in the United States. Results show that this population experiences high levels of work stress. Yet, a lack of organizational resources and poor understanding from local governments leave this workforce with few supports for managing the ongoing trauma of their job. Authors use results of this study as a springboard for collaborative brainstorming to discuss how to assess, evaluate, and assist workers in other underserved, high stress occupations.

📢 **Speakers**

Jennifer Rineer
RTI International

Julia Brinton
Research Analyst
RTI International

Jamie Pina
Association of State and Territorial Health Officials (ASTHO)

Leadership Coaching Curveballs: What Would You Do? (Alternative Presentation - 124048)

🕐 1:00 PM - 1:50 PM, Apr 28

📍 Ballroom 6A

Leadership & Coa…

Authors: Rose, D.S. (Chair), (2022). Coaching Curveballs: What would you do? Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This alternative session will provide attendees an opportunity to learn from 4 coaching case studies, each of which describes a circumstance where the coach faced a challenging choice. This interactive session will enable an intermediate or advanced audience to engage with the question "What should a coach do when faced with the unexpected?" These highly experienced coaches (each with 20+ years coaching leaders) will reveal the choices they made in the moment as well as the positive or negative consequences of those choices for the leader they were coaching.

📢 **Speakers**

Dale Rose
3D Group

David Sowinski
Vantage Leadership Consulting

Anne Whiting
3D Group

Keith Goudy
Partner
Vantage Leadership Consulting

Looking Under the Hood: Running Diagnostics for Your Selection Program (Panel Discussion - 123953)

🕐 1:00 PM - 1:50 PM, Apr 28
📍 Ballroom 6B

`Selection & Assessment` `Virtual & Streaming`

Authors: Bayless, J. M., Duncan, M. L., Papinchock, J. M., Solomonson, A., Sydell, E., & Yost, A. B. (2022). Looking under the hood: Running diagnostics for your selection program [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This session will provide guidance to consultants and researchers preparing for or involved in employee selection system reviews or audits. Topics will include the various objectives and stakeholders of selection program reviews, research methods used, relevant legal issues, and other factors influencing the review process. Panelists will draw from their own experiences to discuss questions and share insights in the context of hypothetical client scenarios.

📢 **Speakers**

Amy Yost
DCI Consulting

Julia Bayless
VP, Solution Delivery
APTMetrics

Jone Papinchock
DCI Consulting

Andrew Solomonson
Delta Air Lines

Eric Sydell
Modern Hire

Michelle Duncan
Jackson Lewis, P.C.

Theme Track: Building Together: Addressing and Dismantling SIOP Inclusivity Barriers (Special Event - 124873)

🕐 1:00 PM - 1:50 PM, Apr 28
📍 Ballroom 6C

`Diversity-Equity-Inclusion` `SIOP Curated` `Virtual & Streaming`

Authors: Holman, S. (Chair), Woo, V., Avery, D., Cheeks, M., Houston, L., Krueger, T. M., McCune, E., Morgan, W., Ochoa, Alex., Poeppelman, T., Sabat, I., (2022) : DEI Incubator: Addressing & Dismantling The Barriers of Inclusivity at SIOP. [Alternative Presentation]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This session will bring together SIOP members of marginalized groups with leaders of SIOP affinity groups and members of SIOP leadership to address the experiences of bias and inclusion experienced within SIOP. The second half of this session will be devoted to action planning. SIOP leadership and affinity group representatives, invited guests, and other session attendees will discuss SIOP's current DEI efforts and brainstorm new ideas to further increase inclusion. The goal is to build partnerships and continue the efforts of SIOP leadership to create a more inclusive environment.

📢 **Speakers**

Shavonne Holman

Derek Avery
Associate Professor of Psychology & Management
University of Houston

Whitney Botsford Morgan
Professor
University of Houston-Downtown

Lawrence Houston
Rutgers University

Vivian A. Woo
Lead People Science Analyst
Culture Amp

Isaac Sabat
Texas A&M University

Macy E. Cheeks
DCI Consulting

Alexandra Ochoa

How to Round Ourselves Out as I-O Practitioners (Panel Discussion - 124347)
🕐 1:00 PM - 1:50 PM, Apr 28
📍 Room 602-603

Students & Early C…

Authors: Garrow, J. (Chair), Solberg, E. (Chair), Blanshteyn, V., Fink, A., Geimer, J., Rasch, R., Watson, J. (2022). Masters vs. PhD - How to Round Ourselves out as IO Practitioners [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

The goal of this session is to explore ways that I-Os can go beyond formal training and typical job roles to help them gain a broader set of experiences and become more effective practitioners Panelists in this session will share their efforts to become more well-rounded and how these experiences have helped them to be more effective in their practice of I-O. Ideas discussed will include formal trainings and degrees as well as more informal avenues of development.

📢 **Speakers**

Jennifer Garrow
Senior Consultant
SHL

Alexis Fink
Facebook

Jennifer Geimer
Amazon

Emily Solberg
Managing Consultant
SHL

Victoria Blanshteyn
Manager, Employee Voice
Chevron

Rena Rasch
Medtronic

Jeremy Watson, Ph.D.
Vaya Group

Realizing the Importance of Future Skills When the Future Is Now, and Always Changing (Panel Discussion - 123457)

🕐 1:00 PM - 1:50 PM, Apr 28
📍 Room 606

Technology & Met…

Authors: Calderón, R., Dumani, S., Curnow, C., Seely, P., Davies, S., & Garrett, M. (2022). Realizing the importance of future skills when the future is now, and always changing [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Organizations need to update their way of doing business quickly due to the rapidly changing technology, and employees need to understand what is needed to successfully perform within the workforce. The purpose of this panel is to discuss the future of work and future-ready skills. Panelists will discuss (a) how to operationalize the future skills; (b) how to develop the future skills; and (c) how to maintain future skills given the changes that will continue to occur.

📢 **Speakers**

Robert Calderon
Organizational Research and Consulting Division Director
Fors Marsh Group

Scott A. Davies
PointLeader Predictive Analytics, Inc.

Christina Curnow
Managing Director, Human Capital and Learning Solutions
American Institutes for Research

Peter W. Seely
Lead Personnel Psychologist
Centers for Disease Control and Prevention

Soner Dumani
Senior Scientist, Assessment Design & Evaluation
Human Resources Research Organization (HumRRO)

Mat Garrett
Deloitte Consulting LLP

Data: The Secret Weapon to Tackling the Great Resignation as an I-O? (Panel Discussion - 124248)

🕐 1:00 PM - 1:50 PM, Apr 28

📍 Room 607

Employee Experi…

Authors: West, A. (Chair), Anantharaman, A., Crouch, S., Ruf, J., Szarek, R., (2022). Data: The Secret Weapon to Tackling the Great Resignation as an I/O?, [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This session will explore how the rapidly changing world of work is impacting the practice of talent analytics in an applied setting for I-O psychologists and how embracing data science techniques is mission critical to meet business demands for scalable insights to inform strategy. The discussion will focus on the Great Resignation, DEI, and ethical considerations. Practitioners can expect to hear best practices, academics can expect to hear some novel approaches to inform new research topics.

📢 **Speakers**

Amber West
IO Psychology Consultant
Crosschq

Sara J. Crouch
Manager, Talent and Diversity
Ingredion Incorporated

Anuradha Anantharaman
Google

Robert Szarek
Unum

Joshua Ruf
Crosschq

Are You Interested? New Developments in Interest Assessment (Symposium - 123477)

🕐 1:00 PM - 1:50 PM, Apr 28

📍 Room 608

Selection & Assess…

Authors: Nye, C. D. (Chair) (2022). Are you interested? New Developments in Interest Assessment [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Hanna, A., Hoff, K., & Rounds, J. (2022). Interest in context: Using Work Tasks to Measure Vocational Interests.
Bradburn, J., & Ryan, A. M. (2022) State Vocational Interests, Outcomes, and Predictors of Variation.
Etzel, J. M., Wille, B., De Fruyt, F., & Nagy, G. (2022). Integrating the Measurement of Personality and Vocational Interest Profiles
Chu, C., Hoff, K. A., Phan, W. M. J., Russell, M. T., & Rounds, J. (2022). What do RIASEC Inventories Measure? Investigating Convergence and Content Validity.

Research has demonstrated that vocational interests can be powerful predictors of workplace behavior. However, the potential benefits of vocational interests are dependent on their measurement. Therefore, more research is needed to understand how interests can be measured effectively and used in research and practice. To address these issues, this symposium presents 4 papers that help to address important questions about how vocational interests can be assessed effectively and in a way that can further our understanding of organizational behavior.

📢 **Speakers**

Bart Wille
Assistant Professor Industrial-Organizational Psychology

Ghent University

Jacob Bradburn
Senior People Scientist, People Analytics
Ford Motor Company

Alexis Hanna
University of Nevada, Reno

Chu Chu
University of Illinois, Urbana-Champaign

Multidisciplinary Approaches to Assessment Validity Arguments: What Can I-Os Learn? (Panel Discussion - 124213)

🕐 1:00 PM - 1:50 PM, Apr 28

📍 Room 609

Selection & Assess…

Authors: Sinclair, A.S. (Chair), Fechter, T., Klafehn, J., Knapp, D.J., & Dalal, R.S. (Discussant) (2022, April 27-29). Multidisciplinary Approaches to Assessment Validity Arguments: What Can I-Os Learn? [Panel session]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Validity arguments using theories of action and interpretive arguments are commonly used in the field of educational measurement to evaluate the technical quality of tests (Kane, 2013). This approach is less known in I-O psychology. This multidisciplinary panel will (a) introduce validity argument approaches to validation used in other testing arenas, (b) discuss how these approaches are being applied to employment-related tests, and (c) engage the panel and audience in discussion of the pros and cons of using this conceptual framework to evaluate validity evidence for tests in I-O contexts.

📢 **Speakers**

Andrea Sinclair
Research Program Manager
HumRRO

Deirdre Knapp
Principal Scientist
HumRRO

Reeshad Dalal
Professor of Industrial/Organizational Psychology
George Mason University

Jennifer L. Klafehn
HumRRO

Tia Fechter
Office of People Analytics

Invited: Making the Most of Your I-O Work for Advocacy and Visibility (Special Event - 124896)

🕐 1:00 PM - 1:50 PM, Apr 28

📍 Room 611

SIOP Cura…

Authors: Alonso, A. (Chair), Mueller, L. M., & Goodman, J. (2022). Making the Most of Your I-O Work for Advocacy & Visibility [Open Fishbowl Session]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This session is for SIOP members wanting to leverage their own day-to-day work in I-O toward the greater good of society. Presenters will share past and ongoing federal advocacy initiatives by SIOP and SIOP members and will identify future areas of opportunity for I-O to impact federal policy and funding support. Panelists representing a variety of backgrounds including industry, government, consulting, and academia will share their experiences and perspectives.

📣 **Speakers**

Alexander Alonso
Chief Knowledge Officer
Society for Human Resource Management (SHRM)

Lorin Mueller
Managing Director of Assessment
Federation of State Boards of Physical Therapy

Jack Goodman
Senior Associate
Lewis-Burke Associates LLC

Making Big Data Accessible: Collecting Organizationally Relevant Data With APIs (Master Tutorial - 123712)

🕐 1:00 PM - 1:50 PM, Apr 28
📍 Room 612

`Technology & Met…`

Authors: Minton, B. & Hernandez, I. (2022). Making Big Data Accessible - Collecting Organizationally Relevant Data with APIs [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This master tutorial introduces attendees to an easy and scalable way to collect big data through an application programming interface (API). Attendees learn to describe advantages that APIs may offer over other techniques such as data scraping. Attendees would then be provided a high-level overview of how to collect data from a statistical programming environment using APIs. Last, attendees apply this knowledge in an interactive programming exercise hosted on Google Colab to give them practice implementing the process.

📣 **Speaker**

Brandon Minton
Virginia Tech

Past, Present, and Future of Virtual Teamwork in Organizations (Panel Discussion - 123522)

🕐 1:00 PM - 1:50 PM, Apr 28
📍 Room 613-614

`Technology & Met…`

Authors: Handke, L. (Co-Chair), O'Neill, T. A. (Co-Chair), Gilson, L. (Panelist), Hoch, J. E. (Panelist), Kozlowski, S. W. J. (Panelist), & Salas, E. (Panelist). (2022). Past, Present, and Future of Virtual Teamwork in Organizations [Panel discussion]. Society for Industrial and
Organizational Psychology Annual Conference, Seattle, WA, United States.

A panel of leading researchers 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.

📣 **Speakers**

Lisa Handke
Freie Universität Berlin

Steve Kozlowski
World Class Scholar and Professor of Organizational Psychology
University of South Florida

Eduardo Salas
Rice University

Thomas O'Neill
Associate Professor of Industrial Psychology
University of Calgary

Julia E. Hoch
California State University Northridge

Lucy Gilson
Associate Dean
UConn

Community of Interest: Challenges to and Solutions for Virtual Collaboration (Community of Interest - 124940)

🕐 1:00 PM - 1:50 PM, Apr 28

📍 Room 615

`SIOP Cura…`

Authors: Feitosa, J., & Kramer, B (2022). Challenges to and solutions for virtual collaboration. Community of Interest conducted at the annual meeting of the 36th Society for Industrial-Organizational Psychology.

How applicable is what we already know about virtual and remote teams, and can we still apply these best practices today? What has led to teams being able to be more productive/effective in this new virtual climate, and what has caused teams to experience challenges and struggle? How has collaborative technology helped or hindered teams (and what types of collaborative technology have proven most effective)? What are the critical/new topics that have been introduced for future teams research (e.g., hybrid teams)?

📢 **Speakers**

William S. Kramer
University of Nebraska, Omaha

Jennifer Feitosa
Assistant Professor
Claremont McKenna College

I-Os Assemble! To Champion or Challenge the Rise of Remote Work (Debate - 123884)

🕐 1:00 PM - 1:50 PM, Apr 28

📍 Room 616-617

`Employee Experi…`

Authors: Rice, C., Singh, P., Golden, T.D., Bell, B.S., Thompson, J., & Jarret, S. (2022). IOs Assemble! To Champion or Challenge the Rise of Remote Work [Debate]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Although the rise of COVID-19 has led to remote work feeling ubiquitous, organizations are now grappling with how they should handle return to work. The members of this panel will debate the merits and drawbacks of remote work at both an organizational and employee-centric level. This debate will highlight different points of view, examine each side's assumptions and seek common ground to foster potential solutions.

📢 **Speakers**

Prakriti Singh

Prakriti Singh
Senior Behavioral Scientist | People Insights Senior Consultant
BetterUp

Bradford Bell
William J. Conaty Professor of Strategic Human Resources
Cornell University

Timothy Golden
Rensselaer Polytechnic Institute

Steven Jarrett
PSI Services LLC

Corina Rice
BetterUp

Joseph Thompson
Talent Transformation Executive
Booz Allen Hamilton

Rethinking What Employees Really Want in the COVID Era (Panel Discussion - 124242)
🕐 1:00 PM - 1:50 PM, Apr 28
📍 Room 618-619

Employee Experi…

Authors: Scherbaum, C., Wiley, J., Dickson, M., Naidoo, L., Kamen, S. & Youssefnia, D. (2022). Rethinking What Employees Really Want in the COVID Era [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

The COVID-19 pandemic has changed how employees see the role of work in their lives. Although many organizations were focused on the "employee experience" before the pandemic, the "great resignation" has forced organizations and managers to rethink what they believe to be true about what employees want from their organizations and managers as well as how they can provide it. The panelists will draw on their decades of research and experience to offer data-driven insights and recommendations about how organizations and manager can identify what employee want and provide it.

📢 **Speakers**

Charles Scherbaum
Baruch College & The Graduate Center, CUNY

Marcus W. Dickson
Professor of Organizational Psychology, Director of I/O MA and Ph.D. Programs, Director of APORG
Wayne State University

Seth Kamen
VP of Talent Management
EG America

Jack Wiley
President & CEO
Jack Wiley Consulting, LLC

David Youssefnia
Co-founder and CEO
Stealth Startup · Full-time

Loren Naidoo

Posters: Engagement, Attitudes, and Ethics

🕐 1:00 PM - 1:50 PM, Apr 28

📍 Exhibit Hall 4B

Employee Experience **Poster**

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33 Subsessions

⬤ **Person–Occupation Interest Congruence Predicts Job Satisfaction: A Novel Cross-Level (Poster - 123990)**
🕐 1:00 PM - 1:50 PM, Apr 28
📍 Exhibit Hall 4B Position 1

⬤ **What's on Your Mind? An Analysis of Police Social Media Misconduct and Job Outcomes (Poster - 124259)**
🕐 1:00 PM - 1:50 PM, Apr 28
📍 Exhibit Hall 4B Position 2

⬤ **We Are NOT Robots: Integration of Technology in the Workplace (Poster - 124282)**
🕐 1:00 PM - 1:50 PM, Apr 28
📍 Exhibit Hall 4B Position 3

⬤ **The Buffering Effects of Purpose Alignment Against Turnover Intentions at Work (Poster - 124172)**
🕐 1:00 PM - 1:50 PM, Apr 28
📍 Exhibit Hall 4B Position 4

⬤ **Executive Changes and Employee Engagement: Is Chaos at the Top Tied to Turmoil Below? (Poster - 123713)**
🕐 1:00 PM - 1:50 PM, Apr 28
📍 Exhibit Hall 4B Position 5

⬤ **Who Is Resilient to Ineffective Technology Rollout? (Poster - 123691)**
🕐 1:00 PM - 1:50 PM, Apr 28
📍 Exhibit Hall 4B Position 6

⬤ **Assessing the At-Home Work Environment: Measure Development and Employee Correlates (Poster - 123877)**
🕐 1:00 PM - 1:50 PM, Apr 28
📍 Exhibit Hall 4B Position 7

⬤ **Gig Worker Relatedness Needs and the Worker–Platform Relationship (Poster - 123651)**
🕐 1:00 PM - 1:50 PM, Apr 28
📍 Exhibit Hall 4B Position 8

⬤ **Job Roles Moderate the Relationship of Value Congruence and Engagement (Poster - 123250)**
🕐 1:00 PM - 1:50 PM, Apr 28
📍 Exhibit Hall 4B Position 9

⬤ **O*Net Demands and Resources: Associations With Stress, Burnout, and Engagement (Poster - 124348)**
🕐 1:00 PM - 1:50 PM, Apr 28
📍 Exhibit Hall 4B Position 10

⬤ **Workaholism as the Product Rather Than a Driver of Job Performance (Poster - 123045)**
🕐 1:00 PM - 1:50 PM, Apr 28
📍 Exhibit Hall 4B Position 11

⬤ **Social Distancing Reduces Negative Affective Relationships (Poster - 123936)**
🕐 1:00 PM - 1:50 PM, Apr 28
📍 Exhibit Hall 4B Position 12

⬤ **Predicting Employee Engagement: The Interplay of Work–Family Spillover and Resilience (Poster - 123514)**
🕐 1:00 PM - 1:50 PM, Apr 28
📍 Exhibit Hall 4B Position 13

⬤ **Does Precarious Employment Moderate the Relationship of P–J Fit and Job Attitudes? (Poster - 124322)**
🕐 1:00 PM - 1:50 PM, Apr 28
📍 Exhibit Hall 4B Position 14

⬤ **Relationships Matter: Effects of Relational Antecedents on Turnover**

Intentions (Poster - 123797)
🕐 1:00 PM - 1:50 PM, Apr 28
📍 Exhibit Hall 4B Position 15

● **Psychological Safety and Engagement: The Importance of Collaboration and Experience (Poster - 123561)**
🕐 1:00 PM - 1:50 PM, Apr 28
📍 Exhibit Hall 4B Position 16

● **Unit-Level Consequences of the Candidate Experience (Poster - 123138)**
🕐 1:00 PM - 1:50 PM, Apr 28
📍 Exhibit Hall 4B Position 17

● **Abusive Supervision and Facades of Conformity: Individual and Situational Moderators (Poster - 123681)**
🕐 1:00 PM - 1:50 PM, Apr 28
📍 Exhibit Hall 4B Position 18

● **Person–Job Fit as a Mediator for Job Attitudes and the Role of Remote Work (Poster - 123841)**
🕐 1:00 PM - 1:50 PM, Apr 28
📍 Exhibit Hall 4B Position 19

● **A Meta-Analysis and Qualitative Investigation of the Generations Literature (Poster - 124295)**
🕐 1:00 PM - 1:50 PM, Apr 28
📍 Exhibit Hall 4B Position 20

● **The Organization as an Entity: Implications for Identification (Poster - 123251)**
🕐 1:00 PM - 1:50 PM, Apr 28
📍 Exhibit Hall 4B Position 21

● **Development of an Intended Bifactor Engagement Measure (Poster - 124158)**
🕐 1:00 PM - 1:50 PM, Apr 28
📍 Exhibit Hall 4B Position 22

● **Engagement Versus Attitude: Measurement Invariance Across Item Orderings (Poster - 124334)**
🕐 1:00 PM - 1:50 PM, Apr 28
📍 Exhibit Hall 4B Position 23

● **Quantifying Theoretical Causes of Employee Engagement (Poster - 124189)**
🕐 1:00 PM - 1:50 PM, Apr 28
📍 Exhibit Hall 4B Position 24

● **Predicting Differential Effects of Goal Orientation on Voice and Silence (Poster - 123448)**
🕐 1:00 PM - 1:50 PM, Apr 28
📍 Exhibit Hall 4B Position 25

● **How Leader Safety Communication Affects Work Engagement During COVID-19 Crisis? (Poster - 124180)**
🕐 1:00 PM - 1:50 PM, Apr 28
📍 Exhibit Hall 4B Position 26

● **Apart but Together: Social Exchange, Perceived Proximity, and Work Meaningfulness (Poster - 123967)**
🕐 1:00 PM - 1:50 PM, Apr 28
📍 Exhibit Hall 4B Position 27

● **"I'll Report Them Tomorrow": Examining Why Third Parties Morally Procrastinate (Poster - 123894)**
🕐 1:00 PM - 1:50 PM, Apr 28
📍 Exhibit Hall 4B Position 28

● **The Effects of Stress and Trait Mindfulness on Ethical Decision Making (Poster - 123888)**
🕐 1:00 PM - 1:50 PM, Apr 28
📍 Exhibit Hall 4B Position 29

● **The APA Ethics Code and I-O Psychology: Applicability, Gaps, and Recommendations (Poster - 123282)**
🕐 1:00 PM - 1:50 PM, Apr 28
📍 Exhibit Hall 4B Position 30

● **A Meta-Analytic Study of Unethical Pro-Organizational Behavior (Poster - 123119)**
🕐 1:00 PM - 1:50 PM, Apr 28
📍 Exhibit Hall 4B Position 31

● **Corporate Corruption and Top Management Team Gender Diversity (Poster - 123903)**
🕐 1:00 PM - 1:50 PM, Apr 28
📍 Exhibit Hall 4B Position 32

● **Changes in Gender Differences in Sexual Harassment Perceptions Over 20**

Years (Poster - 123152)
🕐 1:00 PM - 1:50 PM, Apr 28
📍 Exhibit Hall 4B Position 33

The Science Behind Sales Talent (Sponsored by AuctusIQ)
🕐 1:00 PM - 1:50 PM, Apr 28
📍 Room 604

`(SPONSORED) Thought-Leadershi…`

Companies of all sizes are under more pressure than ever to keep growing revenue. That puts HR departments under pressure to find sales leadership and seller talent that can produce growth consistently. Finding, hiring, and developing the right talent isn't a mystery—it's a science. Dr. Courtney McCashland talks about applying sophisticated behavioral science and competency assessment strategies to evaluating, selecting, and coaching the people who can perform in this highly competitive environment. Sales talent is different from any other kind of talent, and Courtney provides insights into the whole person, including talents, competencies, and sales acumen.

Presenter Name: Dr. Courtney McCashland, Co-Founder and Chief Officer of Science & Strategy, AuctusIQ

📢 **Speaker**

Courtney McCashland
AuctusIQ

2:30 PM

Community of Interest: Computational Modeling in Research and Practice (Community of Interest - 124941)
🕐 2:30 PM - 3:50 PM, Apr 28
📍 Zoom 1

`Technology & Methods` `SIOP Curated` `Virtual & Streaming`

Authors: Katz, I.M., Olenick, J., Ingerick, M. (Co-Hosts) (2022). Community of Interest: Organizational Complexity and Computational Modeling in Research and Practice [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Computational modeling has long been used in research and practice across fields to conduct research and inform business and policy decisions. Despite such widespread use, modeling has been slow to catch on in organizational psychology until recently. Interest in applying models to organizational science and practice is growing, but many parties remain unsure how to apply models to their own work or get started in doing so. This community of interest brings together these interested parties to discuss the potential of computational models and resources for implementing them.

📢 **Speakers**

Michael Ingerick
HumRRO

Jeffrey Olenick
Assistant Professor of Industrial-Organizational Psychology
Old Dominion University

Is it Imposter Syndrome? Navigating Grad Student Mental Health and Neurodivergence (Panel Discussion - 123662)
🕐 2:30 PM - 3:50 PM, Apr 28
📍 Zoom 2

`Diversity-Equity-Inclusion` `Virtual & Streaming`

Authors: Kidwell, K.E. (Chair), French, K.A. (Co-chair), & Wiese, C.W. (Co-chair), Campbell, C., Carter, N.,

Clancy, R., Harrison, E., & Kraiger, K. (2022). Is it Imposter Syndrome? Navigating Grad Student Mental Health and Neurodivergence [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This panel aims to destigmatize and normalize graduate student experiences with mental health challenges and neurodivergence. This session brings together panelists from multiple career stages who have personally experienced mental health challenges or neurodivergence in grad school or who have advised such students. Panelists will share their personal stories, recommendations, and key takeaways. Themes include lessons learned, pursuing diagnoses, disclosure decisions, building a relationship with your advisor, and pursuing accommodations. The audience will have ample time to ask questions.

📢 **Speakers**
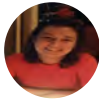
Kate Kidwell
Georgia Institute of Technology

Dr. Kurt Kraiger
University of Memphis

Nathan Carter
Michigan State University

Christopher Wiese
Assistant Professor
Georgia Institute of Technology

Kimberly French
Assistant Professor
Georgia Institute of Technology

Chelsi Campbell
Primary Instructor
North Carolina State University

Rebecca Clancy
PhD Candidate
Colorado State University

Elizabeth Harrison
Red Wing Shoe Co

Promising Directions in Leadership Development Program Evaluation (Alternative Presentation - 123747)
🕐 2:30 PM - 3:50 PM, Apr 28
📍 Zoom 3

Leadership & Coaching **Virtual & Streaming**

Authors: Tran, A.Y., Champion, H., Jeong, S. B., Craig, S. B., Bukin, S. C. (2022). Promising Directions in Leadership Development Program Evaluation [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

The goal of this session is to focus collective minds to identify creative approaches to evaluating the effectiveness of leadership development programs, approaches that are novel, practical, and elegant, yet rigorous. Participating audience members will gain (a) a broad perspective of the key elements surrounding an evaluation of a development initiative; (b) a deep appreciation for the current challenges that leadership development evaluators face; and (c) insight into 3 promising techniques/methodologies that can be used to successfully evaluate leadership development initiatives.

📢 **Speakers**

Amy Tran

Senior Consultant
Ernst & Young

S. Craig
Associate Professor of Psychology
North Carolina State University

Stephen Jeong
Center for Creative Leadership

Heather Champion
Manager, Client Evaluation Services; Insights & Impact Senior Faculty
Center for Creative Leadership

Sol Bukin
Center For Creative Leadership

Advancing I-O Research and Practice for Environmental Sustainability in Organizations (Symposium - 124345)
🕐 2:30 PM - 3:50 PM, Apr 28
📍 Zoom 4

`Virtual & Stream...`

Authors: Ones, D. S. (Co-Chair) & Dilchert, S. (Co-Chair) (2022). Advancing IO Research and Practice for Environmental Sustainability in Organizations [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Hezlett, S. A., Patrick, M., Kerr P., & Caruso-Novack, R. (2022). Where Should Green Research Go Next? Boardroom Views on Priorities and Practices.
Wang, Y., Yazar, Y., Tian, J. , & Ones, D.S. (2022). Environmental Sustainability Initiatives of South East Asian Organizations.
Haner, D.M. , Wang, Y., Yazar, Y., Kaura, K. (2022). Longevity and Environmental Sustainability of Organizations
Yazar, Y, Mete, I., Wang, Y., Tian, J., & Ones, D. S. (2022). Gender Diversity, Board Size and Environmental Performance
Mercado, B., Ones, D.S., & Dilchert, S. (2022). An International Investigation of Personality and Employee Green Behaviors

Environmental sustainability in and of organizations continues to be important for businesses, their employees, but perhaps most importantly for humanity at large. This symposium brings together the latest academic and practitioner research on what companies are doing; how they are achieving sustainability goals; where results vary by national context, why relations with financial performance and company longevity vary; and who, among leaders and employees, engages with environmental sustainability.

📢 **Speakers**

Yilei Wang
University of Minnesota, Twin Cities

Sarah Hezlett
Korn Ferry Institute

Brittany Mercado
Assistant Professor of Management
Elon University

Yagizhan Yazar
University of Minnesota

Daria Haner
Blake School

Experiential Learning in Graduate Programs: A 360-Degree SME Perspectives (Alternative Presentation - 123409)

🕐 2:30 PM - 3:50 PM, Apr 28

📍 Zoom 5

`Students & Early Career` `Virtual & Streaming`

Authors: Schantz, A. (Co-Chair), Harris, S. (Co-Chair), Andrews, T. (Panelist), Barnes, M. (Panelist), Burton, C. (Panelist), Compere, M. (Panelist), Fernandes, E. (Panelist), Glazer, S. (Panelist), Kickbusch, A. (Panelist), McCarthy, P. (Panelist), Reynolds Kueny, C. (Panelist), Rowley, S. (Panelist), Salley, T. (Panelist), Schirripa, G. (Panelist), Shahani-Denning, C. (Panelist), & Woods, D. (Panelist). (2022). Experiential learning in graduate programs: A 360-Degree SME perspectives [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

An engaged brainstorming session with practitioners, students, and faculty SMEs focused on a variety of experiential learning opportunities: internship/practicum training, in-house consulting centers, and in-class service-learning. Practitioners, students, and faculty will share their professional and personal gains from the experience, practices that have been successful, and areas that need focused attention. This session is relevant to the entirety of the SIOP community, practitioners, students, and faculty, who are interested in facilitating or participating in applied experiences.

📢 **Speakers**

April D. Schantz
University of West Florida

Sharon Glazer
Professor & Chair
The University of Baltimore

Patrick McCarthy
Middle Tennessee State University

Comila Shahani-Denning
Hofstra University

Marie Barnes
Program Director/Asst. Teaching Professor
FIU

Clair A. Reynolds Kueny
Missouri University of Science & Technology

Gina Schirripa

Tyler Michael Salley
Exelon Corporation

Tanya Andrews
Senior Manager and Executive Coach
UKG

Erica Fernandes
Research Assistant
Hofstra University

Shannon Rowley

Graduate Teaching Assistant
Wayne State University

Melissa Compere
HR Generalist
ABA Squad

Danielle Woods
Senior OD Consultant - TOP Program Manager
Navy Federal Credit Union

Shanequea Harris
Enterprise Change Intern
Navy Federal

Kathryn Kickbusch
Missouri University of Science and Technology

Casey Burton
Director of Medical Research
Phelps Health

Invited: Humanism in AI (Special Event - 124884)
🕐 2:30 PM - 3:50 PM, Apr 28
📍 Zoom 6

`Technology & Methods` `SIOP Curated` `Virtual & Streaming`

Authors: Chamorro-Premuzic, T., Garrad, L., Taylor, B., Svensson, C. (2022). Invited: Humanism in AI [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Machines, automation, and AI were developed to free humans from dangerous or boring tasks so they could take on more intellectually stimulating assignments. For many workers today, their greatest fear is that AI may become their boss. But AI is already changing our world for the better by reducing the things people hate and increasing the things they love. This session will discuss how machines can be partners in securing our well-being rather than becoming competitors or human's demise. The usefulness of AI and how it can lift society to new innovative heights will be explored.

📢 **Speakers**

Cicek Svensson
Sales Director
Caveon Test Security

Lewis Garrad
Partner
Mercer

Tomas Chamorro-Premuzic
Manpower Group

Benjamin J. Taylor
HireVue

Want Data? Have Data? Bridging the Scientist–Practitioner Gap, Match.com Style (Alternative Presentation - 123648)
🕐 2:30 PM - 3:50 PM, Apr 28
📍 Ballroom 6A

`Technology & Met...`

Authors: Lascano, J. J. (Co-Chair), Baytalskaya, N. (Co-Chair), Goro, M. (Discussant), Jacobs, R. R. (Speaker), Gallagher, P. (Speaker), Acosta, J. D. (Speaker), Snoeyink, M. (Speaker). (2022). Want data? Have data? Bridging the Scientist-Practitioner Gap, Match.com style [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

A substantial scientist–practitioner gap remains in the field of I-O. Although companies collect large amounts of data, many lack the expertise or time to analyze it and consulting organizations often lack the bandwidth to meet the full need. Meanwhile, academics and graduate students are looking for organizational data and have the time and skills for deep analysis but lack access. This session uses a modified panel/roundtable format to propose and discuss the creation of a matching platform for bringing these groups together to bridge this gap while also supporting SIOP's strategic goals.

📢 **Speakers**

Johanna Lascano
Senior Behavioral Scientist
Infor Talent Science

Rick Jacobs
Pennsylvania State University

Jennifer Acosta
Allstate Insurance Company

Nataliya Baytalskaya
Talogy

Michelle Goro
Manager, Voice of the Customer, Center of Excellence
Infor

Megan Snoeyink
Portland State University

Patrick Gallagher
Director of Research | SVP
Truist Leadership Institute

Better Analyses and Communication in Organizational Research: It's Time for Bayes (Master Tutorial - 123145)

🕐 2:30 PM - 3:50 PM, Apr 28
📍 Ballroom 6B

Technology & Methods   **Virtual & Streaming**

Authors: Courey, K. A., Oswald, F. L., & Culpepper, S. A. (2022). Better Analyses and Communication in Organizational Research: It's Time for Bayes [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Communicating statistics well requires balancing technical accuracy with stakeholder accessibility. This is a serious challenge; Bayesian analysis is a serious solution. This introductory tutorial covers Bayesian thinking and analysis, practical recommendations for reporting and interpretation, and other advantages of Bayesian methods. Go Bayes, and you won't regret it!

📢 **Speakers**

Karyssa Courey
PhD Student
Rice University

Steven Culpepper

University of Illinois at Urbana-Champaign

Theme Track:Intellectually Together: Hacking to Help Others An I-O Psych Hackathon (Special Event - 124876)

🕐 2:30 PM - 3:50 PM, Apr 28

📍 Ballroom 6C

SIOP Curated **Virtual & Streaming**

Authors: Islam, S. (Chair), Cox, C.. Theme Track: Hacking to Help Others An I-O Psychology Hackathon [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This alternative session allows I-O psychology practitioners, faculty, and students to participate in an 80 minute hackathon. The goal of a hackathon is to tackle a problem and present a potential solution. Session attendee will work in groups to tackle a real-life organizational problem shared by a nonprofit organization. Attendees will present their solutions to the organizational stakeholders. Sharpen and share your skills with real-life stakeholders during this exciting session!

📢 **Speakers**

Sayeedul Islam
Talent Metrics

Cody Cox
Assistant Professor of Industrial Organizational Psychology and Organizational Behavior
St. Mary's University

Bringing Together Maternity Experiences in the Workplace From Pre- to Postnatal (Symposium - 123455)

🕐 2:30 PM - 3:50 PM, Apr 28

📍 Room 602-603

Diversity-Equity-Inc…

Authors: Waiwood, A.M. (Co-Chair) & Allen, T.D. (Co-Chair) (2022). Bringing Together Maternity Experiences in the Workplace from Pre- to Postnatal [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Waiwood, A.M., Allen, T.D., & Haffenden, S.L. (2022). Growing, Not Necessarily Showing: Pregnancy Salience in Remote vs In-Person Contexts
Cheung, H.K., King, E.B., Nicolaides, V.C., Getu, A. & Hernandez, J. (2022). Effects of Pregnancy Disclosure on Women's Meta-perceptions and Perceived LMX.
Arena Jr., D.F., Jones, K.P., Nag, D., & Gabriel, A.S. (2022). Exploring the Nature and Consequences of Daily Prenatal Affective States at Work.
Van Egdom, D., Zhang, J., Wen, X. & Spitzmueller, C. (2022). Is There a Tradeoff?: Examining a Breastfeeding Spillover and Crossover Model
Arena Jr., D.F., Volpone, S.D., Jones, K.P. (2022). (Overcoming) Maternity Bias in the Workplace: A Systematic Review

Given the rapidly developing interest and literature in pre- and postnatal experiences at work, authors bring together four methodologically diverse and exciting primary studies and an amalgamating review of maternity research into a thoughtfully curated symposium. By facilitating a more holistic view of maternity experiences and continuing the conversation on a sometimes "taboo" topic, the session will push forward new ideas and consideration of maternity's critical role in women's work experiences.

📢 **Speakers**

Aashna Waiwood
University Of South Florida

Ho Kwan Cheung
Assistant Professor
University at Albany, SUNY

Dave Arena

Assistant Professor
University of Texas, Arlington

Devalina Nag

University of Memphis

Drake Van Egdom

Ph.D. Candidate
University of Houston

A Broader Look on Emotional Labor: New Actors, Strategies, and Measures (Symposium - 123310)

🕐 2:30 PM - 3:50 PM, Apr 28

📍 Room 606

Employee Experi…

Authors: Nesher Shoshan, H. (Chair) & Gabriel, A. (Discussant). (2022). A Broader Look on Emotional Labor: New Actors, Strategies and Measures [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Chi, N-W., Diefendorff, J.M. & Long, L. (2022). The effects of positive and negative emotional regulation strategies in debt negotiations
Venz, L. (2022). Emotional Labor in Daily Leader-Follower Interactions: How Employees Can Secure State Leader-Member Exchange and Relational Energy.
Nesher Shoshan, H. & Koch, T. (2022). Emotional Labor toward Coworkers from a Social Exchange Perspective: Predicting Next-Day Emotional Labor by Daily Social Experiences at Work.
Zhang, H. & Beal, D.J. (2022). A Deep Dive on Deep Acting: Separating Good-faith-effort from Specific Regulation Strategies.

New trends in emotional labor research offer a broader look on the original construct. This symposium offers fresh insights into what is considered emotional labor, including the integration of new regulation behaviors; who engages in emotional labor, including untraditional actors such as coworkers, leaders, and different service occupations; and how to measure emotional labor, introducing a new measurement tool for deep acting.

📢 **Speakers**

Hadar Nesher Shoshan

University of Mannheim

James Diefendorff

Professor of Psychology
The University of Akron

Allison Gabriel

McClelland Professor of Management and Organizations / University Distinguished Scholar
University of Arizona

Laura Venz

Leuphana University Lüneburg

Haozhen Zhang

Transferring Knowledge in the Workplace: Why Employees Choose to Share Knowledge (Symposium - 123495)

🕐 2:30 PM - 3:50 PM, Apr 28

📍 Room 607

Employee Experi…

Authors: Currie, R. A. (Co-Chair), Ehrhart, M. G. (Co-Chair), and Wang, S. (Discussant) (2022). Transferring knowledge in the workplace: Why employees choose to share knowledge [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Cheong M. & Park, H. (2022). Individual ambidexterity and knowledge sharing.
Kohn, H. L. (2022). Examining the relationship between psychological ownership and knowledge sharing.
Peng, Y., & Rosenblatt, A. (2022): The age-related effect of task interdependence on knowledge sharing through generativity needs satisfaction

Employees must receive relevant information and knowledge when they need it, and correspondingly, must be willing to share information and knowledge with their peers. Accordingly, this symposium includes 3 research projects that examine a variety of factors that influence employee knowledge sharing behavior. Through highlighting these projects, authors aim to advance the understanding of knowledge transfer processes at work.

📢 **Speakers**

Richard Currie
Boston University School of Hospitality Administration

Mark Ehrhart
Professor
University of Central Florida

Sheng Wang
University of Nevada, Las Vegas

Haeseen Park
Assistant Professor
Bowling Green State University

Minyoung Cheong
Pennsylvania State University at Great Valley

Yisheng Peng
Assistant professor
The George Washington University

Harry Kohn
University of Minnesota Duluth

Alexa Rosenblatt
The George Washington University

Workplace Sexual Harassment: Moral Underpinnings, Change Readiness, and Interventions (Symposium - 123557)

🕑 2:30 PM - 3:50 PM, Apr 28
📍 Room 608

Diversity-Equity-Inc…

Authors: Gilmer, D.O. (Co-Chair), Magley, V.J. (Co-Chair), & Cortina, L.M. (Discussant). (2022). Workplace sexual harassment: Moral underpinnings, change readiness, and interventions. Symposium submitted to the annual conference of the Society for Industrial and Organizational Psychology, Seattle, WA.

This symposium aims to present unique viewpoints on moral underpinnings of sexual harassment, factors that may affect training success, and recommendations for more effective interventions. Presentations focus on empirical evidence surrounding change readiness for sexual harassment training, as well as the phenomenon of in-group moral licensing. A theoretical paper on effects of moral licensing and power follows. Authors end with an applied lens which focuses on the military's changing approach to sexual harassment accountability, prevention, climate, and victim advocacy.

📢 **Speakers**

Declan Gilmer
Doctoral Student
University of Connecticut

Margaret Stockdale
Indiana University - Purdue University Indianapolis

Lilia Cortina
University of Michigan

Jessica A. Gallus
Department of the Navy

Levi Bolinger
Indiana University - Purdue University Indianapolis

Advances in Forced-Choice Testing Using Item Response Theory (Symposium - 123353)

🕐 2:30 PM - 3:50 PM, Apr 28

📍 Room 609

Selection & Assess…

Authors: Kumar, L. S. (Co-Chair), Stark, S. (Co-Chair), & Zickar, M. J. (Discussant). (2022). Advances in forced-choice testing using Item Response Theory [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Kumar, L. S., Tu, N., Joo, S-H., & Stark, S. (2022). Linking methods for the
Multi-Unidimensional Pairwise Preference (MUPP) IRT model.
Li, L., Sun, T., Zhang, B., & Drasgow, F. (2022). Assessing the sample size impact on the MUPP model-data fit.
Li, M., Sun, T., & Zhang, B. (2022). Automatic item pairing in forced-choice test construction.
Chen, Y., Zhang, B., Sun, T., & Drasgow, F. (2022). Bias-correction contest: Anchoring vignette vs. forced-choice.

Recent developments in item response theory models have made forced-choice tests popular in noncognitive assessment for personnel selection and development purposes. This symposium presents advances in in forced-choice testing that will inform practitioners on newly developed tools and enable them to have greater confidence in using test scores obtained from forced-choice measures. The presentations discuss a diverse array of topics that have important implications for developing item banks, establishing measurement invariance, and reducing response biases.

📣 **Speakers**

Lavanya S. Kumar
Doctoral student/Graduate Assistant
University of South Florida

Michael Zickar
Bowling Green State University

Stephen Stark
University of South Florida

Bo Zhang
Texas A & M University

Yueyang Chen
Guest Lecturer
University of Illinois at Urbana-Champaign

Lingyue Li
University of Illinois Urbana-Champaign

In the Trenches Part 3: Use of SJTs in High-Stakes, High-Volume Testing Programs (Alternative Presentation - 124305)

🕐 2:30 PM - 3:50 PM, Apr 28

📍 Room 611

Selection & Assess…

Authors: Sullivan, T. S., Bynum, B. H., Oppler, S. H., & Glover, C. W. (2022). In the Trenches Part 3: Use of SJTs in High-Stakes, High-Volume Testing Programs [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

The use of SJTs in high-stakes, high-volume testing creates unique challenges. Building on a highly attended panel discussion at SIOP 2019 and an asynchronous panel discussion at SIOP 2021, the panelists will continue the dialog in an alternative session format designed to solicit broader perspectives from audience members. The goal is to further collective understanding of 4 particularly thorny challenges and discuss strategies for overcoming them. Together, panelists hope to better illuminate a path forward for both researchers and practitioners operating in this unique testing context.

📢 **Speakers**

Taylor Sparks Sullivan
Senior Staff I/O Psychologist
Codility

Scott Oppler
HumRRO

Bethany Bynum
Research Associate
HumRRO

Charles Glover
Manager, Exam Development & Accreditation
SHRM

I-O Psychology Education and Training: Are We Preaching What We Are Practicing? (Panel Discussion - 124333)

🕐 2:30 PM - 3:50 PM, Apr 28

📍 Room 612

Students & Early C…

Authors: Impelman, K. (co-chair), Jordan, B. (co-chair), Chapple, C. Frost, B., Kabins, A., Labrador, J., Robertson, L, A, I/O Psychology Education and Training: Are we preaching what we are practicing? [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Panelist from varied backgrounds will discuss opinions on what they would like to see in newly graduated I-O candidates as they enter the workforce, primarily in the applied setting. They will discuss educational skill gaps and strengths, explore trends across differing educational institutions, and use the SIOP Guidelines for Education and Training as a framework for the discussion. Educators, students, and practitioners alike will gain important insights from the discussion.

📢 **Speakers**

Brandon Jordan
CEO/Founder
Workforce Lifecycle Analytics

Carol Chapple

VP of Global Talent Effectiveness
Ryan

Brian Frost
Director, I/O Professional Master's Program
The University of Georgia

Jeffrey Labrador
Director, Talent Measurement and Predictive Sciences
UnitedHealth Group

Kevin Impelman
Director, Consulting Products & Services
Summit Leadership Partners

Lauren N. Robertson
SHL

Adam H. Kabins
Korn Ferry

Machine Learning Utility: Examination and Improvement for Selection (Symposium - 123594)

🕐 2:30 PM - 3:50 PM, Apr 28

📍 Room 613-614

Selection & Assess…

Authors: Sun, T. (Chair). (2022). Machine Learning Utility: Examination and Improvement for Selection [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Sun, T., & Drasgow, F. (2022). A meta-analytic review on the psychometric validity evidence of language-based machine learning personality assessment.
Liu, J., Zhao, T., Sun, T., Zhang, B., & Fan, J. (2022). Latent structure equivalence and prediction comparisons between traditionally-assessed and machine-inferred personality scores.
Lee, V., Cavanaugh, K. J., & Landers, R. (2022). Predicting job performance with social media information in a small sample.
Hickman, L., Kuruzovich, J., Ng, V., Arhin, K., & Wilson, D. (2022). Oversampling minority success during machine learning model training reduces adverse impact.
Marin, S. (2022). On the utility of scoring multidimensional assessments using variational autoencoders.

Machine learning (ML) is increasingly being considered and adopted in personnel selection procedures. This symposium integrates and presents 5 papers with each examining aspects of the utility of ML for selection purposes, with regard to evidence of validities, efficiencies, and fairness. These papers cover situations and cases when ML is used to conduct personality assessment, predict performance, balance diversity considerations in HR, and score multidimensional psychometric tests. Importantly, the papers also offer multiple perspectives on how to improve the utility of ML in selection.

📢 **Speakers**
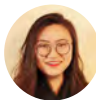
Tianjun Sun
Assistant Professor
Kansas State University

Vincent Ng
Assistant Professor
University of Houston

Sebastian Marin
PhD Candidate (ABD)
University of Minnesota-Twin Cities

Jiayi Liu
PhD Candidate

Auburn University

Vivien Lee
University of Minnesota

Community of Interest: COVID's Impact on the Field of I-O (Community of Interest - 124955)

🕐 2:30 PM - 3:50 PM, Apr 28
📍 Room 615

Employee Experience   **SIOP Curated**

Authors: Savage, N. M., & Horvath, M. (2022). COVID's impact on I-O [Community of Interest]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

COVID continues to impact both our personal and professional lives, often in profound and unforeseen ways. For many, including I-Os, COVID has changed the scope of their current jobs and/or future careers. Participants in this COI would discuss questions such as: How has COVID affected career opportunities, and how has it changed the role of the I-O in organizations and in academia? What new or increased workplace phenomena (e.g., the hybrid work environment) need to be studied as a result of COVID? What opportunity is there for I-Os to serve the greater community during COVID?

📢 **Speakers**

Michael Horvath
Cleveland State University

Nastassia Savage
Senior Consultant
FMP Consulting

Advancing Understanding of Authentic Identity Expression for Marginalized Employees (Symposium - 123359)

🕐 2:30 PM - 3:50 PM, Apr 28
📍 Room 616-617

Diversity-Equity-Inc…

Authors: Gardner, D. M. (Chair) (2022). Advancing understanding of authentic identity expression for marginalized employees [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Gardner, D. M. & Prasad, J. J. (2022). The consequences of being myself: Authenticity and psychological safety for LGB workers.
Robinson, A. N., Lindsey, A. P., Jones, K. P., & Arena Jr., D. F. (2022). Distal consequences of political authenticity at work.
Nittrouer, C., Dean, E. E., & Shogren, K. (2022). Career progression: Strategies used by self-advocates with ASD and their allies.
Van Wagoner, P., Kim, H. L., Lacerenza, C., Lyons, B. J., & Volpone, S. D. (2022). A meta-analysis on authenticity: Insight as to why managing authenticity differs for marginalized employees.

Though interest in authenticity at work has gained traction by both researchers and the popular press, the role that stigma may play within the theorized beneficial processes of authentic identity expression is less understood. Accordingly, the purpose of this symposium is to advance understanding surrounding authentic identity expression for marginalized employees, with the goal of generating more nuanced implications of when and under what circumstances authenticity at work may be beneficial, or alternatively expose oneself to stigma and negative workplace consequences.

📢 **Speakers**

Danielle Gardner
Assistant Professor
Colorado State University

Larry Martinez

Portland State University

Christy Nittrouer
Texas Tech University

Ashley Robinson
University of Memphis

Habin Lena Kim
University of Colorado Boulder

Work Smarter not Harder: Machine Learning Applications to Solve Research Problems (Symposium - 123652)

🕐 2:30 PM - 3:50 PM, Apr 28

📍 Room 618-619

`Technology & Met…`

Authors: Hernandez, I. (Co-Chair), Yankov, G. P. (Co-Chair), & Thompson, I. (Discussant). (2022). Work smarter not harder: Machine learning applications to solve research problems [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Putka, D. J., Yu, M. C., Dahlke, J. A., Burke, M. I., Shewach, O. R., & Diaz, T. (2022). Exploring NLP to Streamline Item Development and Item Evaluation.
Weiwen, N. (2022). Efficiently Shortening Personality Scales Using with Deep Learning.
Ristow, T, & Hernandez, I. (2022). Improving Organizational Research Data Sharing through Accurate Data Synthesis.
Raghavan, M., & Yankov, G. P. (2022). Evaluating NLP Methods to Assess Dark Personality Traits in Speech.

Machine learning (ML) techniques are increasingly used by industrial-organizational (I-O) psychologists to solve business problems, which requires translating algorithms and formulas into actionable implementations. This symposium presents and integrates 4 papers that apply ML and deep learning (DL) to solve specific problems encountered in organizational research, creating pipelines and user-friendly applications for others to use as well. By adopting these tools, researchers can leverage the latest advances in machine learning without requiring a computational background.

📢 **Speakers**

Ivan Hernandez
Virginia Tech University

Dan Putka
HumRRO

Isaac Thompson
Modern Hire

Georgi P. Yankov
Senior Research Scientist
DDI

Weiwen Nie
Hogan Assessments

Teresa Ristow
Virginia Tech

Mukhunth Raghavan

Posters: Performance, plus Occupational Health and Safety Part III

🕒 2:30 PM - 3:20 PM, Apr 28

📍 Exhibit Hall 4B

`Employee Experience` `Selection & Assessment` `Poster`

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34 Subsessions

● **It's About Time: Influencing Social Processes to Improve Performance Reviews (Poster - 124357)**
🕒 2:30 PM - 3:20 PM, Apr 28
📍 Exhibit Hall 4B Position 1

● **Neutralizing Gender Bias in Leadership Ratings: Impact of Frame-of-Reference Scales (Poster - 124264)**
🕒 2:30 PM - 3:20 PM, Apr 28
📍 Exhibit Hall 4B Position 2

● **The Role of Leader Cultural Intelligence in the Feedback Process (Poster - 123804)**
🕒 2:30 PM - 3:20 PM, Apr 28
📍 Exhibit Hall 4B Position 3

● **Learning From Failure and From Success: Boundary Conditions of the Tune-Out Effect (Poster - 123124)**
🕒 2:30 PM - 3:20 PM, Apr 28
📍 Exhibit Hall 4B Position 4

● **Perceived Subordinate Mental Health Predicts Managers' Performance Appraisal Motives (Poster - 124200)**
🕒 2:30 PM - 3:20 PM, Apr 28
📍 Exhibit Hall 4B Position 5

● **Effect of Personality and Knowledge About Professional Conduct on Feedback Delivery (Poster - 123396)**
🕒 2:30 PM - 3:20 PM, Apr 28
📍 Exhibit Hall 4B Position 6

● **Performance Management Rater Calibration Meetings From the Employee Perspective (Poster - 123342)**
🕒 2:30 PM - 3:20 PM, Apr 28
📍 Exhibit Hall 4B Position 7

● **Predicting Performance Feedback Reactions and Use With HEXACO Personality Traits (Poster - 124381)**
🕒 2:30 PM - 3:20 PM, Apr 28
📍 Exhibit Hall 4B Position 8

● **Self-Enhancement Motive, Feedback Inquiry, and Creativity (Poster - 124022)**
🕒 2:30 PM - 3:20 PM, Apr 28
📍 Exhibit Hall 4B Position 9

● **An Updated Meta-Analysis of the Interrater Reliability of Performance Ratings (Poster - 123112)**
🕒 2:30 PM - 3:20 PM, Apr 28
📍 Exhibit Hall 4B Position 10

● **Sleep, Vitality, and Self- and Other-Rated Job Performance: a Within-Person Study (Poster - 121660)**
🕒 2:30 PM - 3:20 PM, Apr 28
📍 Exhibit Hall 4B Position 11

● **Interactional Injustice and Work Behaviors (Poster - 123992)**
🕒 2:30 PM - 3:20 PM, Apr 28
📍 Exhibit Hall 4B Position 12

● **Gratitude and Indebtedness in the Workplace: The Predictors of Reciprocity (Poster - 124377)**
🕒 2:30 PM - 3:20 PM, Apr 28
📍 Exhibit Hall 4B Position 13

● **Influence of Continuance: Applying Continuance Commitment to Moral Licensing Theory (Poster - 124194)**
🕒 2:30 PM - 3:20 PM, Apr 28
📍 Exhibit Hall 4B Position 14

● **Paying it Forward: For the Greater Good (Poster - 124392)**

⏱ 2:30 PM - 3:20 PM, Apr 28
📍 Exhibit Hall 4B Position 15

● **Mechanisms Linking Self-Control With Task Performance, OCBs, and CWBs (Poster - 124262)**
⏱ 2:30 PM - 3:20 PM, Apr 28
📍 Exhibit Hall 4B Position 16

● **Burnt to Perfection: Meta-Analysis of Relationship Between Perfectionism and Burnout (Poster - 123246)**
⏱ 2:30 PM - 3:20 PM, Apr 28
📍 Exhibit Hall 4B Position 17

● **Unexpected Changes to Content Delivery: A Psychological Contract Perspective (Poster - 123811)**
⏱ 2:30 PM - 3:20 PM, Apr 28
📍 Exhibit Hall 4B Position 18

● **Death Awareness and Employee Constructive Voice: Two-Study Investigation (Poster - 124044)**
⏱ 2:30 PM - 3:20 PM, Apr 28
📍 Exhibit Hall 4B Position 19

● **Role Conflict and Need Frustration: A Moderated-Mediation Model of Employee Voice (Poster - 123549)**
⏱ 2:30 PM - 3:20 PM, Apr 28
📍 Exhibit Hall 4B Position 20

● **For Me or Us? Two Motivational Mechanisms of Organizational Identification (Poster - 123136)**
⏱ 2:30 PM - 3:20 PM, Apr 28
📍 Exhibit Hall 4B Position 21

● **A Meta-Analysis of OCB Motives and Moderating Effects (Poster - 123677)**
⏱ 2:30 PM - 3:20 PM, Apr 28
📍 Exhibit Hall 4B Position 22

● **Keep a Healthy Distance: The Relationship Between Close Monitoring and OCB (Poster - 123604)**
⏱ 2:30 PM - 3:20 PM, Apr 28
📍 Exhibit Hall 4B Position 23

● **Consequences of Employees' Equity Sensitivity (Poster - 124186)**
⏱ 2:30 PM - 3:20 PM, Apr 28
📍 Exhibit Hall 4B Position 24

● **A Quantitative Synthesis of the Remote Work Literature (Poster - 124149)**
⏱ 2:30 PM - 3:20 PM, Apr 28
📍 Exhibit Hall 4B Position 25

● **In This Economy? Voice Behaviors and Silence Under Economic Crisis (Poster - 123485)**
⏱ 2:30 PM - 3:20 PM, Apr 28
📍 Exhibit Hall 4B Position 26

● **Structural Antecedents of Promotive and Prohibitive Voice (Poster - 123599)**
⏱ 2:30 PM - 3:20 PM, Apr 28
📍 Exhibit Hall 4B Position 27

● **Development and Validation of the Reasons-for-Interruptions Scale (Poster - 123676)**
⏱ 2:30 PM - 3:20 PM, Apr 28
📍 Exhibit Hall 4B Position 28

● **Planning and Work Engagement: Different Paths to Success? (Poster - 123679)**
⏱ 2:30 PM - 3:20 PM, Apr 28
📍 Exhibit Hall 4B Position 29

● **Sales Call Anxiety, Burnout, and the Moderating Effect of Supervisor Support (Poster - 124339)**
⏱ 2:30 PM - 3:20 PM, Apr 28
📍 Exhibit Hall 4B Position 30

● **Participant Preference in Occupational Health Psychology Interventions (Poster - 124396)**
⏱ 2:30 PM - 3:20 PM, Apr 28
📍 Exhibit Hall 4B Position 31

● **Do Barriers and Facilitators of Healthy Choices Impact Work Outcomes the Next Day? (Poster - 124373)**
⏱ 2:30 PM - 3:20 PM, Apr 28
📍 Exhibit Hall 4B Position 32

● **Influence of Safety Climate on Trucking Accident: A Machine Learning Approach (Poster - 124329)**
⏱ 2:30 PM - 3:20 PM, Apr 28
📍 Exhibit Hall 4B Position 33

● **Class Consciousness Informs Justice Beliefs and Union Support (Poster - 124335)**
🕐 2:30 PM - 3:20 PM, Apr 28
📍 Exhibit Hall 4B Position 34

Assessments in Practice: Where, Why & How? (Sponsored by CodeSignal)
🕐 2:30 PM - 3:20 PM, Apr 28
📍 Room 604

(SPONSORED) Thought-Leadershi…

I-O Psychologists may assume that talent assessments are accepted as a critical step to any evidence-based employment decision. However, despite being a foundational topic in I-O research, there is evidence that assessments have been prone to the science-practice gap for decades.

In this panel discussion, we will highlight best practices from I-O practitioners at prominent organizations to help close the gap.

You'll learn:

How and when to effectively use talent assessments
Ways to gain buy-in from stakeholders when implementing assessments
Important considerations when using assessments to make hiring and development decisions

Moderator: Syliva Mol, PhD, Assessment Research Team Lead, CodeSignal

Panelists:

Jimmy Mundell, PhD, Research Scientist, Amazon
Justin Purl, Senior People Analyst, Google
Jacob Seybert, PhD, Senior Learning Scientist, Roblox
Betsir Zemen, PhD, People Analytics, Meta

📢 **Speakers**

Jimmy Mundell
Research Scientist
Amazon

Justin Purl
Google

Jacob Seybert
Senior People Scientist
Roblox

Betsir Zemen

4:00 PM

Remote and Hybrid Work: How Can I-Os Help Seize Opportunities and Solve Problems? (Panel Discussion - 124008)
🕐 4:00 PM - 4:50 PM, Apr 28
📍 Zoom 1

Diversity-Equity-Inclusion   Virtual & Streaming

Chandler, M. (Chair), Foster, K. (Panelist), Hayes, T. (Panelist), Murphy, S. (Panelist), & Walker, E. (Panelist). Remote & Hybrid Work: How can I/O's help seize opportunities and solve problems? [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Working remotely is not a new phenomenon, but organizations and individuals are all learning how to navigate this new climate of greater remote and hybrid work environments. As the work environment shifts and there is greater variety in how people "show up to work," there are many advantages and challenges that employees and organizations will face. This panel will focus on the aspect of inclusion, as it relates to an employee's experience through the talent lifecycle, the diversity of the workforce, ensuring equity across employees regardless of their work environment.

📢 **Speakers**

Megan Chandler
Associate Director
APTMetrics

Ted Hayes
Research Psychologist
Arlington, VA

Katey Foster
Director & Litigation Associate Practice Area Leader
APTMetrics

Stephanie Murphy
Head of People Insights & Assessments
Dell Technologies

Erin Walker
Consultant
APTMetrics

I-O Psychology in the Gulf: Safety Culture of Offshore Workers (Panel Discussion - 124326)

🕐 4:00 PM - 4:50 PM, Apr 28
📍 Zoom 2

Employee Experience **Virtual & Streaming**

Authors: Dumlao, S. V. (Chair), Payne, S. C., Spitzmueller, C., & Tannenbaum, S. I. (2022). I-O Psychology in the Gulf: Safety Culture of Offshore Workers [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This session gathers project directors leading 3 multiyear, NASEM-funded investigations of safety culture in the offshore oil and gas industry. Research topics will include frequency of safety culture measurement, fatigue, mindfulness, and multimethod assessment of safety culture. Panelists will also reflect on the past 2 years of their projects, challenges they encountered, and share insights about the grant proposal process.

📢 **Speakers**

Stefan Dumlao
Graduate Research Assistant
Texas A&M University

Stephanie Payne
Professor
Texas A&M University

Scott Tannenbaum
Group for Organizational Effectiveness

Christiane Spitzmueller
University of Houston

Applying Novel Methodological and Statistical Paradigms to the Study of Adaptation (Symposium - 123655)

🕐 4:00 PM - 4:50 PM, Apr 28

📍 Zoom 3

`Technology & Methods` `Virtual & Streaming`

Authors: Su, S. (Co-Chair), Jundt, D. K. (Co-chair), & Shoss, M. K. (Co-Chair) (2022). Applying Novel Methodological and Statistical Paradigms to the Study of Adaptation [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Flynn, P. J., Bliese, P. D., Nyberg, A. J., & Call, M. (2022). Collective Turnover Over Time: The Relative Impact of Store-Level or Macro Influences.
Hardy III, J. H. (2022). The Shock Paradigm as a Novel Tool for Studying Adaptability.
Howardson, G. N., & Samipour-Biel, S. (2022). Exploratory Methods for Modeling Change and Adaptation.
Rauvola, R. S., Rudolph, C. W., & Zacher, H. (2022). Short-Term Effects of Short-Term Work: Studying Discontinuous Change in Work Fatigue during the COVID-19 Pandemic.
Su., S., Shoss, M. K., Jundt, D. K., & Tavoosi, S. (2022). The COVID-19 Pandemic and Repeated Adaptation: Evidence for Different Trajectories.

Sudden, rapid, and frequent exogenous changes characterize the nature of modern work and have been exacerbated by the COVID-19 pandemic. In a recent SIOP Panel Discussion (Flynn et al., 2021), scholars and researchers from numerous domains identified the need to develop and apply more sophisticated methodological and statistical paradigms for examining change and adaptation. In this symposium, these scholars and their collaborators return to present a series of ongoing works aimed and developing and leveraging just these sorts of novel statistical and methodological approaches.

📢 **Speakers**

Garett N. Howardson
U.S. Army Research Institute for the Behavioral and Social Sciences

Jay Hardy
Associate Professor of Management
Oregon State University

Rachel (Shelly) Rauvola
DePaul University

Shiyang Su
University of Central Florida

Patrick Flynn
North Carolina State University

Tackling Manufacturing Turnover: Tried and Tested and Trendsetting Strategies (Panel Discussion - 123954)

🕐 4:00 PM - 4:50 PM, Apr 28

📍 Zoom 4

`Employee Experience` `Virtual & Streaming`

Authors: Brooks, S. (Chair), Urs, L., Jarrett, S., Jain, S., & Honts, C.(2022). Tackling Manufacturing Turnover: Tried & Testing and Trendsetting Strategies. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Before the pandemic, the manufacturing sector enjoyed low unemployment rates and high growth making effective recruitment and retention strategies vital to managing an effective workforce. The pandemic exacerbated concerns around emotional exhaustion, workplace safety, and other working conditions leading to retention challenges. A panel will discuss the tried and tested strategies and some new and unique ones and learnings that allow I-O psychologists to remain responsive and agile in uncertain pandemic conditions.

📢 **Speakers**

Lalitha Urs
Medtronic

Scott Brooks
Partner and Vice President
OrgVitality

Steven Jarrett
PSI Services LLC

Christopher Honts
Cargill

Sachin Jain
Director Culture & Engagement
PepsiCo

The Work We've Already Done Toward a Jobless Future (Ignite - 123190)

🕐 4:00 PM - 4:50 PM, Apr 28

📍 Ballroom 6A

Technology & Met…

Authors: Crawford, A. (Co-Chair), Toaddy, S. (Co-Chair), Carr, S., Crentsil, J., Hernandez, J., Hohmann, S., Miles, A., Roman, J., Shockley, K., & Tuason, J. (2022). The Work We've Already Done towards a Jobless Future [IGNITE]. . Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Progress is being made in terms of the future of work and what that will look like; however, the field is relatively unaware of some current research on the future of work. There is evidence that these issues will affect us in the future of work; I-O psychologists need to educate fellow SIOP members on the importance of future research in the field. This IGNITE session will give a quick overview of the various important areas of research relevant to the future of work.

📢 **Speakers**

Anna Crawford
Louisiana Tech Univeristy

Kristen Shockley
University of Georgia

Stuart Carr
Massey University

Steven Toaddy
Louisiana Tech University

Jenna-Lyn Roman
Aquila People Solutions, LLC

Ahleah F. Miles
Survey Research Analyst
George Washington University

Jasmin Crentsil
Senior User Experience Researcher

Centene Corporation

Jessaline Tuason
University of California, Merced

Joel Hernandez
SUNY Albany

(S) **Sarah Hohmann**

Coming to You Live! Engaging With Mass Media as a Go-To I-O Expert (Panel Discussion - 124014)

🕘 4:00 PM - 4:50 PM, Apr 28
📍 Ballroom 6B

`Virtual & Stream...`

Authors: Bowen, E.E. (Chair), Allen, T., Swody, C., & Stark, A. (2022). Coming To You Live! Engaging Mass Media As A Go-To I/O Expert [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Wonder how journalists pick their interview "experts"? Ever seen one and said, "I know so much more, why don't reporters call me?" This panel will provide tips, strategies, and cautionary tales to help scientist–practitioners become go-to experts for journalists while navigating workplace rules and the dreaded "foot in mouth."

📣 **Speakers**

Erin E. Chernak
A. Dale Thompson Endowed Professor of Leadership
University of Texas at Arlington

Tammy Allen
Professor
University of South Florida

Cathleen Swody
Founding Partner and Director of Assessment
Thrive Leadership

Amber Stark
SIOP

Hybrid Work: Challenges, Best Practices, and Ways Forward (Panel Discussion - 124083)

🕘 4:00 PM - 4:50 PM, Apr 28
📍 Ballroom 6C

`Employee Experience` `Virtual & Streaming`

Authors: Kung, M.-C. (Chair), Harrington, A. (Panel), Moriarty, M. (Panel), Morris, S. (Panel), Peter, J. (Panel). (2022). Hybrid Work: Challenges, Best Practices, and Ways Forward [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

The year 2021 extends the greatest experiment of remote into hybrid working. In this panel discussion, a group of experienced practitioners and applied researchers will discuss challenges, best practices, and considerations to transform various types of organizations into a hybrid work model. From specifics of talent management solutions to total workforce transformation, insights from this session can guide future efforts to navigate this uncharted territory.

Speakers

Mei-Chuan (Mavis) Kung
Talogy

Samantha Morris
Sr. Director Talent Management
Northwestern Mutual

Jessica Petor
Consultant
Walmart

Meghan Moriarty Gerrard
Director, Accelerated Development & Talent Assessment
US Foods

Alanna Harrington
PSI Services LLC

Neither In nor Out: Lessons From Workers With Liminal Identities (Symposium - 124135)

🕐 4:00 PM - 4:50 PM, Apr 28
📍 Room 602-603

Diversity-Equity-Inc…

Authors: Smith, N. A. (Co-Chair), Quan, S. (Co-Chair), & Ruggs, E. R. (Discussant). (2022). Neither in nor out: Lessons from workers with liminal identities [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Corby, S., Martinez, L. R., & Hamilton, K. (2022). Coming out as non-binary at work and experiencing burnout symptoms.
Snoeyink, M. J., & Martinez, L. R. (2022). Thinking outside the binary: Employees with liminal identities demonstrate greater creativity.
Macoukji, F., Kim, H. L., Volpone, S. D., & Lyons, B. J. (2022). A review of the research on bi-identities.

This intermediate-level symposium extends I-O research on diversity, equity, and inclusion by including identities that are liminal in some fashion (that is, identities that exist between or beyond socially constructed categories). In particular, authors include 3 studies highlighting workers who are gender nonbinary, bisexual, or have a bi-identity. Across these studies, authors shine light on experiences of marginalization while also highlighting how those with liminal identities can question underlying assumptions in theory and practice.

Speakers

Nicholas Smith
Portland State University

Megan Snoeyink
Portland State University

Shawn Quan
University of Washington Seattle

Sky Corby
Research Assistant
Diversity, Allyship, Stereotypes, and Health (DASH) Lab at Portland State University

H. Lena Kim
Undergraduate Teaching Assistant
University of Colorado Boulder

Studying Autism, Hiring, and Tech From Many Perspectives: Mashup + Research Incubator (Alternative Presentation - 124281)

🕐 4:00 PM - 4:50 PM, Apr 28

📍 Room 606

Diversity-Equity-Inc...

Authors: Willis, C., Powell-Rudy, T., Prasad, J., & Colley, K. (2022). Studying Autism, Hiring, and Tech from Many Perspectives: Mashup + Research Incubator. [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Four members of a diverse perspective research team will discuss their efforts in researching autistic job seekers as they navigate emerging hiring technologies. As the intersection of autistic job seekers and hiring is an understudied area of the literature, the team will introduce the extant research as well as their research initiatives and the elements needed for fruitful research (e.g., connections to the autistic community, hiring organizations, hiring technology vendors, and academia) before transitioning into a focused, audience-inclusive, discussion of future research directions.

📢 **Speakers**

Colin Willis
Senior IO Psychology Consultant
HireVue

Kelsie Colley
Organizational Consultant
Mattingly Solutions

Joshua Prasad
Colorado State University

Tracy Powell-Rudy
VP Corporate Engagement
Integrate Autism Employment Advisors

Activating Assessments for Leader Development (Panel Discussion - 124115)

🕐 4:00 PM - 4:50 PM, Apr 28

📍 Room 607

Leadership & Coa...

Authors: Lin, L. (Co-Chair), Dulac, G. R. (Co-Chair), Gorbatov, S., Robinson, W., & Sandell, K. S. (2022). Activating Assessments for Leader Development [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Leadership assessments are often used to glean information that feeds into leader development programs. Depending on their use, assessments can be a rich source of data that benefits the leader or they can be seen as superfluous and a waste of time. Four leader development experts will discuss their use of assessments and how they leverage them to benefit leaders undergoing developmental journeys. Best practices will be discussed on driving engagement with assessments, helping leaders see the value of assessments, and blending assessment insights into leaders' broader development.

📢 **Speakers**

Kyle Sandell
Senior Consultant, People Insights
BetterUp

Lilly Lin
Russell Reynolds Associates

Wayne Robinson

Deloitte

Sergey Gorbatov
Director HR LATAM
AbbVie

Gerard Dulac
Consultant
Deloitte

Refocusing on Focus Groups: Better Practices for Applied Research (Panel Discussion - 122762)

🕐 4:00 PM - 4:50 PM, Apr 28

📍 Room 608

`Technology & Met…`

Authors: Dodge, K. (Chair). Brusso, R., Facteau, J., Garrett, O., McKee, A., Nguyen, D. (2022). Refocusing on Focus Groups: Better Practices for Applied Research [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Every introduction to research methodology class covers focus groups as a data collection mechanism, tucked neatly between interview case studies and survey research. In practice, focus groups are less tidy and require advanced planning and logistics, crafty facilitation, and modern data techniques for analysis. In this panel, 5 I-O psychologists with expertise in this methodology will share their experiences and better practices for other applied researchers or students interested in learning more about the skill.

📣 **Speakers**

Kama D. Dodge
Amazon

Jeff Facteau
Chief I/O Psychologist
HackerRank

Amy McKee
Human Resources Research Organization (HumRRO)

Duoc Nguyen
Senior Director, People Operations
Remesh

Olivia Garrett
Research Scientist, Talent Assessment
Amazon

It's About the Conversation! Having High Quality Performance Discussions (Symposium - 123414)

🕐 4:00 PM - 4:50 PM, Apr 28

📍 Room 609

`Employee Experi…`

Authors: Russell, D. (2022). It's about the conversation! Having high quality performance discussions [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Russell, D. & Nguyen, V. (2022). Feedback to move forward: Effects of feedback delivery training on employee engagement.
Margulies, A., Hagen, R., Ludwig, C. & Price, M. (2022). Adding Well-being Makes the Midyear Well-done.
Futrell, D. (2022). Surprise, Fairness, Rating Scales, and Outcomes.

Although the debate over whether or not to rate has dominated our conversations about performance management,

it has in some ways both highlighted and distracted from looking at the quality of performance discussions. This session includes applied studies focused on individual and organization impact of high quality performance discussions with an emphasis on sharing practical best practices.

📢 **Speakers**

Dan Russell
SVP, Learning & Organizational Development
SGS & Co

Alyson B. Margulies
US Foods

David Futrell
Senior Director, Selection and Assessment
Walmart

Anuradha Ramesh
Google

Invited: Be in the Know About I-O: Using Trend Data to Drive SIOP's Strategic Goals (Special Event - 124900)

🕐 4:00 PM - 4:50 PM, Apr 28
📍 Room 611

SIOP Cura…

Authors: Jacobson, C. (Co-Chair), Martin, J. (Co-Chair), Avery, D., Gibson, C., Goro, M., Poeppelman, T., Vanneman, T., Wang, M. (2022). Be in the Know About I-O: Using Trend Data to Drive SIOP's Strategic Goals [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States

Over the last 2 years, the SIOP Membership Analytics Subcommittee engaged in a series of analyses directly aligned to the Executive Board's 2021–2023 Strategic Plan. The purpose of this Executive Block session is to more broadly share and discuss key themes from the strategic analyses, discuss implications for SIOP's growth and offerings, and generate ideas from the audience regarding future focus areas. Panelists will interpret insights in line with SIOP's strategic goals, discuss critical focus areas, and offer guidance on how to enrich the future of SIOP membership.

📢 **Speakers**

Caitie Jacobson
People Insights & Assessments Sr Advisor
Dell Technologies

Derek Avery
Associate Professor of Psychology & Management
University of Houston

Mo Wang
University of Florida

Michelle Goro
Manager, Voice of the Customer, Center of Excellence
Infor

Tracy Vanneman
Society for Industrial and Organizational Psychology (SIOP)

Carter Gibson
Modern Hire

Tiffany Poeppelman
Director, Business Leadership Program
LinkedIn

Jaclyn Martin
PDRI, an SHL Company

360 Feedback, We Need to Talk: How Can Our Long-Term Relationship Be Saved? (Panel Discussion - 124003)

🕐 4:00 PM - 4:50 PM, Apr 28
📍 Room 612

Employee Experi…

Authors: Schwall, A. R. (Chair), Cozma, I., McCance, S., Pugliese, S. J., (2022). 360 Feedback, we need to talk: How can our long-term relationship be saved? [Panel]. Society for Industrial and Organizational Psychology Annual Conference Seattle, WA, United States.

360 feedback programs are very common and serve many purposes in many organizations, ranging from informing leadership development to being the backbone of performance management. However, 360 feedback has deteriorated in some cases into an ineffective ritual that is unpopular and difficult to implement. This panel of experienced 360 practitioners will address how to prepare for difficult conversations with leadership and managers to set expectations and create accountability among users. This panel will discuss how to set the stage for a 360 so that it can fulfil its promise.

📢 **Speakers**

Alexander R. Schwall
Rhabit Analytics

A. Silke McCance
Procter & Gamble

Irina Cozma
Sr Manager
Salesforce

Stefanie Pugliese
Senior Manager II, Leadership Assessment
Walmart

Experiences and Perceptions of Meaningful and Heroic Work During Crisis (Symposium - 123819)

🕐 4:00 PM - 4:50 PM, Apr 28
📍 Room 613-614

Employee Experi…

Authors: Anker, J. G. (Co-Chair), Eby, L. T. (Co-Chair), (2022). Experiences and Perceptions of Meaningful and Heroic Work During Crisis [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Andel, S. A., Arvan, M. L., Tedone, A. M., & Shen, W. (2022). When Enough is Enough: Understanding When and Why Frontline Heroes Call it Quits.
Anker, J. G., Facteau, D. B., Eby, L. T., & Robertson, M. (2022). Heroism as a Personal Resource during COVID-19.
Yuan, Z., Cockburn, B. S., & Astrove, S. L. (2022). What's the Point of It All? Testing a Contingency Model of Third-Party Cynicism in Reaction to Essential Employees' Suffering.
Gong, Q., Liu, D., Chen, Y., & Lee, C. (2022). From Unsung Hero in Crises to Creator at Work: A Multimethod, Multistudy Investigation of Employee Volunteering During Crises and Job Creativity.

Throughout the COVID-19 pandemic, the term "hero" has been widely used in public discourse to describe people who continued to provide in-person work throughout the pandemic as a way of expressing appreciation for

the increased risks and challenges these employees have faced. This symposium brings together various perspectives on how heroic and meaningful work is both experienced by employees and perceived by others in times of crisis. Together, these papers highlight the need to consider both the upsides and downsides of heroic work during crises.

📢 **Speakers**

Jocelyn Anker
University of Georgia

Stephanie Andel
Indiana University - Purdue University Indianapolis

Zhenyu Yuan
Assistant Professor
University of Illinois Chicago

Qing Gong
Georgia Institute of Technology

Community of Interest: Cybersecurity and the Future of I-O (Community of Interest - 124956)

🕐 4:00 PM - 4:50 PM, Apr 28
📍 Room 615

Technology & Methods   **SIOP Curated**

Authors: Dalal, R. S., Shore, D. B., & Horvath, M. (2022). Cybersecurity and I-O [Community of Interest]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Concerns regarding cyber vulnerability have grown as the Internet of Things takes off, more employees work from home, and hackers target organizations' critical infrastructure. Participants in this COI will discuss how cyber security is shaping I-O. For instance, how has cyber security changed the need for/use of technological tools in our field? What technology should current graduate students and I-O practitioners be learning, and how? To what extent do existing I-O theory and empirical research accommodate cybersecurity concerns and related technology demands?

📢 **Speakers**

Reeshad Dalal
Professor of Industrial/Organizational Psychology
George Mason University

Daniel Shore
Strategies for Effective Teamwork, LLC

Advances in Assessment Center Research and Implications for Assessment Center Design (Symposium - 123941)

🕐 4:00 PM - 4:50 PM, Apr 28
📍 Room 618-619

Selection & Assess…

Authors: Heimann, A. L. (Co-Chair), Ingold, P. V. (Co-Chair), & Woehr, D. J. (Discussant). (2022). Advances in assessment center research and implications for assessment center design [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Herde, C. N. & Lievens, F. (2022). Continuous rating assessments reveal interpersonal, temporal dynamics in AC exercises.
Jackson, D. J. R. & Michaelides, G. (2022). The multidimensional structure of assessment center dimensions and exercises.
Ingold, P. V., Heimann, A. L., Waller, B., Breil, S., & Sackett, P. R. (2022). One (AC) is like the other? An ode

on the heterogeneity of ACs.

Many organizations use assessment centers for selecting and developing employees and leaders. This symposium presents methodological advances in assessment center research that help us to better understand factors that influence the interpretation of assessment center ratings. This includes time-series analyses of assessees' behavior in assessment center exercises, multidimensional scaling analyses of assessors' perceptions of the structures underlying assessment center dimensions and exercises, and Bayesian generalizability theory analyses of ratings from diverse assessment centers.

📢 **Speakers**

Anna Luca Heimann
University of Zurich

David Woehr
University of North Carolina, Charlotte

Duncan Jackson
Reader in I-O Psychology and HRM
King's College London

Pia Ingold
University of Copenhagen

Christoph Nils Herde
Singapore Management University

Posters: Research Methods, Culture, Teaching, and Training
🕐 4:00 PM - 4:50 PM, Apr 28
📍 Exhibit Hall 4B

`Technology & Methods` `Employee Experience` `Poster`

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33 Subsessions

⬤ **What it Takes to Work With Robots: The Selection of AI Professionals (Poster - 123349)**
🕐 4:00 PM - 4:50 PM, Apr 28
📍 Exhibit Hall 4B Position 1
⬤ **The Experience of O*NET Work Experiences as Demands and Resources (Poster - 124045)**
🕐 4:00 PM - 4:50 PM, Apr 28
📍 Exhibit Hall 4B Position 2
⬤ **The Influence of Job Digitalization on Job Characteristics and Their Outcomes (Poster - 123943)**
🕐 4:00 PM - 4:50 PM, Apr 28
📍 Exhibit Hall 4B Position 3
⬤ **Differential Effects of Social Support and Isolation on Behavioral Responses (Poster - 123890)**
🕐 4:00 PM - 4:50 PM, Apr 28
📍 Exhibit Hall 4B Position 4
⬤ **Digital Literacy Competencies as Differentiators of Career Success (Poster - 123211)**
🕐 4:00 PM - 4:50 PM, Apr 28
📍 Exhibit Hall 4B Position 5
⬤ **Remote Work Intensity: Is There a Clear "Ideal" Mix of On-Site and Remote Work? (Poster - 123096)**
🕐 4:00 PM - 4:50 PM, Apr 28
📍 Exhibit Hall 4B Position 6
⬤ **Enhancing Work Analysis Using Recommender Systems: Good, Fast, and**

Cheap? (Poster - 123609)
🕐 4:00 PM - 4:50 PM, Apr 28
📍 Exhibit Hall 4B Position 7

● **Social Context and Employee Engagement: A Meta-Analysis (Poster - 124184)**
🕐 4:00 PM - 4:50 PM, Apr 28
📍 Exhibit Hall 4B Position 8

● **Employees Talking Fit: A Qualitative Analysis Exploring Ideological Misfit at Work (Poster - 124374)**
🕐 4:00 PM - 4:50 PM, Apr 28
📍 Exhibit Hall 4B Position 9

● **Leveraging Psychological Network Analysis to Understand Organizational Culture (Poster - 123639)**
🕐 4:00 PM - 4:50 PM, Apr 28
📍 Exhibit Hall 4B Position 10

● **Advocating for Firm Strategy and HR System Alignment to Support Workplace Ethics (Poster - 124344)**
🕐 4:00 PM - 4:50 PM, Apr 28
📍 Exhibit Hall 4B Position 11

● **Uniting Universal Healthcare Concepts to Create a Patient Experience Climcult Model (Poster - 123673)**
🕐 4:00 PM - 4:50 PM, Apr 28
📍 Exhibit Hall 4B Position 12

● **The Mediational Effect of PsyCap and Motivation on Psychological Safety and Performance (Poster - 123861)**
🕐 4:00 PM - 4:50 PM, Apr 28
📍 Exhibit Hall 4B Position 13

● **Team Cooperative Climate Leads to Creative Performance? It Depends on P–C fit (Poster - 123927)**
🕐 4:00 PM - 4:50 PM, Apr 28
📍 Exhibit Hall 4B Position 14

● **The Surgical Time-Out: An Anchor for Improved Surgical Team Workflow (Poster - 123818)**
🕐 4:00 PM - 4:50 PM, Apr 28
📍 Exhibit Hall 4B Position 15

● **Data Quality and Participant Pools: Prolific, MTurk, and Undergraduate Students (Poster - 124366)**
🕐 4:00 PM - 4:50 PM, Apr 28
📍 Exhibit Hall 4B Position 16

● **Effect of COVID-19 on College Academic Experience: A Text Mining Approach (Poster - 123940)**
🕐 4:00 PM - 4:50 PM, Apr 28
📍 Exhibit Hall 4B Position 17

● **An Alternative Path to Unlocking High Potential Talent: Universal Models Beware (Poster - 124148)**
🕐 4:00 PM - 4:50 PM, Apr 28
📍 Exhibit Hall 4B Position 18

● **The Effect of Careless Responding Warnings on Construct Validity (Poster - 124268)**
🕐 4:00 PM - 4:50 PM, Apr 28
📍 Exhibit Hall 4B Position 19

● **Scale Mean and Variance Differences in MTurk and Non-MTurk Samples: A Meta-Analysis (Poster - 123177)**
🕐 4:00 PM - 4:50 PM, Apr 28
📍 Exhibit Hall 4B Position 20

● **The Development of a Mode-General Measure of Commute Experience (Poster - 123947)**
🕐 4:00 PM - 4:50 PM, Apr 28
📍 Exhibit Hall 4B Position 21

● **The Effects of Careless Responding on Model Fit: A Comprehensive Simulation Study (Poster - 123782)**
🕐 4:00 PM - 4:50 PM, Apr 28
📍 Exhibit Hall 4B Position 22

● **Toward a Common Metric of Mediation Effects in Meta-Analysis (Poster - 124142)**
🕐 4:00 PM - 4:50 PM, Apr 28
📍 Exhibit Hall 4B Position 23

● **Interest Explorer: An Interactive Web-Application to Measure Graduate Area Preference (Poster - 124123)**

⏱ 4:00 PM - 4:50 PM, Apr 28
📍 Exhibit Hall 4B Position 24

⬤ **Introducing the Industrial/Organizational Psychology Interest Inventory (Poster - 123845)**
⏱ 4:00 PM - 4:50 PM, Apr 28
📍 Exhibit Hall 4B Position 25

⬤ **Linking Psychology Curriculum With Career KSAOs (Poster - 124143)**
⏱ 4:00 PM - 4:50 PM, Apr 28
📍 Exhibit Hall 4B Position 26

⬤ **Need for Cognition and Human–Automation Interaction Performance (Poster - 124320)**
⏱ 4:00 PM - 4:50 PM, Apr 28
📍 Exhibit Hall 4B Position 27

⬤ **Trainer Behaviors Matter: Development of a Trainer Effectiveness Competency Model (Poster - 124360)**
⏱ 4:00 PM - 4:50 PM, Apr 28
📍 Exhibit Hall 4B Position 28

⬤ **Is Safety Training in Healthcare Working? A Meta-Analysis of Training Effectiveness (Poster - 124043)**
⏱ 4:00 PM - 4:50 PM, Apr 28
📍 Exhibit Hall 4B Position 29

⬤ **All Work and More Play: An Expanded Model of Digital Game-Based Learning (Poster - 124330)**
⏱ 4:00 PM - 4:50 PM, Apr 28
📍 Exhibit Hall 4B Position 30

⬤ **A Cross-Classified Investigation of Trainer Effects on Language Training Outcomes (Poster - 123498)**
⏱ 4:00 PM - 4:50 PM, Apr 28
📍 Exhibit Hall 4B Position 31

⬤ **Opportunities and Potential Pitfalls in Personality-Based Team Training (Poster - 123880)**
⏱ 4:00 PM - 4:50 PM, Apr 28
📍 Exhibit Hall 4B Position 32

⬤ **The Dark Side of Job Crafting: Intentions Matter**
⏱ 4:00 PM - 4:50 PM, Apr 28
📍 Exhibit Hall 4B Position 33

Community Event with Puget Sound Arts
⏱ 4:00 PM - 5:00 PM, Apr 28
📍 Sheraton - Grand Ballroom D

5:00 PM

Newcomer Welcome Reception
⏱ 5:00 PM - 6:00 PM, Apr 28
📍 Sheraton - Metropolitan Ballroom B

`Reception`

Pro-Social & GOHWP Mixer
⏱ 5:00 PM - 6:00 PM, Apr 28
📍 Sheraton - Grand Ballroom D

`Reception`

Disability Inclusion and Accessibility Committee Happy Hour
⏱ 5:00 PM - 6:00 PM, Apr 28
📍 Sheraton - Willow B

`Reception`

Foundation Donors and Awards Reception
⏱ 5:00 PM - 7:00 PM, Apr 28
📍 Sheraton - Grand Ballroom A

`Reception`

Committee on Ethnic Minority Affairs (CEMA) Reception
🕓 5:00 PM - 6:00 PM, Apr 28

📍 Sheraton - Willow A

Reception

5:30 PM

International Reception
🕓 5:30 PM - 6:30 PM, Apr 28

📍 Sheraton - Greenwood

Reception

6:00 PM

Practitioner Practice Reception
🕓 6:00 PM - 7:00 PM, Apr 28

📍 Sheraton - Grand Ballroom B

Reception

Reception hosted by Military and Veterans Inclusion Committee
🕓 6:00 PM - 7:00 PM, Apr 28

📍 Sheraton - Willow B

Reception

Fri, Apr 29, 2022

8:00 AM

Beyond Validity: Innovations in Interview Format, Questions, and Goals (Symposium - 123980)
🕓 8:00 AM - 8:50 AM, Apr 29

📍 Zoom 1

Selection & Assessment **Virtual & Streaming**

Authors: Powell, D. P. (Chair) (2022). Beyond Validity – Innovations in Interview Format, Questions, and Goals [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Schröder, V. S., Heimann, A. L., Ingold, P. V., & Kleinmann, M. (2022). Criterion-Related Validity of and Applicant Reactions to Personality-Based Interviews.
Wingate, T. G., & Bourdage, J. S. (2022). Employment Interview Goals and Design: A Qualitative Study.
Charbonneau, B. D., & Powell, D. M. (2022). Truth or Lies: Exaggeration and Honesty in the Employment Interview.
Huffcutt, A. I., Howes, S. S., Murphy, D. D., Cherry, P. D., & Hurley, E. L. (2022). Typical versus Maximal Responding in Interviews: A Serious Problem Indeed.

This symposium features 4 studies from 3 different countries that investigate new developments in research on the goals of employment interviews. These studies examine alternative ways of evaluating the usefulness of an employment interview that go beyond criterion-related validity with performance ratings. These studies also examine what interviewers and interviewees consider important when approaching and evaluating the usefulness of an interview.

📢 **Speakers**

Deborah Powell
Associate Professor
University of Guelph Department of Psychology

Allen Huffcutt
University of Wisconsin-Green Bay

Tim Wingate
PhD Candidate
University of Calgary

Brooke Charbonneau

Brooke Charbonneau
Graduate Teaching Assistant
University of Guelph

Valerie Schröder
University of Zurich

Rethinking Experience and Education Requirements to Win the War for Talent (Panel Discussion - 123558)

🕐 8:00 AM - 8:50 AM, Apr 29
📍 Zoom 2

Selection & Assessment   **Virtual & Streaming**

Authors: O'Mera, B. (Co-Chair), Regan, R. (Co-Chair), Brusso, R., Crask, E., Golubovich, J., Julin, J., Urs, L. Rethinking Experience and Education Requirements to Win the War for Talent [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

In light of today's labor market and increased impetus of diversity initiatives, there has been a push to expand talent pipelines by shifting away from conventional hiring criteria in favor of more predictive measures. This panel will focus on practical implications and recommendations for reexamining, refining, and in some cases, removing education and experience qualifications. Topics will include diversity implications of traditional requirements, alternative selection methods, employer and applicant perceptions, and best practices for managing these changes in selection processes.

📣 **Speakers**

Bridget O'Mera
Talent Assessment Partner
US Foods

Johan Julin
County of Los Angeles

Juliya Golubovich
Sr Hiring Scientist
Indeed

Robbie Brusso
Senior Research Scientist
Amazon

Lalitha Urs
Medtronic

Erin Crask
Director, Solution Architect
SHL

Bekah Regan
Senior Consultant
Talogy

Explainable AI: Applications in Industry (Alternative Presentation - 123685)

🕐 8:00 AM - 8:50 AM, Apr 29
📍 Zoom 3

Technology & Methods   **Virtual & Streaming**

Authors: Gardner, C. L., (Chair), McNulty, K., (Author, Panelist), Sinar, E., (Author, Panelist), Auer, E., (Author), Owens, S., (Author), and Preddy, K., (Author, Panelist). Explainable AI: Applications in industry [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conferences, Seattle,

WA, United States

A common critique of machine learning (ML) and artificial intelligence (AI) is the "black box" nature of these algorithms. Explainable AI (XAI) has emerged to shed light into this "black box" by describing why ML/AI systems arrive at certain solutions. This session will discuss innovative approaches organizations are taking in XAI, both regarding specific XAI projects and overall approaches to XAI. In addition, the panelists will discuss their perspectives on XAI in relation to the field of I-O psychology.

📢 **Speakers**

Cari Gardner
Senior IO Psychology Consultant
HireVue

Evan Sinar
BetterUp

Keith McNulty
McKinsey & Company

Kathleen Preddy
HireVue

Building Better Workplaces: Novel Approaches for Measuring Inclusion at Work (Ignite - 124088)
🕐 8:00 AM - 8:50 AM, Apr 29
📍 Zoom 4

Diversity-Equity-Inclusion   Virtual & Streaming

Authors: Gannon, L. (Chair), Flores, C. (Co-Chair), Cubrich, M. (Co-Chair), Caudill, A., Flores, C., Lopez, S. (2022). Building Better Workplaces: Novel Approaches for Measuring Inclusion at Work [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This IGNITE session brings internal and external practitioners together to share their perspectives on innovative approaches used to measure and understand inclusion. The session draws on evidence-based practices to ultimately strengthen feelings of inclusion at work such as capturing attitudes toward diversity in assessments, understanding drivers of inclusion at the individual and team level, and proposing a holistic approach to measuring inclusion and belonging in organizations.

📢 **Speakers**

Catalina Flores
Analyst
Modern Hire

Stephanie Lopez
Manager, People Analytics Delivery & Insights
Salesforce

Abbie Caudill
Lead Consultant, Talent Analytics
Target

Lauren Gannon
Nordstrom

Marc Cubrich
Analyst
Modern Hire

Disability Discrimination and its Effects on Hiring Practices (Panel Discussion - 123580)

🕐 8:00 AM - 8:50 AM, Apr 29

📍 Zoom 5

Diversity-Equity-Inclusion   **Virtual & Streaming**

Authors: Payne, N. (Co-Chair), Sylvester, A. (Chair), & Morse, K. (2022, April). Disability discrimination and its effects on hiring practices [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, United States.

Many people with disabilities applying for jobs have experienced discrimination and have concerns when disclosing their disability. The problem applies to before the hiring process and the disclosure of a disability post-hiring process. Therefore, the panel discussion intends to raise awareness of the variety of seen and unseen disabilities, discuss approaches to assist employers in releasing the fear and bias, and encourage people with disabilities to feel safe in sharing their disabilities without the fear of reprisal.

📢 **Speakers**

Dr. Alice Sylvester
Program Analyst/Budget Analyst
USARCENT/THIRD ARMY CENTRAL COMMAND

Kimberly Morse
Talent and Organization Development Consultant
St. Joseph's Health

Nicole Shir She, Her, They, Them
Owner
The Seven Candles

Open Space Discussion: KPI Goal Setting (Alternative Presentation - 124118)

🕐 8:00 AM - 8:50 AM, Apr 29

📍 Ballroom 6A

Technology & Met…

Authors: Cave, K.A. (Speaker), Boyle, L. (Speaker), Fry, T. (Speaker), Scott, N. (Speaker), Stelman, S. (Speaker) (2022). Open Space Discussion: KPI Goal-Setting [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Five I-Os currently working in the field of people analytics will lead an open space discussion exploring methods for leveraging organizational data to set KPI goals. This session addresses a lack of published recommendations and best practices for KPI goal setting by providing a platform for speakers and attendees to discuss previous techniques used, brainstorm new methodologies, and identify best practices. Audience members will be encouraged to contribute to the conversation and participate in an online polling app throughout the session.

📢 **Speakers**

Kelly Cave
Nordstrom

Natasha Scott
NortonLifeLock

Samantha Stelman
Target

Trevor Fry
Workforce Scientist
Nordstrom

Lynn Boyle
NortonLifeLock

Alliance: #TimesUp: How Real I-Os Step up at Work (Special Event - 124878)

🕐 8:00 AM - 8:50 AM, Apr 29

📍 Ballroom 6B

`Diversity-Equity-Inclusion` `SIOP Curated` `Virtual & Streaming`

Authors: Avery, D., Bliese, Grandey, A., P., Hebl, M., Rogelberg, S., Sasso, T. & González-Morales, M.G. (Chair) (2022). Alliance: #TimeSUp: How real I/Os step up at work [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

A majority of minorities makes up the audience of SIOP sessions on diversity and inclusion (e.g., 90% women at gender diversity sessions). The impetus for this session is to invite men to discuss their role as allies, using an intersectional lens that broadens the discussion to include other marginalized identities. The panelists will bring diverse perspectives and experiences, share their insights, and engage the audience in an interactive dialogue on the need for those who hold privilege to take action and use that privilege to support minority members in organizations.

📢 **Speakers**

M. Gloria Gonzalez-Morales
Claremont Graduate University

Paul Bliese
Professor
University of South Carolina

Steven Rogelberg
University of North Carolina, Charlotte

Alicia Grandey
Professor
Penn State University

Derek Avery
Associate Professor of Psychology & Management
University of Houston

Michelle (Mikki) Hebl
Rice University

Thomas Sasso
University of Guelph

The Context for Innovation: Examining Creativity in Practice (Symposium - 123524)

🕐 8:00 AM - 8:50 AM, Apr 29

📍 Ballroom 6C

`Virtual & Stream..`

Authors: Nei, K. S. (2022). The Context for Creativity: Examining Creativity in Practice [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Simmons, P. P., Seybert, J., & Buckley, J. (2022). Cultivating Creativity and Problem Solving in Pursuit of an Organizational Vision.
Ivcevic, Z., & Lin, S. (2022). Adding Context to the Relationship Between Passion and Creativity.
Mitchell, K. S., Jefferis, B., & Noon, A. (2022). Examining Leader Rank and Role in Healthcare Innovation.
Maliakkal, N. T., Walker, J. M., Winterberg, C. A., & Lemming, M. R. (2022). Taking the Creative with the

Suite: Examining Leader Rank, Gender, and Creative Reputations.

Most accept that organizations must "innovate or die." For I-O practitioners, this means considering how to embed innovation in talent management. Who do we expect to innovate? How do we select for creativity and measure creative output? What is required to foster a culture of innovation? Do we require creativity from leaders? Do we expect differences in creative leadership across industries, levels, roles, or even gender or are these differences embedded in biases? This symposium highlights research examining the context for creativity in organizational settings and practical implications.

📢 **Speakers**

Kimberly Nei
Director of Talent Analytics
Hogan Assessments

Roni Reiter-Palmon
Professor / Associate Editor, European Journal of Work and Organizational Psychology
University of Nebraska Omaha

Kevin Mitchell
Nebraska Medicine

Nadine Maliakkal
University of Nebraska Omaha

Philip Simmons
Roblox

Zorana Ivcevic
Yale University

Topic Modeling Enriches I-O Research: Applications and Implications (Symposium - 123593)

🕓 8:00 AM - 8:50 AM, Apr 29
📍 Room 602-603

Technology & Met…

Authors: Epistola, J. (Co-Chair), Hanges, P. (Co-Chair), & Campion, E. (Discussant). (2022). Topic Modeling Enriches IO Research: Applications and Implications [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Recent calls have been made for increased use of text-based machine learning (ML) methods in I-O research. This symposium highlights the use of topic modeling, an unsupervised ML technique that analyzes text data to identify abstract "topics" contained within the text. Authors present 4 studies which use topic modeling to enrich the understanding of leadership, item generation, and remote work.

📢 **Speakers**

Jordan Epistola
University of Maryland, College Park

Paul J. Hanges
University of Maryland

Martin Yu
Senior Scientist
HumRRO

Emily Campion
Assistant Professor
Old Dominion University

Charlene Zhang
Amazon

Joshua Strauss
Univeristy Of Maryland

Voices of the (In)Visible: Incorporating Disability Identity in Employee Selection (Symposium - 123654)

🕐 8:00 AM - 8:50 AM, Apr 29

📍 Room 606

Diversity-Equity-Inc…

Authors: Ezerins, M. E. (Co-Chair), Simon, L. (Co-Chair), & Vogus, T. (Discussant) (2022). Voices of the (In)Visible: Incorporating Disability Identity in Employee Selection [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Hulett, A. L., LeFevre-Levy, R., Smith, R. W., Haynes, N. J., & Kuhnert, K. W. (2022). The Disclosure Dilemma: The Influence of Disability Identity on Workplace Disclosure.
Volpone, S. D., Lyons, B. L., Wayne, J. H., Gertenbach, N., & Avery, D. R. (2022). The Selection of Individuals with (Non)visible Disabilities: Effect of Disability Type and Identity Management Strategies.
Ezerins, M. E., Simon, L., & Rosen, C. C. (2022). "Nothing About Us Without Us": Interview Accommodation Preferences from the Perspective of People with Autism.

People with disabilities have a harder time gaining employment than those without disabilities, even when they are actively seeking employment, qualified, and able to work. This symposium highlights the role of disability identity and visibility in selection. The emphasis of the session is on bringing awareness to the challenges faced by people with disabilities at work and during selection as well as identifying courses of action to mitigate these barriers.

📢 **Speakers**

Maira Ezerins
PhD Student
University of Arkansas at Fayetteville

Sabrina Volpone
University of Colorado Boulder

Anna Hulett
XM Scientist
Qualtrics

Tim Vogus
Vanderbilt University

Personality Tests Gone Wild: International Testing Commission Adaptation Guidelines (Panel Discussion - 123815)

🕐 8:00 AM - 8:50 AM, Apr 29

📍 Room 607

Selection & Assess…

Authors: Dodge, K. (Chair), Gaddis. B., Stark, S., Kurtz, R., & Meyer, K. (2022). Personality Tests Gone Wild: International Testing Commission Adaptation Guidelines [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Multinational corporations account for 26.5% of US employment (Foley et al., 2021). MNCs bring unique challenges and opportunities for standardization of selection systems. The International Testing Commission

Guidelines for Translating and Adapting Tests 2nd Edition were developed to improve standardization efforts through the quality of test translation and adaptation. In this panel, 5 I-O psychologists with expertise in assessment development, translations, and adaptations will share their experiences in applying the guidelines with a special emphasis on personality assessment.

📢 **Speakers**

Kama D. Dodge
Amazon

Stephen Stark
University of South Florida

Blaine Gaddis
Senior Research Scientist, Talent Assessment
Amazon

Kevin Meyer
Glint, now a part of LinkedIn

Rainer H. Kurz
HUCAMA

On the Promise of Cultivating Alliances With Participants in Intensive Research (Panel Discussion - 123347)

🕗 8:00 AM - 8:50 AM, Apr 29
📍 Room 608

Technology & Met…

Authors: Aitken, J. A., Baines, J. I., Calderwood, C., Zhu, Z., Wang, M., & Hofmans, J. (2022). On the promise of cultivating alliances with participants in intensive research [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

A research alliance is a working relationship between participants and researchers characterized by trust and mutual understanding, which is particularly relevant for intensive research designs. This panel aims to discuss the importance of and methods for cultivating research alliances; the benefits and drawbacks for participants, researchers, and practitioners; and an agenda for future research.

📢 **Speakers**

Julia Baines
Graduate Research And Teaching Assistant
George Mason University

Mo Wang
University of Florida

Charles Calderwood
Virginia Tech University

Joeri Hofmans
Vrije Universiteit Brussel

Ze Zhu
University of Nebraska Omaha

John Aiken
George Mason University

Working on Purpose: Discussing Meaning and Purpose in the Workplace (Panel Discussion - 123575)

🕐 8:00 AM - 8:50 AM, Apr 29

📍 Room 611

Employee Experi…

Authors: Russell, D.P. (Co-Chair, Panelist), Samo, A. (Co-Chair), Eatough, E., McNelly, T.L., & Rainone, N. (2022). Working on Purpose: Discussing Meaning & Purpose in the workplace. [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Meaningful work is a key component of good work, and even a good life, as it predicts engagement, performance, health, and well-being. Now, it is enjoying increased attention as people are reflecting on their purpose at work and organizations are realizing that workers are prioritizing purpose over paychecks. Recent reviews are highlighting little consensus over theories, models, and measures of meaningful work. In this context, this panel brings together scientist–practitioners to discuss how they think about and take evidence-based approaches to foster meaningful work in organizations.

📢 **Speakers**

Dan Russell
SVP, Learning & Organizational Development
SGS & Co

Erin Eatough
Manager, Behavioral Science
BetterUp

Andrew Samo
Bowling Green State University

Nicolette Rainone
Baruch College & Graduate Center, CUNY

Terri McNelly
The Hershey Company

Keep Calm and I-O On: Enabling Leaders During the COVID-19 Pandemic (Alternative Presentation - 124096)

🕐 8:00 AM - 8:50 AM, Apr 29

📍 Room 612

Leadership & Coa…

Authors: Smith, A. (Chair), Hack, E. (Panelist), Honts, C. (Panelist), Leisten, J. (Panelist), & Yuan, Z. (Panelist). (2022). Keep Calm and I/O On: Enabling Leaders During the COVID-19 Pandemic [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Four individual presenters will share their experience during the COVID-19 pandemic researching and applying I-O principles to enable leaders to navigate complex and dynamic challenges. The stories shared will cover perspectives across the settings of government, industry, consulting, and university peer-reviewed research. The session chair will then ask panelists questions to dive deeper into their stories, followed by a Q&A session with the audience. The session is intended to address broad interests within the field of I-O through the lens of leadership.

📢 **Speakers**

Adam Smith

Kincentric

Jessie Leisten
Kincentric

Christopher Honts
Cargill

Zhenyu Yuan
Assistant Professor
University of Illinois Chicago

Elissa Hack
US Air Force Academy

Learner at the Center: Creating an Effective Learner Experience (Panel Discussion - 123530)

🕐 8:00 AM - 8:50 AM, Apr 29
📍 Room 613-614

Employee Experi…

Authors: Acosta, J. S. (Chair), Park. L. S., Casey, T., Kraiger, K., Mullins, M., & Ronen, E. (2022). Learner at the Center: Creating an Effective Learner Experience [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Organizations often struggle to create effective learner experiences, hindering the realization of L&D goals. This session will focus on placing the learner at the center of L&D strategies with a renewed focus on the learner experience, a holistic view of an employee's learning journey that includes learning attitudes, processes, systems, and outcomes. Learning experts will discuss empirical findings and practical strategies for creating an effective learner experience, including personalization of content and modality, creating a learning culture, and effective technology utilization

📢 **Speakers**

Joshua Acosta
Doctoral Candidate
SAP SuccessFactors

Dr. Kurt Kraiger
University of Memphis

Eyal Ronen
The Academy for the Future of Aging

Michelle Mullins
Senior Consultant
Perceptyx

Tristan Casey
Senior Lecturer
Middlesex University

Lauren Park
Research Scientist
SAP SuccessFactors

Friday Seminar: Practical Applications of Machine Learning in I-O (Friday Seminar - 124904)

🕐 8:00 AM - 11:00 AM, Apr 29

📍 Room 616-617

`SIOP Curated` `Virtual & Streaming`

Authors: Withrow, S. (Presenter), King, R. T. (Presenter), Thompson, I. (Presenter). (2022). Friday Seminar: Practical Applications of Machine Learning in IO. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

The modern world is increasingly driven by algorithms, machine learning, and data science. There are certainly many dangers and pitfalls that abound in using these tools and models that may cause issues in recruitment, selection, and promotion (and more). This session will cover some models and data science techniques to use to avoid these common pitfalls and leverage these models to enhance validity and make quality decisions about data. Authors will be presenting 2 practical examples of machine learning: 1 using a supervised model and 1 using an unsupervised model.

📢 **Speakers**

Jessica Blackburn
Senior Research Scientist
Amazon

Scott Withrow
Infor

Isaac Thompson
Modern Hire

Rachel King
Managing Data Scientist
Modern Hire

Friday Seminar: Designing an Optimal Remote Work Strategy: Challenges and Opportunities (Friday Seminar - 124934)

🕐 8:00 AM - 11:00 AM, Apr 29

📍 Room 618-619

`SIOP Cura…`

Authors: Reilly, N. P., & Warren, K. V. (2022). Designing an optimal remote work strategy: Challenges and opportunities. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA. United States.

Remote work is on the rise and presents both challenges and opportunities at each of the organization, team, and individual levels. Though there is no one-size-fits-all template for determining the suitability of remote work for a given organization, questions that assess required resources, policies, and strategic people practices will be addressed within the context of the culture of an organization. The seminar will emphasize the development and growth of virtual teams using an interactive format. Examples will be presented, and best practices will be suggested.

📢 **Speakers**

Tori Crain
Assistant Professor at Portland State University
Portland State University

Nora Reilly
Radford University

Kasey Warren
EY

Posters: Occupational Health and Safety Part II

🕐 8:00 AM - 8:50 AM, Apr 29

📍 Exhibit Hall 4B

Employee Experience **Poster**

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34 Subsessions

⬤ **Development of a New Recovery Experience Measure: The Recovery Experience Taxonomy (Poster - 123332)**
🕐 8:00 AM - 8:50 AM, Apr 29
📍 Exhibit Hall 4B Position 1

⬤ **Investigating Role of Personality and Weekend Activities in Recovery Experiences (Poster - 123331)**
🕐 8:00 AM - 8:50 AM, Apr 29
📍 Exhibit Hall 4B Position 2

⬤ **Vulnerable Workers in Insecure Jobs: A Meta-Synthesis of Qualitative Evidence (Poster - 123790)**
🕐 8:00 AM - 8:50 AM, Apr 29
📍 Exhibit Hall 4B Position 3

⬤ **Determinants of Burnout Among Police Officers (Poster - 123724)**
🕐 8:00 AM - 8:50 AM, Apr 29
📍 Exhibit Hall 4B Position 4

⬤ **Emerging Job Demands and Resources for Fire-Based First Responders Due to COVID-19 (Poster - 123806)**
🕐 8:00 AM - 8:50 AM, Apr 29
📍 Exhibit Hall 4B Position 5

⬤ **Compound Threats Impacting the Emergency Management Workforce (Poster - 123461)**
🕐 8:00 AM - 8:50 AM, Apr 29
📍 Exhibit Hall 4B Position 6

⬤ **Meta-Analytic Findings on Telework and Individual and Organizational Outcomes (Poster - 123769)**
🕐 8:00 AM - 8:50 AM, Apr 29
📍 Exhibit Hall 4B Position 7

⬤ **Employee Support for COVID-19 Safety Policies (Poster - 123641)**
🕐 8:00 AM - 8:50 AM, Apr 29
📍 Exhibit Hall 4B Position 8

⬤ **Understanding Configurations of Coping in Relation to Well-Being and Performance (Poster - 123914)**
🕐 8:00 AM - 8:50 AM, Apr 29
📍 Exhibit Hall 4B Position 9

⬤ **Job Insecurity Among Younger and Older Precarious Workers (Poster - 123546)**
🕐 8:00 AM - 8:50 AM, Apr 29
📍 Exhibit Hall 4B Position 10

⬤ **Meta-Analytic Understanding of Resilience Components (Poster - 123661)**
🕐 8:00 AM - 8:50 AM, Apr 29
📍 Exhibit Hall 4B Position 11

⬤ **COVID-19 Fear and Workplace Safety Perceptions (Poster - 121667)**
🕐 8:00 AM - 8:50 AM, Apr 29
📍 Exhibit Hall 4B Position 12

⬤ **Mandated but Willing? Person–Environment Fit Among Mandatory Work From Home Employees (Poster - 123766)**
🕐 8:00 AM - 8:50 AM, Apr 29
📍 Exhibit Hall 4B Position 13

⬤ **Psychological Detachment Trends During COVID-19: The Role of ICT Connectivity Demands (Poster - 123828)**
🕐 8:00 AM - 8:50 AM, Apr 29
📍 Exhibit Hall 4B Position 14

⬤ **Unhelpful Workplace Social Support, Strain, and Individual Differences (Poster - 123703)**
🕐 8:00 AM - 8:50 AM, Apr 29
📍 Exhibit Hall 4B Position 15

● **Mistreatment in Healthcare: Why Nurses Leave the Profession During a Pandemic (Poster - 123754)**
🕐 8:00 AM - 8:50 AM, Apr 29
📍 Exhibit Hall 4B Position 16

● **Leaders' Perspective for Safety Culture: A Three-Wave Sequential Study (Poster - 123521)**
🕐 8:00 AM - 8:50 AM, Apr 29
📍 Exhibit Hall 4B Position 17

● **Health and Work Goal Compatibility for Platform-Based Gig Workers During COVID-19 (Poster - 123892)**
🕐 8:00 AM - 8:50 AM, Apr 29
📍 Exhibit Hall 4B Position 18

● **Disentangling the Impact of Daily Job Stressors on Job Performance: A Meta-Analysis (Poster - 123800)**
🕐 8:00 AM - 8:50 AM, Apr 29
📍 Exhibit Hall 4B Position 19

● **Support or Obligation? Linking Mechanisms Between LMX and Subordinate Recovery (Poster - 123956)**
🕐 8:00 AM - 8:50 AM, Apr 29
📍 Exhibit Hall 4B Position 20

● **Theoretical Trends and Developments in Occupational Health Psychology (Poster - 123656)**
🕐 8:00 AM - 8:50 AM, Apr 29
📍 Exhibit Hall 4B Position 21

● **Burnout Profiles and Sources of Stress Among U.S. Air Force Cyber Personnel (Poster - 123348)**
🕐 8:00 AM - 8:50 AM, Apr 29
📍 Exhibit Hall 4B Position 22

● **Profiles of Burnout and Health Outcomes Among U.S. Air Force Cyber Professionals (Poster - 123351)**
🕐 8:00 AM - 8:50 AM, Apr 29
📍 Exhibit Hall 4B Position 23

● **Masculinity Contest Culture: Harmful for Whom? An Examination of Emotional Exhaustion (Poster - 123957)**
🕐 8:00 AM - 8:50 AM, Apr 29
📍 Exhibit Hall 4B Position 24

● **Burnout Reintegration Monitor: A Measure for Work Resumption Quality After Burnout (Poster - 123633)**
🕐 8:00 AM - 8:50 AM, Apr 29
📍 Exhibit Hall 4B Position 25

● **The Costs of Insecurity: Pay Volatility and Health in the Service Industry (Poster - 123603)**
🕐 8:00 AM - 8:50 AM, Apr 29
📍 Exhibit Hall 4B Position 26

● **Impact of Perceived Personal Risk of COVID-19 on Employee Loyalty and Work Absorption (Poster - 123583)**
🕐 8:00 AM - 8:50 AM, Apr 29
📍 Exhibit Hall 4B Position 27

● **Negative Performance Feedback and the Self-Regulatory Benefits of Mindfulness (Poster - 123081)**
🕐 8:00 AM - 8:50 AM, Apr 29
📍 Exhibit Hall 4B Position 28

● **Hard Work Makes it Hard to Sleep: Job Characteristics Link to Multidimensional Sleep (Poster - 123091)**
🕐 8:00 AM - 8:50 AM, Apr 29
📍 Exhibit Hall 4B Position 29

● **Does Texting in a Simulator Discourage Distracted Driving? (Poster - 123778)**
🕐 8:00 AM - 8:50 AM, Apr 29
📍 Exhibit Hall 4B Position 30

● **Workday Breaks While Working Remotely: Investigation of Break Profiles (Poster - 123824)**
🕐 8:00 AM - 8:50 AM, Apr 29
📍 Exhibit Hall 4B Position 31

● **A Tale of Three Crises: Connecting Economic Stress, Mental Health, and Substance Use (Poster - 123516)**
🕐 8:00 AM - 8:50 AM, Apr 29
📍 Exhibit Hall 4B Position 32

● **Sleep Climate as a Shared Perception of Workplace Characteristics Regarding**

Sleep (Poster - 123965)
🕐 8:00 AM - 8:50 AM, Apr 29
📍 Exhibit Hall 4B Position 33
⬤ **Safety Measurement Culture: A Survey to Assess Engagement in Safety Reporting (Poster - 123645)**
🕐 8:00 AM - 8:50 AM, Apr 29
📍 Exhibit Hall 4B Position 34

9:00 AM

Neurodiversity at Work: Current Landscape and Practical Insights (Ignite - 123838)
🕐 9:00 AM - 9:50 AM, Apr 29
📍 Zoom 2

`Diversity-Equity-Inclusion` `Virtual & Streaming`

Authors: Ritterbush, E. A. (Chair), Nuss, K. (Co-chair), Arthur, T., Hezlett, S., Jemson, T., Starke, M., Svyantek, D. J., & Svyantek, M. (2022). Neurodiversity at Work: Current Landscape and Practical Insights [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Experts from across industries will present current states and trends regarding neurodiversity in their industry or field of work, including in the realms of academia, employee selection, and employment law. After IGNITE intros (based on 20 automatically advancing slides every 15 seconds), the format shifts to an interactive panel discussion with the audience. Cross-functional discussions regarding gaps and solutions are designed to offer audience members actionable insights for increased inclusion of neurodiverse individuals in the workplace.

📢 **Speakers**

Elizabeth Ritterbush
The Home Depot

Daniel Svyantek
Auburn University

Sarah Hezlett
Korn Ferry Institute

Tatiana M. Arthur
HCM Customer Success Partner
SAP

Mary Starke
Korn Ferry

Tiffany Jameson
Managing Partner
grit & flow

Kimberly Nuss
Pecos Law Group and Marathon Law Group

Martina Svyantek
University of Virginia

Improving Text Analytics Using Content Dictionaries (Symposium - 123909)
🕐 9:00 AM - 9:50 AM, Apr 29
📍 Zoom 3

`Technology & Methods` `Virtual & Streaming`

Authors: Ford, J. M. (Chair), & Anderson, L. (Discussant). (2022). Developing and Using Content Dictionaries for Text Analytics [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Mock, L. (2022). Lending Voice to Values: Using Text Analytics to Establish Organizational Values.

Deng, Q., Hine, M. J., Ji, S., & Sur, S. (2022). A Standardized Process for Developing Dictionaries for Use in Text Analytics.

Peladeau, N. (2022). Leveraging Indicator Variables in Dictionary Construction: Some Tools and Principles.

Ford, J. M. & Leeds, J. P. (2022). Identifying Emotional Labor Language Features.

Content dictionaries are lists of words and phrases used to detect meaningful patterns in text. This session presents best practices for content dictionary development for HR and I-O applications. Two papers report dictionary development related to organizational values and emotional labor. A third paper proposes a standardized process for developing dictionaries. A fourth paper highlights the strengths of content dictionaries relative to automated text analytics. For intermediate-level researchers.

📢 **Speakers**

John Ford
Senior Research Psychologist
U.S. Merit Systems Protection Board

Lance Anderson
HumRRO

Landon Mock
Director, Strategic Talent Management
U.S. Department of the Interior

Normand Peladeau
President
Provalis Research

Michael J Hine
Carleton University

The Biden Administration Year One: EEOC/OFCCP Annual Practitioner Update (Panel Discussion - 123702)

🕘 9:00 AM - 9:50 AM, Apr 29
📍 Zoom 4

`Diversity-Equity-Inclusion` `Virtual & Streaming`

Authors: Colosimo, J. L. (Chair), Aamodt, M., Bayless, J., & Duncan, M. (2022). The Biden Administration Year One: EEOC/OFCCP Annual Practitioner Update [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

The last few years have brought significant change in enforcement of affirmative action, employee selection, and pay equity issues. This presentation will update the SIOP community on the impact of new EEOC and OFCCP priorities, the HR issues prevalent in the world postpandemic, and potential implications of the Biden administration. The panel of experts includes legal, practitioner, and employer perspectives.

📢 **Speakers**

Joanna Colosimo
Vice President
DCI Consulting Group, Inc.

Mike Aamodt
DCI Consulting

Julia Bayless
VP, Solution Delivery
APTMetrics

Michelle Duncan
Jackson Lewis, P.C.

Bridging I and O Psychology: An Application to the Study of Selection (Symposium - 124139)

🕐 9:00 AM - 9:50 AM, Apr 29

📍 Zoom 5

`Selection & Assessment`   `Virtual & Streaming`

Authors: Weglarz, E. R. (Chair), Busse, K. (Co-Chair), Rodriguez, W.A. (Co-Chair), & Cohen-Charash, Y. (Co-Chair) (2022). Bridging I & O Psychology: An Application to the Study of Selection
[Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
McCarthy, J. M., Bauer, T.N., & Truxillo, D.M. (2022). Personnel Selection from the Lens of Job Applicants: Bridging between the "I" and the "O" in Industrial-Organizational Psychology.
Heimann, A.L., Ingold, P., Hoffman, B.J., & Kleinmann, M. (2022). Assessment Centers: An Opportunity to Identify Leaders Who Foster Well-Being?.
Hanges, P.J., Lord, R.G., & Forgo, E.E. (2022). Episodic Memory, Personal Semantics, and Structured Interviews.
Alenick, P.R. & Cohen-Charash, Y. (2022). The Unfairest of Them All: How Stress and Accountability Affect Fair Behavior in Selection.

Four papers draw from the "I" and "O" psychology literatures to examine various facets of selection. Each paper uses "O" theories to investigate predictors, processes, and/or outcomes of "I" systems and processes, and ultimately inform "O" outcomes. This symposium contributes expanded understanding of how "I" and "O" psychology are interconnected and highlights the importance of this connection in research.

📢 **Speakers**

Elizabeth Weglarz
Baruch College & The Graduate Center, CUNY

Yochi Cohen-Charash
The Graduate Center & Baruch College, CUNY

Marcus W. Dickson
Professor of Organizational Psychology, Director of I/O MA and Ph.D. Programs, Director of APORG
Wayne State University

Paul J. Hanges
University of Maryland

Julie McCarthy
University of Toronto

Anna Luca Heimann
University of Zurich

Kaitlin Busse
The Graduate Center/Baruch College

Paige Alenick
The Graduate Center & Baruch College, CUNY

Wiston Rodriguez
Ketchum

Escaping The I-O Psychology Echo Chamber: No One Knows Us Besides Us (Alternative Presentation - 124070)

🕐 9:00 AM - 9:50 AM, Apr 29

📍 Ballroom 6A

Students & Early C…

Authors: Della Pona, C. M. (Speaker), Gomez Ornelas, S. (Speaker), Baldwin, N. (Speaker), Lindsay, P. (Speaker). (2022). Escaping The I-O Psychology Echo Chamber: No One Knows Us Besides Us [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This open session provides an opportunity to spark conversation among SIOP members by presenting a solution to the problem: Not enough people know about our great field. The session consists of 4 speakers presenting on the recent move to popularize I-O psychology to a wider, non-technical audience, solutions and future efforts for the field, and ending with an active audience-centric discussion.

📢 **Speakers**

Susana Gomez Ornelas
Principal Consultant
The Lindsay Group Co.

Nicholas A. Baldwin
Asst. Prof. & Program Director
Roosevelt University

Preston V. L. Lindsay, Ph.D.
President & Chief Executive Officer
The Lindsay Group Co.

Claudia Marina Della Pona
Principal Consultant
The Lindsay Group Co.

Methodological Wishes for Generating and Reporting Empirical Findings (Ignite - 123535)

🕐 9:00 AM - 9:50 AM, Apr 29

📍 Ballroom 6B

Technology & Methods   Virtual & Streaming

Authors: Lambert, L. S. (Organizer), Zabinski, A. (Co-Organizer), Robison, J. (Co-Organizer), Gabriel, A. (Presenter), Vandenberg, R. (Presenter), Cortina, J. (Presenter), Bliese, P. (Presenter), LeBreton, J. (Presenter), Krasikova, D. (Presenter), & Edwards, J. (Presenter) (2022). Methodological wishes for generating and reporting empirical findings [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

The function of research is to inform about the world. Yet, methodological issues, both in data analysis and reporting practices, threaten to undermine research findings. This IGNITE! Panel highlights pressing methodological issues in the field. Presenters will each identify a methodological concern, explain why the issue is important, and provide a recommendation, or methodological "wish," for the future to advance research methods practices.

📢 **Speakers**

Paul Bliese
Professor
University of South Carolina

Jose Cortina
Virginia Commonwealth University

Jeffrey Edwards

University of North Carolina

Robert Vandenberg
University of Georgia

James LeBreton
Pennsylvania State University

Dina Krasikova
University of Texas at San Antonio

Allison Gabriel
McClelland Professor of Management and Organizations / University Distinguished Scholar
University of Arizona

New Innovations and Advancements in Personality Assessment (Ignite - 123565)

🕐 9:00 AM - 9:50 AM, Apr 29

📍 Ballroom 6C

Selection & Assessment   **Virtual & Streaming**

Authors: Foster, J. F., Connelly, B. S., Delgado, K., Chu, C., Priest, L. I., Du, Y. Y. L., Lahti, K., Ong, X., Stone, T. H., Wiedenroth, A., McAbee, S. T., Fang, R., Greco, A., Hoff, K., Kidder, Q., Moore, C., Peters, J., & Templer, K. J. (2022). New innovations and advancements in personality assessment [Ignite]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This Ignite-style session will highlight a wide range of research projects aimed at exploring innovative ways to measure and use personality and related constructs conducted by individuals representing an equally wide range of roles and perspectives. These include assessing personality using a multiperspectives (MP) approach, using rapid-response techniques, alternative assessment methods, peer reports, examining profile indices, the development of an interests scale linked to O*NET data, and the dark triad.

📢 **Speakers**

Jeff Foster
Assistant Professor
Missouri State University

Ken Lahti
Chief Product Officer
Modern Hire

Brian S. Connelly
University of Toronto

Kristin Delgado
R&D Manager
Talogy

Chu Chu
University of Illinois, Urbana-Champaign

Luke I. Priest
North Carolina State University

Yan yi lance Du
University of Illinois, Urbana-Champaign

People With Disabilities: Adapting to the Hybrid Workplace (Panel Discussion - 123998)

⊙ 9:00 AM - 9:50 AM, Apr 29

📍 Room 602-603

Diversity-Equity-Inc…

Authors: Knott, M. A., D'Mello, S, Santuzzi, A., Praslova, L., & Foster, P. (2022). Adapting to the Hybrid Workplace and the Opportunities and Challenges for People with Disabilities [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This session will cover research and recommendations on how to better adapt a hybrid work environment to be more inclusive for people with disabilities. Topics will include challenges at work, changes brought on by the COVID-19 pandemic, and practical ways to improve the experience of people with disabilities at work.

📢 **Speakers**

Michael Knott
Principal, Advanced Analytics
Medtronic

Ludmila Praslova
Vanguard University of Southern California

Alecia Santuzzi
Professor
Northern Illinois University

Pam Foster
Director of Equal Opportunity
Washburn University

Susan D'Mello
HumRRO

Modernizing Federal Hiring: Embracing Competency-Based Approaches to Assessment (Panel Discussion - 123959)

⊙ 9:00 AM - 9:50 AM, Apr 29

📍 Room 606

Selection & Assess…

Authors: Blair, M. (Chair), Slack, W., Calderón, R., Falcone, M., Hennen, M., & Seely. P. (2022). Modernizing federal hiring: Embracing sophisticated approaches to assessment [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Identifying and attracting top candidates is a foundational element of any successful organization. The White House released Executive Order (E.O.) 13932 to modernize federal hiring practices via expanding the use of competency-based hiring assessments and decreasing primary emphasis on educational attainment and organizational tenure. This panel will bring together assessment experts from federal and private-sector organizations to discuss advances in the assessment space and how federal agencies can leverage these enhancements to improve hiring processes.

📢 **Speakers**

Peter W. Seely
Lead Personnel Psychologist
Centers for Disease Control and Prevention

Robert Calderon
Organizational Research and Consulting Division Director
Fors Marsh Group

Martha Hennen
Branch Director Data Analytics
National Institutes of Health

Marni Falcone
Managing Consultant
FMP Consulting (Federal Management Partners, Inc.)

Michael Blair
U.S. Office of Personnel Management

William Slack
United States Digital Service

Response to COVID-19: Role of Company Culture and Culture Change as a Result (Panel Discussion - 123545)

🕘 9:00 AM - 9:50 AM, Apr 29
📍 Room 607

Employee Experi…

Authors: Stage, V. (Chair), Blanshteyn, V., Hayrapetyan, L., Gallen, P., & Lebow, R. (2022). Response to COVID-19: How company culture determines the response and is changed as a result [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

At the onset of the COVID-19 pandemic, organizations had to respond quickly. Organizational actions were influenced by their corporate cultures. Currently, organizational culture is impacting how organizations are planning 'return to the workplace'. To what degree has company culture been impacted by COVID-19? This session will look at the ways that company culture helped determine organizational response to COVID-19, how organizational culture was changed through the course of the pandemic, and how the changed culture is influencing organizational decisions about return to the workplace.

📢 **Speakers**

Victoria Blanshteyn
Manager, Employee Voice
Chevron

Lilia Hayrapetyan
Citi

Ryan Lebow
Linkedin

Victoria Stage
Manager, Talent Metrics
Chevron

Patrick Gallen
HR Program Manager, Senior Staff, Talent and Leadership Development Team at Synopsys Inc
Synopsys Inc

Not Too Sexy for Selection: Practical Issues You Didn't Discuss in Grad School (Panel Discussion - 123564)

🕘 9:00 AM - 9:50 AM, Apr 29
📍 Room 608

Selection & Assess…

Authors: Hense, R. (Chair), Allen, J., Bologna, D., Frost, C., Hayward, J., & Walvoord, A. (2022). Not Too Sexy for Selection: Practical Issues You Didn't Discuss in Grad School (Panel Discussion). Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Hot topics like gamification and artificial intelligence get lots of attention at SIOP. However, there are many selection topics that are less "sexy" but critically important to the design and execution of selection systems. These topics are not likely covered in grad school but have significant practical implications and lead to frequent discussions in organizations. In a fast-paced, interactive session, this panel brings together experienced selection practitioners to highlight issues such as exemptions, retake guidelines, manager buy-in, scoring issues, and candidate experience.

📣 **Speakers**

Rick Hense
Bank of America

Jerilyn Hayward
Associate Director, Selection and Assessment Solutions
Otsuka Pharmaceutical Companies (US)

Ashley Walvoord
Verizon

Christopher Frost
Managing Associate at Modern Hire
Modern Hire

Josh W Allen
Director, Selection and Assessment
Walmart

Da Bologna
Procter & Gamble

External Influences and Interventions to Improve Creativity (Symposium - 124076)
🕐 9:00 AM - 9:50 AM, Apr 29
📍 Room 609

`Employee Experi…`

Authors: McKay, A. S. (Co-Chair), Reiter-Palmon, R. (Co-Chair), & Mumford, M. D. (Discussant) (2022). External Influences and Interventions to Facilitate Creativity [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
McKay, A. S., Germer, J. J., & Reiter-Palmon, R., Coombs, J. E., & Coombes, S. M. T. (2022). A meta-analytic investigation of creativity training effectiveness.
Jones-Chick, R., Kelloway, E. K., & Birdi, K. (2022). CLEAR IDEAS: Can Idea Implementation Training Enhance the Development of New Ideas Beyond Idea Generation Training?
Madjar, N. (2022). Family and Creativity at Work: How to Facilitate Creativity Across Life Domains.

Scholars and organizations are constantly seeking ways to increase their employees' creativity. To aid in this endeavor, creativity research has focused more on internal forces that impact creativity, whether internal to the person (e.g., traits, states) or to the organization (e.g., climate, leaders). However, there has been less focus on external factors and interventions that for stimulating creativity. In this symposium, authors focus on 2 introductory external forces for stimulating creativity: creativity training and the role of family.

📣 **Speakers**

Alexander McKay
Virginia Commonwealth University

Michael Mumford
University of Oklahoma

Rachael Jones-Chick
Teaching Assistant
Saint Mary's University

Nora Madjar
University of Connecticut

The Future of Teams Research: How to Better Capture Team Processes (Panel Discussion - 124271)

🕐 9:00 AM - 9:50 AM, Apr 29
📍 Room 611

Technology & Met…

Authors: Drose, C. J. (Co-Chair), Fletcher, K. A (Co-Chair), Cooke, N., DeChurch, L. A., Mathieu, J., & Solansky, S. (2022). The Future of Teams Research: How to Better Capture Team Processes [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This session will provide an insightful discussion from experts in teams research for I-O researchers interested in effectively capturing team processes. Topics will include the strengths and weakness of current analyses, the impact of COVID-19 on the ability to sufficiently research teams, and possible future directions.

📢 **Speakers**

Cooper Drose
Georgia Tech University

John E. Mathieu
University of Connecticut

Leslie DeChurch
Professor
Northwestern University

Keaton Fletcher
Assistant Professor of Psychology
Georgia Institute of Technology

Nancy Cooke
Professor
Arizona State University

Stephanie Solansky
Texas State University

Moving Humor Research Forward: Experimental Design and Unique Populations (Symposium - 123784)

🕐 9:00 AM - 9:50 AM, Apr 29
📍 Room 612

Employee Experi…

Authors: Tillery, M. G., Finkelstein, L. M., & Robert, C. (2022). Moving humor research forward: Experimental design & unique populations [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
VanEpps, E., Brimhall, C., & Bitterly, B. (2022). Consumers dislike empathy-based advertisements during the COVID-19 pandemic.
Tillery, M. G. & Finkelstein, L. M. (2022). Laugh it off: Disagreements about self-derogating humor.
Daus, C. S. & Brown, S. G. (2022). Emotional labor and stress in healthcare: Does humor make a difference?

Vazquez, M. M. & Bell, S. T. (2022). Humor and Team Dynamics.

Four papers provide insight into the role that humor plays in our everyday lives, clarity on confusing humor types, and exploration of specific work contexts where the need for stress relief or team cohesion are particularly high. Three experimental designs and one coding of qualitative interactions provide a thorough exploration of the impact of humor in a range of contexts. The discussant will then provide individual comments, as well as general commentary on the state of humor in the workplace research and practice, inviting dialogue with the audience.

📢 **Speakers**

Morgan Tillery
Southern Illinois University Edwardsville

Catherine Daus
Southern Illinois University, Edwardsville

Lisa Finkelstein
Professor
Northern Illinois University

Christopher Robert
University of Missouri

Shanique Brown
Assistant Professor
Wayne State University

Melissa Vazquez
DePaul University

Craig Brimhall
David Eccles School of Business

Refined Advancements to Meta-Analyses of Personality–Job Performance Relationships (Symposium - 123882)

🕘 9:00 AM - 9:50 AM, Apr 29
📍 Room 613-614

`Technology & Met…`

Authors: Simonet, D. V. (Co-Chair) & Tett, R. P. (Co-Chair) (2022). Refined advancements to meta-analyses of personality-job performance relationships. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

The past 30 years has seen a rise in popularity on the relationship between self-report personality measures and job performance ratings. With increasing numbers of studies has come increasing opportunity for meta-analyses targeting big-picture themes based on mean correlations and variability in population correlations calling for examination of cross-study moderators. The current symposium brings together 4 meta-analytic studies of personality–performance linkages expanding on previous related efforts in several key respects.

📢 **Speakers**

Dan Simonet
Montclair State University

Fred Oswald
Rice University

Robert Tett
University of Tulsa

Seren Ozkum
University of Tulsa

Shane Sizemore
Infoscitex

Robert Loy

Posters: Staffing, plus Emotions and Emotional Labor
🕘 9:00 AM - 9:50 AM, Apr 29
📍 Exhibit Hall 4B

`Selection & Assessment` `Employee Experience` `Poster`

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35 Subsessions

⬤ **Speaking Up in Turbulent Times: Voice and Clarity as Change Fatigue Moderators (Poster - 124278)**
🕘 9:00 AM - 9:50 AM, Apr 29
📍 Exhibit Hall 4B Position 1

⬤ **Values Moderate the Effects of Emotional Display Rule Demands on Emotional Exhaustion (Poster - 124220)**
🕘 9:00 AM - 9:50 AM, Apr 29
📍 Exhibit Hall 4B Position 2

⬤ **Trauma and Burnout in Helpers: Work–Life Balance and Perceived Organizational Support (Poster - 123266)**
🕘 9:00 AM - 9:50 AM, Apr 29
📍 Exhibit Hall 4B Position 3

⬤ **A Mathematical Interpretation of the Relational Process Model of Humor (Poster - 123328)**
🕘 9:00 AM - 9:50 AM, Apr 29
📍 Exhibit Hall 4B Position 4

⬤ **Employee Bystanderism on Supervisor Incivility: Role of Culture Value (Poster - 123090)**
🕘 9:00 AM - 9:50 AM, Apr 29
📍 Exhibit Hall 4B Position 5

⬤ **Development a Social Isolation Measure in a Job Search Envy Context (Poster - 123505)**
🕘 9:00 AM - 9:50 AM, Apr 29
📍 Exhibit Hall 4B Position 6

⬤ **Displaying Sadness/Anger at Work and the Role of Gender and Race (Poster - 123919)**
🕘 9:00 AM - 9:50 AM, Apr 29
📍 Exhibit Hall 4B Position 7

⬤ **Training a Model to Classify Online Social Support Seeking (Poster - 123715)**
🕘 9:00 AM - 9:50 AM, Apr 29
📍 Exhibit Hall 4B Position 8

⬤ **Feeling Heard: Envy-Invoking Social Comparisons, Voice, and Task Performance (Poster - 124042)**
🕘 9:00 AM - 9:50 AM, Apr 29
📍 Exhibit Hall 4B Position 9

⬤ **Stoking the Fire: Stressors, Emotional Labor, and Well-Being for Firefighters (Poster - 123809)**
🕘 9:00 AM - 9:50 AM, Apr 29
📍 Exhibit Hall 4B Position 10

⬤ **Positive Emotions and Business Opportunity Development in a Time of a Pandemic (Poster - 123222)**

⊙ 9:00 AM - 9:50 AM, Apr 29
⊙ Exhibit Hall 4B Position 11

● **Diversity Paradigm and Emotional Labor: The Role of Perceived Goal Likelihood (Poster - 123391)**
⊙ 9:00 AM - 9:50 AM, Apr 29
⊙ Exhibit Hall 4B Position 12

● **Antecedents to Coworker Envy in Talent Management (Poster - 123191)**
⊙ 9:00 AM - 9:50 AM, Apr 29
⊙ Exhibit Hall 4B Position 13

● **Effects of Social Presence of Employees on Applicant Attraction in Online Recruitment (Poster - 124384)**
⊙ 9:00 AM - 9:50 AM, Apr 29
⊙ Exhibit Hall 4B Position 14

● **AI in Hiring and Applicant Attraction (Poster - 123030)**
⊙ 9:00 AM - 9:50 AM, Apr 29
⊙ Exhibit Hall 4B Position 15

● **Ethical Perceptions of AI in Hiring and Organizational Trust (Poster - 122993)**
⊙ 9:00 AM - 9:50 AM, Apr 29
⊙ Exhibit Hall 4B Position 16

● **Pre- and Posthire Experiences of Formerly Incarcerated Individuals (Poster - 123649)**
⊙ 9:00 AM - 9:50 AM, Apr 29
⊙ Exhibit Hall 4B Position 17

● **Model of Interviewer Design Preferences (Poster - 123465)**
⊙ 9:00 AM - 9:50 AM, Apr 29
⊙ Exhibit Hall 4B Position 18

● **Return-to-Work Worries and Return Intention (Poster - 123684)**
⊙ 9:00 AM - 9:50 AM, Apr 29
⊙ Exhibit Hall 4B Position 19

● **Can Multiple Social Identities Influence Attraction? (Poster - 124110)**
⊙ 9:00 AM - 9:50 AM, Apr 29
⊙ Exhibit Hall 4B Position 20

● **Development of the Narcissism Interview Scale for Employment Settings (Poster - 123560)**
⊙ 9:00 AM - 9:50 AM, Apr 29
⊙ Exhibit Hall 4B Position 21

● **Personality Types Attracted to Challenge Demands During the Job Pursuit Process (Poster - 123235)**
⊙ 9:00 AM - 9:50 AM, Apr 29
⊙ Exhibit Hall 4B Position 22

● **A Contemporary Look at the Relationship Between Cognitive Ability and Job Performance (Poster - 124341)**
⊙ 9:00 AM - 9:50 AM, Apr 29
⊙ Exhibit Hall 4B Position 23

● **Enhancing Diversity by Using Constructed Response Item Types: A Meta-Analytic Review (Poster - 123389)**
⊙ 9:00 AM - 9:50 AM, Apr 29
⊙ Exhibit Hall 4B Position 24

● **Examining the Effect of Mode of Thought on Gender and Age Bias in LinkedIn Profiles (Poster - 123422)**
⊙ 9:00 AM - 9:50 AM, Apr 29
⊙ Exhibit Hall 4B Position 25

● **Antecedents and Contextual Influences of Applicant Ghosting and Reneging Behaviors (Poster - 123846)**
⊙ 9:00 AM - 9:50 AM, Apr 29
⊙ Exhibit Hall 4B Position 26

● **Symbolic Information in Job Ads Influence Applicant Behavior (Poster - 123835)**
⊙ 9:00 AM - 9:50 AM, Apr 29
⊙ Exhibit Hall 4B Position 27

● **Targeting Deceptive IM in Job Interviews Through a Cognitive Perspective (Poster - 123140)**
⊙ 9:00 AM - 9:50 AM, Apr 29
⊙ Exhibit Hall 4B Position 28

● **Online Organizational Reviews From Current and Former Employees: Content and Affect (Poster - 124141)**
⊙ 9:00 AM - 9:50 AM, Apr 29
⊙ Exhibit Hall 4B Position 29

● **Organizational Impression Management in Job Advertisements (Poster -**

124097)
🕐 9:00 AM - 9:50 AM, Apr 29
📍 Exhibit Hall 4B Position 30

⬤ **A Review of Interview Questions Screened for Anti-Bias and Best Practices (Poster - 123573)**
🕐 9:00 AM - 9:50 AM, Apr 29
📍 Exhibit Hall 4B Position 31

⬤ **SES Moderates the Relation Between Recruitment Information Wording and Attraction (Poster - 123964)**
🕐 9:00 AM - 9:50 AM, Apr 29
📍 Exhibit Hall 4B Position 32

⬤ **The Motivated Applicant: A Model of Applicant Information Processing (Poster - 124084)**
🕐 9:00 AM - 9:50 AM, Apr 29
📍 Exhibit Hall 4B Position 33

⬤ **Hybrid Entrepreneurs and Hireability: An Experimental Approach (Poster - 123622)**
🕐 9:00 AM - 9:50 AM, Apr 29
📍 Exhibit Hall 4B Position 34

⬤ **Employment Interview Goals and the Purposes of Unstructured Conversation (Poster - 123368)**
🕐 9:00 AM - 9:50 AM, Apr 29
📍 Exhibit Hall 4B Position 35

10:30 AM

Alliance: Global Talent Management Post-Pandemic: Remote, Hybrid, and In-Person Work (Special Event - 124882)
🕐 10:30 AM - 11:50 AM, Apr 29
📍 Zoom 1

`SIOP Curated` `Virtual & Streaming`

Authors: Haas, J.B. (Chair), González Morales, M.G. (Chair), Roach, K. N., Castillo , J., Cozma, I., Jain, S., Moukarzel, R., and Vijayakumar, P. (2022). Global Talent Management Post-Pandemic: Remote, Hybrid, and In-Person Work [Invited Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Many organizations have switched to remote work during the pandemic. With increased availability of vaccines, they are now faced with the decision of what "the new normal" will look like: continuing to work remotely, returning to in-person work, or implementing a hybrid approach? International panelists from global organizations will share how they have assessed and addressed the needs of their employees and organizations during the pandemic, what their "new normal" looks like, what organizational changes took place, and what challenges to implementation they experienced.

📢 **Speakers**

Julia B. Haas, Ph.D.
University of Georgia

M. Gloria Gonzalez-Morales
Claremont Graduate University

Rana Moukarzel
Otis Elevator Co.

Irina Cozma
Sr Manager
Salesforce

Pooja Vijayakumar
Papa John's International

Krystal Roach
Central Michigan University

Sachin Jain
Director Culture & Engagement
PepsiCo

Jenny Castillo
HR Business Analyst
World Bank Group

Remote Assessment: Advantage or Barrier for People With Disabilities? (Panel Discussion - 124041)

🕐 10:30 AM - 11:50 AM, Apr 29

📍 Zoom 2

`Diversity-Equity-Inclusion` `Virtual & Streaming`

Authors: D'Mello, S. (Co-Chair), Eggler, K. D., (Co-Chair), Bonaccio, S. (Co-Chair), Brown, L. X. Z., Camara, W. J., Frieden, L., Hashimoto, M., Munson, L., Tippins, N. T. (2022). Remote assessment and selection: Advantage or barrier for people with disabilities? [Panel]. Society for Industrial Organizational Psychology Annual Conference, Seattle, WA, United States.

This session is organized by DIAC (SIOP's Disability Inclusion and Accessibility Committee) and addresses the potential barriers and opportunities created by remote assessment and selection for people with disabilities. The panel brings together practitioners and scientists with expertise in assessment (personnel and certification), selection, and disability research to discuss topics related to the technology of remote assessment and selection, candidate reactions and performance, as well as recommendations and accommodations.

📢 **Speakers**

Kristen Eggler
Graduate Teaching Assistant, Graduate Student
Old Dominion University

Wayne Camara
LSaC

Nancy Tippins
The Nancy T. Tippins Group

Liberty Munson
Director of Psychometrics
Microsoft

Silvia Bonaccio
University of Ottawa

Susan D'Mello
HumRRO

Lex Frieden
ILRU

Mana Hashimoto
CUNY Baruch College

Lydia Brown

Center for Democracy and Technology

Lessons for Leaders: Creating a Psychologically Safe Environment (Panel Discussion - 124198)

🕐 10:30 AM - 11:50 AM, Apr 29

📍 Zoom 3

`Diversity-Equity-Inclusion` `Virtual & Streaming`

Authors: Zani, K. (Chair). (2022). Lessons for Leaders: Creating A Psychologically Safe Work Environment [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Burris, E. (2022). An Overview of Employee Voice: Research, Themes, and Practices.
Delizonna, L. (2022). Practical Applications of Psychological Safety Research and Theory.
McDuffie, J.W. & Fuhrmeister, K. (2022). Personality Characteristics of Leaders Who Build Psychological Safety.
Harmon, S. (2022). Leadership Competencies for Building a Psychologically Safe Climate.

In today's business world, it has become critical for organizations to increase employees' ability to collaborate and create a shared outcome through psychological safety. Managers can impact employees' sense of psychological safety through their behavior and communication about the consequences of speaking up. This session is purposefully designed to equip practitioners with greater knowledge and skills. This hybrid panel will integrate theoretical models of drivers and competencies needed to foster psychological safety with practical advice and case studies that are directly applicable.

📢 **Speakers**

Shanon Harmon
Organizational Development Consultant
Southern California Edison (SCE)

Kaye-Marie Zani
Account Manager
Hogan Assessment Systems

Ethan Burris
Professor Of Management
University of Texas at Austin

Jessica W. McDuffie
Talent Analytics Consultant
Hogan Assessments

Emerging Issues in Virtual Interviews: Applicant Reactions and Potential Bias (Symposium - 123968)

🕐 10:30 AM - 11:50 AM, Apr 29

📍 Zoom 4

`Selection & Assessment` `Virtual & Streaming`

Authors: Powell, D. M. (Chair). (2022). Emerging Issues in Virtual Interviews: Applicant Reactions and Potential Bias [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Lukacik, E.R., & Bourdage, J.S. (2022). One More Time: Asynchronous Video Interviews with Reviewing and Re-Recording.
Dunlop, P. D., Sloan, E., Moore, H. I., Holtrop, D., & Gagné, M. (2022) Choose-Your-Own-Interviewer: Improving Asynchronous Video Interview Experiences through Autonomy-Supportive Design.
Basch, J. M., Melchers, K. G., Mössinger, L., Funk, A. L., & Frintrup, A. (2022). Does media richness of applicants' recorded responses affect ratings in AVIs?
Arseneault, R., & Roulin, N. (2022). Examining Cross-cultural Discrimination in Asynchronous Video Interviews.

Ho., J. L., & Powell, D. M. (2022). The Interactive Effect of Tattoos, Gender, and Organizational Culture on Hiring Bias in Asynchronous Video Interviews.

Asynchronous video interviews (AVIs), which involve interviewees recording responses to a technology-mediated interview questions for later evaluation, allow for a highly standardized interview administration. Despite the high standardization, there are still design choices to be made, such as how questions are delivered

and whether applicants can re-record. AVIs are also subject to bias, due to factors such as ethnicity and interviewee appearance. This symposium presents 5 studies that examine emerging issues in AVI with respect to potential interviewer biases and applicant reactions.

📢 **Speakers**

Deborah Powell
Associate Professor
University of Guelph Department of Psychology

Patrick Dunlop
Associate Professor
Curtin University

Eden-Raye Lukacik
Instructor
University of Calgary

Jordan Ho

Johannes Basch
Ulm University

Rene Arseneault
Adjunct Professor
Saint Mary's University

New (Methodological) Perspectives on Job Stress and Employee Well-Being (Symposium - 123435)
🕐 10:30 AM - 11:50 AM, Apr 29
📍 Zoom 5

Employee Experience   **Virtual & Streaming**

Authors: Casper, A. (Co-Chair), Sonnentag, S. (Co-Chair), Rosen, C. C. (Discussant). (2022). New (methodological) perspectives on job stress and employee well-being [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Casper, A. & Sonnentag, S. (2022). Assessing job stressors with a vignette approach: A validation study.
Hu, X. & Pawirosetiko, J. S., Santuzzi, A. M., & Barber, L. K. (2022). Does your job make you feel telepressured? Examining the impact of occupational characteristics on the interpretation of the workplace telepressure measure.
Rost, E. A., Calderwood, C.. (2022). A new surface acting task used to explore the effects of exercise breaks on depletion.
Britt, T. W., Sinclair, R. R., & Watson, G. P. (2022). What do occupational health psychologists mean by well-being?

Job stress and well-being research continues to be of great interest to organizational scholars. This symposium presents recent methodological and conceptual advances in this area. Specifically, the papers address methodological issues and advances in the measurement of job stressors and employee well-being, as well as a novel experimental approach to the study of recovery from job stressors.

📢 **Speakers**

Anne Casper
Wissenschaftliche Mitarbeiterin
University of Mannheim

Thomas Britt
Professor
Clemson University

Christopher C. Rosen

University of Arkansas

Sabine Sonnentag
University of Mannheim

Xinyu Hu
Roger Williams University

Emily Rost
Virginia Tech

So You Think You're a Good Proposer…Does Your Audience Agree? (Alternative Presentation - 124331)

🕐 10:30 AM - 11:50 AM, Apr 29

📍 Ballroom 6A

Students & Early C…

Authors: Throughout our journey as graduate students, we can acquire a presentation style that's aligned with the structure of a research paper: overview, research question, methods, literature review, method, results, and discussion. Once we enter the workplace, we find that this presentation style is counterproductive. We may think of our oral proposals as detailed and thorough, but our audience may view them as disengaging and overly-complicated. Clients and stakeholders likely don't need these details, and the message we're trying to convey is lost. Presenters representing different perspectives (External consultant, Internal Consultant, and Executive) will share insights and recommendations about effective proposal strategies and work with participants to help them enhance their skills.

Authors might think of proposals as detailed and thorough, yet the audience might view them as disengaging and overly complicated. Presenters will share their insights and recommendations about effective proposal strategies and work with participants to help them enhance their skills. This session is intended for all audience types, from graduate students through late career.

📣 **Speakers**

Mike Heil
Vice President
JPMorgan Chase & Co.

Amy Mills
Managing Director and Partner
Kincentric

Ernie Paskey
Aon

Sarah Strahan
JPMorgan Chase & Co

Melissa Champine
Aon

Ben Hawkes
Director, Performance and Talent Assessment
Activision Blizzard

Natural Language Processing With R and Python (Master Tutorial - 123352)

🕐 10:30 AM - 11:50 AM, Apr 29

📍Ballroom 6B

Technology & Methods   **Virtual & Streaming**

Authors: Nydick, S. W., Wiseman, B., & Wisner, T. (2022). Natural language processing with R and Python [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Text analysis is a gold mine for discovering natural psychological phenomena. Data scientists and machine learning practitioners often use Python for text processing even though psychologists typically use R for analyzing data. Many of the Python language processing tools are more advanced and developed than those in R. This tutorial session will show you how to expand your text analytics toolkit by integrating Python natural language processing tools within an R workflow. Bring your laptop for this interactive session.

📢 **Speakers**

Steven Nydick
Senior Manager: Measurement, Data, & AUtomation
Korn Ferry

Ben Wiseman
Korn Ferry Institute

Tristan Wisner
Korn Ferry

Igniting SIOP's Top Ten Workplace Trends With I-O Thought Leaders (Ignite - 124103)
🕐 10:30 AM - 11:50 AM, Apr 29
📍Ballroom 6C

Virtual & Stream..

Authors: Cave, K.A. (Speaker), Ramdial, K. (Speaker), Stevens, S. C. (Speaker) (2022). Igniting SIOP's Top Ten Workplace Trends with I-O Thought Leaders [IGNITE! Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Ten speakers consisting of SIOP's leaders and experts will bring the SIOP 2022 Top 10 Trends list to life in this high energy IGNITE session. The session will focus on what we know, what we do not know, and where we should be heading for I-O psychology to be at the forefront of workplace issues and be seen as a trusted authority as it relates to these trends.

📢 **Speakers**

Kelly Cave
Nordstrom

Krystyn Ramdial
Global Talent Acquisition
Procter & Gamble

Shalyn Stevens
Colorado State University

Anthony C. Ferreras
Global Head of People Analytics
lululemon

Rajanique Modeste

Archana Tedone

A **Archana Yedone**

D **Daniele Bologna**

W **William Luse**
University of LaVerne

Anthony Klotz
Texas A&M University

Tori Crain
Assistant Professor at Portland State University
Portland State University

Gena Cox
Founder / Organizational Psychologist & Executive Coach
Feels Human, LLC

Keaton Fletcher
Assistant Professor of Psychology
Georgia Institute of Technology

Kristin Cullen-Lester
Assistant Professor of Management
University of Mississippi

Succession Management: Anticipated Trends for the Future—the Sequel (Panel Discussion - 123665)

🕐 10:30 AM - 11:50 AM, Apr 29
📍 Room 602-603

Leadership & Coa...

Authors: Lin, L. F. & Gorbatov, S. (2022). Succession Management: Anticipated Trends for the Future – The Sequel [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Academics, internal practitioners, external consultants, and government-oriented practitioners discuss trends, best practices, and changes in succession management amid a pandemic and heightened social tensions. Panelists will first share their unique perspectives on various succession management topics and considerations. The second half of the session will be opened up for audience Q&A.

📢 **Speakers**

L **Lilly Lin**
Russell Reynolds Associates

Rob Kaiser
President
Kaiser Leadership Solutions

Sergey Gorbatov
Director HR LATAM
AbbVie

Angela Lane
Vice President - Global Talent
AbbVie

Lucien Alziari

Executive Vice President & Chief Human Resources Officer
Prudential Financial

Marcia Avedon

Avedon Advisory

Modern Problems Require Modern Solutions: Applications of State-of-the-Art NLP (Alternative Presentation - 124066)

🕐 10:30 AM - 11:50 AM, Apr 29

📍 Room 606

`Technology & Met…`

Authors: Marin, S. (Co-Chair), Meyer, J. (Co-Chair), & Putka, D. J. (Discussant). (2022). Modern problems require modern solutions: Applications of state-of-the-art NLP [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA,
United States.
Nie, W. (2022). Using the BERT model to create a job families classifier.
Cornett, K. & Hernandez, I. (2022). Using computers to humanize us: Applying NLP to improve the detection of offensive workplace statements .
Marin, S., & Sinar, E. F. (2022). Classifying written goal content using sentence transformers.
Koenig, N., & Thompson, I. (2022). Automatic scoring of interviews: Limits of generalizability across 16 languages.
Meyer, J. (2022). If you were a sesame street character, which one would you be? Big Bird and friends applied to personality.

This alternative session is a showcase on how modern NLP techniques can be integrated into various organizational processes. A collection of papers demonstrates immediate use cases of these techniques. Authors demonstrate diverging examples of how these NLP approaches can be leveraged to solve organizational issues, to partially automate tasks, or to support validation. I-O psychologists currently implementing NLP show how it can support job analysis, diversity and inclusion, learning and development, as well as selection and measurement. The session closes with a panel style discussion.

📢 **Speakers**

Sebastian Marin
PhD Candidate (ABD)
University of Minnesota-Twin Cities

Dan Putka
HumRRO

Nick Koenig
Director of Data Science
Modern Hire

Weiwen Nie
Hogan Assessments

Joe Meyer
Research Scientist (People Analytics)
Meta (Facebook)

Kelsi Cornett
Virginia Tech

Failure to Attach: How Organizations Are Adapting to Pandemic Onboarding (Panel Discussion - 123895)

🕐 10:30 AM - 11:50 AM, Apr 29

Employee Experi…

Authors: Killham, E.A. (co-chair), Sabet, J.T. (co-chair), Sideli, M., Wright, T., & Hammerle, L. (2022). Failure to Attach: How Organizations are Adapting to Pandemic Onboarding [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Remote work has presented a unique challenge for employers with nearly half of all employees onboarding remotely during the pandemic. New hires have historically been among the most engaged employees in an organization, but pandemic hires have struggled to connect with their organization. This puts them at increased risk for disengagement and, possibly, early turnover. This panel will discuss the current research and how their organizations have adapted, adjusting their onboarding listening strategies and practices, to mitigate these risks and enhance feelings of connectedness.

📢 **Speakers**

Jason Sabet
Research Consultant
Perceptyx, Inc.

LeClaire Hammerle
Senior Associate, Global Organizational Surveys
Eli Lilly and Company

Emily Killham
Director, Research & Insights
Perceptyx, Inc.

Loree Walton
Novant Health

Process-Oriented Theorizing and Computational Modeling (Symposium - 123491)
🕐 10:30 AM - 11:50 AM, Apr 29
📍 Room 608

Technology & Met…

Authors: Kozlowski, S. W. J. (Co-chair), & Olenick, J. (Co-chair) (2022). Process-Oriented Theorizing and Computational Modeling [symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Theory building in organizational psychology and behavior has advanced greatly over the last several decades. However, I-O psychologists need to improve their ability to theorize about and study the processes driving organizational phenomena. Authors discuss the power of computational modeling as a tool for process-oriented theorizing in the organizational sciences with the potential for novel theoretical insights and demonstrate these points across 3 applications of modeling to teams, leadership, and training transfer.

📢 **Speakers**

Jeffrey Olenick
Assistant Professor of Industrial-Organizational Psychology
Old Dominion University

Steve Kozlowski
World Class Scholar and Professor of Organizational Psychology
University of South Florida

Joshua Strauss
Univeristy Of Maryland

Daniel Griffin
Graduate Teaching Assistant
Michigan State University

Training Gradient Boosted Machines in R: An Interactive Tutorial (Master Tutorial - 123581)

🕐 10:30 AM - 11:50 AM, Apr 29
📍 Room 609

Technology & Met…

Authors: Goebl, A. P., Jones, J.A., & Sharpe, M.S. (2022). Training Gradient Boosted Machines in R. An Interactive tutorial. [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Gradient boosted machines (GBMs) are increasingly being used by I-O psychologists because they outperform multiple regression for many problems. Unlike traditional linear regression, most machine learning methods have a set of "hyperparameters" that must correctly tuned for optimal performance using cross validation. This tutorial walks participants though the concepts and code needed to effectively train a GBM model in R using the lightGBM package. This tutorial assumes basic R proficiency.

📢 **Speakers**

Allen Goebl
LeaderAmp

Melissa Sharpe
HR Data Scientist
Medtronic

Jeff Jones
People Scientist
Stripe

Navigating the Work–Life Interface During the COVID-19 Pandemic (Symposium - 123705)

🕐 10:30 AM - 11:50 AM, Apr 29
📍 Room 611

Employee Experi…

Authors: Yoon, S. (Co-Chair), Chawla, N. (Co-Chair), Zipay, K. (Co-Chair), & Butts, M. M. (Discussant). (2022). Navigating the Work-Life Interface during the COVID-19 Pandemic [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Little, L. M., Zipay, K., & Poulton, E. C. (2022). An Exploratory Investigation of Working Parents' Proactivity-Change Patterns during the COVID-19 Pandemic.
Chawla, N., McClean, S. T., Yoon, S., Koopman, J., Kim, J. K., Rosen, C. C., Trougakos, J. P., & McCarthy, J. M. (2022). Blurring the Boundaries: Understanding the Gender-Dependent Impact of Daily Home-Work Boundary Permeations.
Lambert, B., Lacerenza, C., Johnson, S., & Wagoner, P. V. (2022). Diversity Climate as a Protective Factor of Mental Health among Female Employees after COVID-19 Stay at Home Orders.
Kleshinski, C. E., Wilson, K. S., & Methot, J. R. (2022). Dyadic Cross-Domain Conversations: Energizing and Preoccupying Effects of COVID-19 Talk.

The blurring of work–life boundaries has never been more salient than current day as employees navigate life during the COVID-19 crisis. Some organizational scholars have begun to examine the challenges employees face navigating work and non-work life amid a global pandemic, yet this timely research is at its infancy and leaves critical opportunities unexplored. The goal of this symposium is to present 4 papers that highlight complex ways employees navigate work–life boundaries and the implications for both their work and non-work lives.

📢 **Speakers**

Seoin Yoon

Marcus Butts
Southern Methodist University

Kate Zipay
University of Oregon

Catherine Kleshinski
Assistant Professor
Indiana University Bloomington - Kelley School of Business

Nitya Chawla
Assistant Professor
Texas A&M University

Laura Little
University of Georgia

Brittany Lambert
Indiana University

Leadership and Health Outcomes: Explorations of the Far-Reaching Impact of Leadership (Symposium - 123756)

🕐 10:30 AM - 11:50 AM, Apr 29
📍 Room 612

Leadership & Coa…

Authors: Burnett, C.E. (Co-Chair) & Fletcher, K.A. (Co-Chair). (2022). Leadership and Health Outcomes: Explorations of Leadership's Far-Reaching Impacts [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Thomas, A., Lee, S., & Zhou, Z. (2022). Impact of Leader Appreciation on Employee and Spousal Stress.
Burnett, C.E., Fletcher, K.A., Garcia, S., & Drose, C. (2022). Transformational Leadership Behaviors and Follower Sleep Outcomes.
Brady, J.M., Hammer, L.B., Allen, S.J., Crain, T.C., Brossoit, R.M., & Bodner, T.E. (2022). Promoting Leader Sleep Health.
Klinefelter, Z., Wolf, A., McCallus, R.L., Shuffler, M.L., Britt, T.W. (2022). An Investigation of Mindfulness and Political Skill in Healthcare Leadership.
Campbell, A., Kaplan, S., O'Neill, O. (2022). Mindful Leadership: Examining the Relationship between Supervisor Mindfulness and Perceived Support.

Leaders have a strong impact on both work-related outcomes of followers as well as their health-related outcomes. The 5 presentations in this symposium cultivate a deeper understanding of the ways in which leaders influence the health outcomes of their followers, as well as how leaders might better prioritize their own health in order to improve their leadership and well-being. Results presented in this symposium may help spark novel and wholistic approaches for research in leadership, leader health, follower health-related outcomes, and the relationships that exist between them.

📢 **Speakers**

Claire Burnett
Graduate Teaching Assistant
Georgia Institute of Technology

Zachary Klinefelter
Aptima, Inc.

Jacquelyn Brady
Assistant Professor of Psychology (I/O)
San Jose State University

Annalissa Thomas

Anna Wolf

Clemson University

Alec Campbell
Aon's Assessment Solutions

The Evolution of KSAOs: Competency Models, Skills Ontologies, and Emerging Hybrids (Panel Discussion - 123985)

🕐 10:30 AM - 11:50 AM, Apr 29
📍 Room 613-614

Technology & Met…

Authors: Fernandez, J. (Chair), Curnow, C. (Discussant), Andrews, L., David, J., Norris-Watts, C., Tatel, C. (2022). The evolution of KSAOs: Competency Models, Skills Ontologies, and Emerging Hybrids [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Competency models are ubiquitous in large organizations. They are foundational to defining job success and talent management practices, including assessment, performance management, and succession planning. Traditionally, skills were viewed as more technical and for roles requiring specialized expertise or training. However, recent technological innovations are changing the way skills are defined and utilized in organizations and narrowing the distinction between skills and competencies. This panel discusses specific examples and future implications for how we think about KSAOs.

📢 **Speakers**

John Fernandez
Head of Development Assessment and Assessment Capability
Johnson & Johnson

José David
Executive Director, Learning & Development
Merck & Co.

Christina Curnow
Managing Director, Human Capital and Learning Solutions
American Institutes for Research

Christina Norris-Watts
Head of Selection Assessment & Competencies
Johnson & Johnson

Lance Andrews
Talent Strategy Director, Learning & Engagement
LinkedIn

Corey Tatel
Graduate Student
Georgia Institute of Technology

Using Technology to Enable People and Organizational Success in a Post-Pandemic World (Sponsored by Perceptyx)

🕐 10:30 AM - 11:20 AM, Apr 29
📍 Room 604

(SPONSORED) Tech…

The voice of the employee is critical to addressing today's most pressing challenges, such as driving effective diversity, equity, and inclusion initiatives, attracting and retaining talent through The Great Resignation, and continuously enhancing employee well-being. Perceptyx provides the most comprehensive platform to support continuous conversations with your people at scale and take meaningful action to help organizations thrive. Join us to learn how Perceptyx enables organizations to solve for the most relevant challenges that they—and their people—are facing.

Presenters:

> Cody Fenter, Solutions Consultant, Perceptyx
> Brandon Riggs - Senior Product Marketing Manager, Perceptyx
> Ellen Lovell, Ph.D., Senior Consultant, Perceptyx

📢 **Speakers**

Cody Fenter
Solutions Consultant
Perceptyx, Inc.

Brandon Riggs
Perceptyx

Ellen Lovell
Perceptyx, Inc.

11:00 AM

Friday Seminar: #TheGreatReckoning: Remote Working Experiences of Minoritized Employe (Friday Seminar - 124937)

🕐 11:00 AM - 2:00 PM, Apr 29
📍 Room 616-617

`SIOP Cura…`

Authors: Williams, MS & King K. (2022). Remote Working While BIPOC [Seminar]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

The syndemic of COVID-19 and social injustice that permeated organizations presented new and unique challenges for BIPOC employees. One such challenge is remote working, which provided involuntary access into the personal lives of BIPOC employees. This seminar will be taking a deep dive challenges, barriers, and benefits of the remote working experiences of BIPOC employees, all of which may have contributed to the Great Resignation/Reckoning. Strategies will also be provided for not only BIPOC employees but organizations, practitioners and academics alike.

📢 **Speakers**

Janice Gassam
Founder & Principal Consultant
BWG Business Solutions LLC

Myia Williams
Northwell Health

Kahlil King
Visiting Assistant Professor
Northern Kentucky University

Concession Lunch
🕐 11:00 AM - 2:00 PM, Apr 29
📍 WSCC - Hall 4A&4B

12:00 PM

Community of Interest: Disinformation and the Role of I-O Psychologists (Community of Interest - 124954)

🕐 12:00 PM - 12:50 PM, Apr 29
📍 Zoom 1

`SIOP Curated` `Virtual & Streaming`

Authors: Arredondo, K. & Zajac, S. (2022). Disinformation and the role of I/O Psychologists [Community of

Authors: Arredondo, K & Zajac, S. (2022). Disinformation and the role of I/O Psychologists [Community of Interest]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

The impact of disinformation on government and organizational policy setting has become increasingly apparent in recent years. As HRM professionals and organizational leaders must navigate potential employee distrust of data-driven policies (including occupational health and safety guidelines as observed during the pandemic), what role does I-O have to play in studying and combatting the effects of disinformation within organizations and society? This CIO will explore topic from academic and practitioner perspectives across decision making, leadership, and HRM fields.

📢 **Speakers**

Stephanie Zajac
UT MD Anderson Cancer Center

Kelley Arredondo
Center for Innovation in Quality, Effectiveness, and Safety

What's Really Working? Sharing Lessons Learned From Organizations' DEI Efforts (Ignite - 124037)
🕐 12:00 PM - 12:50 PM, Apr 29
📍 Zoom 2

`Diversity-Equity-Inclusion` `Virtual & Streaming`

Authors: Kuschman, H. (Chair), Bellamy, G., Celestine, P., Herk, N., Johnson, L., Matsch, M., & Meltzer, D. (2022). What's Really Working? Sharing Lessons Learned from Organizations' DEI Efforts [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

DEI practitioners face numerous challenges, complexities, and constraints such as accessing real-time data that adequately captures critical insights needed to move the needle on employee outcomes. Despite this gap, practitioners are responsible for executing strategic initiatives and efforts for their respective organizations, often with less than ideal or accurate ways of proving ROI on these investments. This session addresses some of these challenges and offers opportunities to share learnings across industries and the field.

📢 **Speakers**

Haley Kuschman
Employee Experience Solution Strategist
Qualtrics

Nicole Herk
Medtronic

Daniel Meltzer
Manager of People Analytics
Colgate-Palmolive

Lindsay Johnson
Sr. Diversity, Equity & Inclusion Program Manager
Qualtrics

Gretchen Chantelle Bellamy
McDonald's

Mahlia Matsch
Post Consumer Brands

Patti Celestine
Phillips 66

Nudging Maturity: From Crawling to Running (Panel Discussion - 124073)

🕐 12:00 PM - 12:50 PM, Apr 29

📍 Zoom 3

`Virtual & Stream..`

Authors: Fleck, C. R. (Chair), Brenner, J., Sharpe, M., Sober, S., Weintraub, J., Willford, J., & Yu, H. (2021). Nudging Maturity: From Crawling to Running [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This session will be a discussion about the varying levels of sophistication and formality of applied "nudges." A panel of practitioners will represent a spectrum of "nudge maturity" in an applied setting, including early stages of nudging (one-off nudges), more advanced nudges (campaigns and programs), to sophisticated nudges (cross-platform nudge integrations). These practitioners will discuss a range of topics, such as their nudge journey, examples of what the impact has been, their challenges, advice to practitioners considering nudging, and their ideal state.

📢 **Speakers**

Christina Fleck
People Analytics - Evaluation, Experimentation, and Sensing
Deloitte

Jon Willford
BetterUp

Melissa Sharpe
HR Data Scientist
Medtronic

Joshua Brenner
Manager, Global Talent Management - Culture & Engagement
PepsiCo

Jared Weintraub
Deloitte

Hong Yu

Shai Sober
Solutions Consultant
Humu

Leadership in Healthcare: A Discussion Among Academics, Clinicians, and Practitioners (Panel Discussion - 123952)

🕐 12:00 PM - 12:50 PM, Apr 29

📍 Zoom 4

`Leadership & Coaching` `Virtual & Streaming`

Authors: Xoxakos, P. (Co-Chair), Hedrick, K. N. (Co-Chair), Shuffler, M. L. (Co-Chair), Britt, T. W., Flynn, M. L., Jackson, W. H., Mueller, C. B., & Zaccaro, S. J. (2022). Leadership in Healthcare: A Discussion among Academics, Clinicians, and Practitioners [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Leadership is a critical component in healthcare organizations, especially as the COVID-19 pandemic continues to change and progress. This session brings academics, clinicians, and practitioners together to (a) understand and clearly define the needs of current and future healthcare leaders, (b) address how existing and emerging research on leadership in healthcare can address those needs, and (c) determine the next steps for academics and leaders to advance knowledge and practice in healthcare leadership during the remainder of the COVID-19 pandemic and beyond.

Speakers
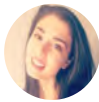
Phoebe Xoxakos
Clemson University

Stephen Zaccaro
George Mason University

Thomas Britt
Professor
Clemson University

Marissa Shuffler
Wallace R. Roy Distinguished Associate Professor of Industrial-Organizational Psychology
Clemson University

Michelle Flynn
Press Ganey Associates, LLC

Katelyn Hedrick
Clemson University

Bill Jackson
Prisma Health System

Cassie Mueller
Prisma Health System

Putting the I Back in DEIA: Tools and Techniques for Fostering an Inclusive Workplace (Panel Discussion - 123973)

⏱ 12:00 PM - 12:50 PM, Apr 29
📍 Zoom 5

Diversity-Equity-Inclusion   **Virtual & Streaming**

Authors: Rodgers, C.E., Truong, T.H., Tenreiro, N.V., Fitzpatrick, S., Miller, J.M., Oguntimein, J., Perkins, L.A. (2022). Putting the I back in DEIA: Tools and techniques for fostering an inclusive workplace [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

As the workforce continues to diversify, it is becoming increasingly more important to implement policies and practices that foster inclusive workplace environments. Panelists will discuss effective tools and techniques for creating psychologically safe environments that foster inclusivity. This panel aims to address how federal organizations are implementing DEIA initiatives.

Speakers

Caitlin Rodgers
FMP Consulting

Lesley Perkins
Managing Consultant
FMP consulting

Jacob Miller
Human Capital Consultant
General Dynamics Information Technology

Thuy Truong
Senior Human Capital Consultant
FMP Consulting

Joy Oguntimein
FMP Consulting

Sharon Fitzpatrick
CEO
The Fitzpatrick Group

Beyond SCOTUS' Bostock Decision: What's Next for LGBTQ+ Protections in the Workplace? (Panel Discussion - 124179)

🕐 12:00 PM - 12:50 PM, Apr 29
📍 Ballroom 6A

Diversity-Equity-Inc...

Authors: Discont, S. (Chair), Arango Pardo, A., Locklear, T. S., Morris, S. B., & Smith, N. A. (2022). Beyond SCOTUS' Bostock decision: What's next for LGBTQ+ protections in the workplace [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This session will explore the potential outcomes and implications for organizations and their LGBTQ+ workers following the U.S. Supreme Court's landmark Bostock vs. Clayton County (2020) decision. Topics will include how the ruling does or not change the LGBTQ+ experience in the workplace; what implications does the ruling have from academic, legal, and practitioner perspectives; what changes should organizations make in their approach to their LGBTQ+ employees; and more.

📢 **Speakers**

Steve Discont (He/Him)
Consultant
APTMetrics

Toni Locklear
APTMetrics

Scott B. Morris
Professor
Illinois Institute of Technology

Nicholas Smith
Portland State University

Andrea Arango
D&I Manager
Kirkland and Ellis

Nudges, Habits, and Coaching Apps: New Technologies for Leadership Development (Panel Discussion - 123793)

🕐 12:00 PM - 12:50 PM, Apr 29
📍 Ballroom 6B

Leadership & Coaching   Virtual & Streaming

Authors: Lanik, M., Callan, R., Hawkes, C., Huber, A., Panjwani, A., Park, L., & Sandell, K. (2022). Nudges, habits, & coaching apps: New technologies for leadership development [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

The COVID-19 pandemic has accelerated adoption of new HR technology, including leadership development apps. These new apps have largely abandoned the traditional focus on presenting content in the form of lectures, readings, or videos, and promise to change participants' behavior and grow their leadership skills through modern

methods, such as nudging, habit formation, and virtual coaching. In this diverse panel of internal practitioners and external consultants, authors explore the effectiveness of these new leadership development tools and share best practices in their implementation.

📢 **Speakers**

Martin Lanik
CEO
Pinsight

Collin Hawkes
Lumen Technologies

Kyle Sandell
Senior Consultant, People Insights
BetterUp

Rachel Callan
Staff Behavioral Scientist
Humu

Amy Huber
Senior Talent Consultant
Pinsight

Lauren Park
Research Scientist
SAP SuccessFactors

Ash Panjwani
Twilio

Invited Session: Religion in the Life and Career of I-Os (Special Event - 124887)

🕐 12:00 PM - 12:50 PM, Apr 29

📍 Ballroom 6C

SIOP Curated   **Virtual & Streaming**

Authors: Adler, S., Grubb, A.D., Islam, S., Parasher, P., & Zimmer, S. (Chair) (2022). Invited Panel: Religion in the Life and Career of I-Os [Invited Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Religion is a topic that is rarely discussed at the conference, except in informal settings, and almost always with likeminded colleagues. Yet there are many SIOP members who have a strong personal commitment to religious faith and observance, a commitment that impacts their day-to-day life, a commitment often invisible to their professional colleagues. The panel consists of 4 members of SIOP from different faiths who have those strong religious commitments but who have never before spoken publicly about the impact of their faith and observance on their lives and on their careers as I-Os.

📢 **Speakers**

Seth Zimmer
AVP--Organizational Assessment and Development
AT&T

Seymour Adler
Partner
Kincentric

Pradnya Parasher
ThreeFish Consulting

Amy Grubb
Digital Transformation Advisor to the CIO
Federal Bureau of Investigation (FBI)

Sayeedul Islam
Talent Metrics

Integrating Work and Parenthood: A Mixed-Methods Look at Return-to-Work Behaviors (Symposium - 123534)

🕐 12:00 PM - 12:50 PM, Apr 29

📍 Room 606

Diversity-Equity-Inc…

Authors: Thomas, C. L. (Chair) & Arena, D. F. (Discussant). (2022). TITLE [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Craig, L. & Kuykendall L. (2022). Understanding men's utilization of paid parental leave: A competing identities perspective.
Strasberg, A. E., Thomas, C. L., & Marcinec, J. (2022). Can an infographic promote managerial workplace lactation knowledge? A Pilot Study.
Liu, Z., Van Egdom, D., Marcinec, J., Murphy, L. D., & Thomas, C. L. (2022). The Weaning Process: A qualitative examination of quitting workplace lactation

The return-to-work process after childbirth is a challenging time for people as they learn to manage their dual roles as parents and employees. Authors take a mixed-methods approach to examine behaviors involved in the return-to-work process, including parental leave decisions, fostering supervisor support for lactating employees, and the process of quitting workplace lactation. Together, and with the facilitation of our discussant, these papers provide nuanced insight into how fathers, supervisors, and lactating employees are managing this unique period of employee adjustment.

📢 **Speakers**

Candice Thomas
Saint Louis University

Dave Arena
Assistant Professor
University of Texas, Arlington

Lydia Craig
Analyst
Heidrick & Struggles

Zihan Liu
PhD Candidate
University of Houston

Lexi E. Strasburg
Graduate Student | Data Science Graduate Intern
Saint Louis University | Centene Corporation

Symposium on I-O Psychology History (Symposium - 123728)

🕐 12:00 PM - 12:50 PM, Apr 29

📍 Room 607

Students & Early C…

Authors: Cucina, J.M. (Co-Chair) & Stetz, T. (Co-Chair). (2022). Symposium on I-O Psychology History. Symposium submitted to the 37th annual meeting for the Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA.

In this history-packed session, 5 presenters will discuss original research on I-O psychology topics. Attendees will learn about an I-O magazine for the general public published in the 1920s, a text analysis of early I-O textbooks, another text analysis of the effects of the Civil Rights Act and Movement on I-O research literature, testing for

creative potential at General Motors in the 1950s, and biodata history. They will have an opportunity to view the first biodata instruments and see how well old-school empirical keying holds up to machine learning for predicting performance.

📢 **Speakers**

Jeffrey Cucina
Personnel Research Psychologist
U.S. Customs and Border Protection

Scott Highhouse
Bowling Green State University

Paul Levy
University of Akron

Thomas Stetz
Hawaii Pacific University

Michael Zickar
Bowling Green State University

Making Feedback Hot Again: Bringing Today's Top Trends Into the World of Feedback (Alternative Presentation - 124316)

🕐 12:00 PM - 12:50 PM, Apr 29
📍 Room 608

Employee Experi…

Authors: Baytalskaya, N. (Co-Chair), Kung, M.-C., (Co-Chair), Gove, J. (Speaker), Sachdev, Aditi (Speaker), Landis, R. (Speaker), and Schwall, A. (Speaker) (2022). Making Feedback Hot Again – Bringing Today's Top Trends into the World of Feedback. [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Four experienced researchers and practitioners will share stories of feedback systems in today's rapidly changing environment, each focusing on one of the following lenses: new technology, NLP techniques, virtual environments, and cultural considerations in global 360s. After fast-paced presentations from each expert, the format shifts to an interactive panel discussion with the audience about the current state and future of feedback systems and how to maximize their value. The discussion will focus on each of the 4 identified trends as well as emerging ones to focus on for the future.

📢 **Speakers**

Nataliya Baytalskaya
Talogy

Ronald Landis
President
Millan Chicago

Mei-Chuan (Mavis) Kung
Talogy

Alexander R. Schwall
Rhabit Analytics

Aditi Sachdev

Wonder

Jon Gove
Managing R&D Consultant
Talogy

But How Are You Doing? A Theoretical and Empirical Approach to Grief (Symposium - 124114)
🕐 12:00 PM - 12:50 PM, Apr 29
📍 Room 609

Employee Experi...

Authors: Zalewski, J. M. (Co-Chair), Brown, S.B. (Chair), & Daus, C. S. (Discussant). (2022). But how are you doing? A theoretical and empirical approach to grief [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Gilbert, S. L., Brady, J., & Dimoff, J. (2022). Theoretical perspectives on grief in the workplace.
Zalewski, J. M., & Brown, S.B. (2022). The relationship between grief and job satisfaction and the moderating roles of core self-evaluation and perceived organizational support.
Brady, J., Gilbert, S. L., & Dimoff, J. (2022). The role of the workplace in identity reconstruction following pregnancy loss.

Grief is a commonly encountered process, yet existing bereavement leave policies do not provide employees the opportunity to adequately attend to their grief. This symposium contextualizes grief in the workplace and presents novel theoretical perspectives on the manifestation of grief, and empirical support complementing these frameworks. Goals are to expand upon the existing grief literature and encourage organizational decision makers to amend bereavement leave policies to better support bereaved individuals. As such, this session is relevant to both academics and practitioners.

📢 **Speakers**

Jessica Zalewski
Wayne State University

Catherine Daus
Southern Illinois University, Edwardsville

Stephanie Gilbert
Assistant Professor
Cape Breton University

Jacquelyn Brady
Assistant Professor of Psychology (I/O)
San Jose State University

Award Address: Robert Hogan, Dunnette Prize (Special Event - 124949)
🕐 12:00 PM - 12:50 PM, Apr 29
📍 Room 611

SIOP Cura...

Authors: Hogan, R. (2022). Dunnette Prize award address [Invited Address]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Robert Hogan argues that leadership is the most important problem in human affairs, but mainstream academic research has failed because it defines leadership in terms of the people in charge of organizations. Such people are emergent leaders (politicians) but not necessarily effective leaders; effective leadership concerns building high performing teams or organizations, not being a successful politician.

📢 **Speakers**

Melissa Kloner
UT Southwestern

Robert Hogan
Hogan Assessment Systems

Rob Kaiser
President
Kaiser Leadership Solutions

Jennifer Acosta
Allstate Insurance Company

We Predict Job Performance Really Well; It's Predicting Ratings We Struggle With (Panel Discussion - 123568)

🕐 12:00 PM - 12:50 PM, Apr 29
📍 Room 612

Selection & Assess…

Authors: Foster, J. F., Harms, P. D., Wood, D., & Steel, P. (2022). We Predict Job Performance Really Well; It's Predicting Ratings We Struggle With. [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This session will incorporate a panel discussion and audience Q&A focused on 4 arguments relating to the distinction between predicting job performance and job performance ratings: (a) we should focus only on variance attributed to ratee effects when evaluating selection assessments, (b) when doing so, it is apparent that we do a much better job of predicting performance than we often think, (c) we need to focus more on predicting additional variance in performance ratings, and (d) a failure to do so has led to an overreliance on statistical corrections that are often misleading.

📢 **Speakers**

Jeff Foster
Assistant Professor
Missouri State University

Piers Steel
University of Calgary

Peter Harms
University of Alabama

Dustin Wood
University of Alabama

Community of Interest: Using Open Source Tools to Bridge Science and Practice (Community of Interest - 124950)

🕐 12:00 PM - 12:50 PM, Apr 29
📍 Room 615

Technology & Methods   **SIOP Curated**

Authors: Dahlke, J.A., Katz, I.M., & Rudolph, C.W. (Co-Chairs) (2022). Community of interest: Using open source tools to bridge science and practice [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This session aims to unite scientists and practitioners to discuss the open source tools available to help merge science and practice. Leveraging open source technology (e.g., R Environment for Statistical Computing) and websites (e.g., PsyArXiv) to support the application of science to practice in organizations is essential as the nature of work continues to change. This CoI session will create a space for scientists and practitioners to share their experiences using these tools and discuss ongoing gaps in their knowledge and needs that could be filled by

levering open source resources.

📢 **Speakers**

Cort W. Rudolph
Associate Professor - Industrial & Organizational Psychology
Saint Louis University

Jeff Dahlke
Senior Scientist
HumRRO

Posters: DEI Part I, plus Leadership Part II
🕐 12:00 PM - 12:50 PM, Apr 29
📍 Exhibit Hall 4B

Diversity-Equity-Inclusion   Leadership & Coaching   Poster

33 Subsessions

⬤ **Talk Like a Man: How Resume Writing Can Impact Managerial Hiring Decisions for Women (Poster - 123304)**
🕐 12:00 PM - 12:50 PM, Apr 29
📍 Exhibit Hall 4B Position 1

⬤ **Exploring Unique Experiences and Traits Among Black and Female Leaders (Poster - 124232)**
🕐 12:00 PM - 12:50 PM, Apr 29
📍 Exhibit Hall 4B Position 2

⬤ **Examining the Impact of Class- and Gender-Based Stereotypes on Evaluations Across Job (Poster - 124130)**
🕐 12:00 PM - 12:50 PM, Apr 29
📍 Exhibit Hall 4B Position 3

⬤ **"Do We Even Belong?" Results From Tracing Experiences of Women who Are New Graduates (Poster - 124153)**
🕐 12:00 PM - 12:50 PM, Apr 29
📍 Exhibit Hall 4B Position 4

⬤ **Examining the Exhibition of Weight-Based Discrimination Through Promotion Speed (Poster - 123783)**
🕐 12:00 PM - 12:50 PM, Apr 29
📍 Exhibit Hall 4B Position 5

⬤ **An Intersectional Examination of Identity Management Among LGBP Employees (Poster - 124224)**
🕐 12:00 PM - 12:50 PM, Apr 29
📍 Exhibit Hall 4B Position 6

⬤ **Target Benefits of Confronting Workplace Sexism Versus Incivility: An Experiment (Poster - 124087)**
🕐 12:00 PM - 12:50 PM, Apr 29
📍 Exhibit Hall 4B Position 7

⬤ **The Roles of Climate and Self-Efficacy on Counterproductive Behavior (Poster - 123982)**
🕐 12:00 PM - 12:50 PM, Apr 29
📍 Exhibit Hall 4B Position 8

⬤ **Educating Medical Trainees on DEI: Best Practices From I-O Psychology (Poster - 124190)**
🕐 12:00 PM - 12:50 PM, Apr 29
📍 Exhibit Hall 4B Position 9

⬤ **Diversity, Equity, and Inclusion Policy Compliance and the Theory of Planned Behavior (Poster - 124292)**
🕐 12:00 PM - 12:50 PM, Apr 29
📍 Exhibit Hall 4B Position 10

⬤ **Comparing Boundary Management Congruence in Heterosexual and LGB Employees (Poster - 123812)**
🕐 12:00 PM - 12:50 PM, Apr 29
📍 Exhibit Hall 4B Position 11

● **Witnessing Benevolent and Hostile Sexism: Impacts on Bystander Intervention (Poster - 124249)**
🕐 12:00 PM - 12:50 PM, Apr 29
📍 Exhibit Hall 4B Position 12

● **Impression Formation in the Selection of Hispanic STEM Professionals (Poster - 123974)**
🕐 12:00 PM - 12:50 PM, Apr 29
📍 Exhibit Hall 4B Position 13

● **Representation Does Matter: Indirect Effects of Representation on Engagement (Poster - 124144)**
🕐 12:00 PM - 12:50 PM, Apr 29
📍 Exhibit Hall 4B Position 14

● **Clarifying Cultural Training: A Theoretical Operationalization and Narrative Review (Poster - 124283)**
🕐 12:00 PM - 12:50 PM, Apr 29
📍 Exhibit Hall 4B Position 15

● **Does Inclusion Mean the Same to Everyone? Measurement Invariance Across Races (Poster - 124294)**
🕐 12:00 PM - 12:50 PM, Apr 29
📍 Exhibit Hall 4B Position 16

● **Are Masculinity/Femininity and Agency/Communion Scales Measuring the Same Thing? (Poster - 124140)**
🕐 12:00 PM - 12:50 PM, Apr 29
📍 Exhibit Hall 4B Position 17

● **Beyond the Bamboo Ceiling: Intergroup Differences in Leadership Competencies (Poster - 124367)**
🕐 12:00 PM - 12:50 PM, Apr 29
📍 Exhibit Hall 4B Position 18

● **An Analysis of Racial Composition and Test Scores in Medical Residency Specialties (Poster - 124323)**
🕐 12:00 PM - 12:50 PM, Apr 29
📍 Exhibit Hall 4B Position 19

● **Moving the Needle: The Impact of Inclusive Leadership on Behaviors and Experiences (Poster - 123986)**
🕐 12:00 PM - 12:50 PM, Apr 29
📍 Exhibit Hall 4B Position 20

● **Examining the Underlying Factors of Appointing Minorities to Precarious Leader Roles (Poster - 124146)**
🕐 12:00 PM - 12:50 PM, Apr 29
📍 Exhibit Hall 4B Position 21

● **Smart Drugs? Pharmacological Cognitive Enhancement: Perceptions and Attributions (Poster - 124276)**
🕐 12:00 PM - 12:50 PM, Apr 29
📍 Exhibit Hall 4B Position 22

● **Women at Work: Do Organizational Value Discrepancies Matter? (Poster - 124277)**
🕐 12:00 PM - 12:50 PM, Apr 29
📍 Exhibit Hall 4B Position 23

● **Autism Spectrum Characteristics, Job Demands, Resources, and Workplace Well-Being (Poster - 124000)**
🕐 12:00 PM - 12:50 PM, Apr 29
📍 Exhibit Hall 4B Position 24

● **Feeling the Pressure: Indirect Effects of Abusive Supervision on Anxiety (Poster - 124289)**
🕐 12:00 PM - 12:50 PM, Apr 29
📍 Exhibit Hall 4B Position 26

● **Attachment Styles and Implicit Leadership Theories (Poster - 124074)**
🕐 12:00 PM - 12:50 PM, Apr 29
📍 Exhibit Hall 4B Position 27

● **Considering Leadership, Trust, and Uncertainty Avoidance on Leader–Member Exchange. (Poster - 124072)**
🕐 12:00 PM - 12:50 PM, Apr 29
📍 Exhibit Hall 4B Position 28

● **Do Employees Quit Their Boss? Meta-Analysis of Leadership and Turnover/Intentions (Poster - 124231)**
🕐 12:00 PM - 12:50 PM, Apr 29
📍 Exhibit Hall 4B Position 29

● **Development of a Model of Leadership Behaviors That Impact Employee**

Demotivation (Poster - 123210)
🕐 12:00 PM - 12:50 PM, Apr 29
📍 Exhibit Hall 4B Position 30
● **How Follower ILTs Affect Endorsement of Leader Self-Serving Behavior (Poster - 124059)**
🕐 12:00 PM - 12:50 PM, Apr 29
📍 Exhibit Hall 4B Position 31
● **An Actor-Centric Approach to Daily Servant Leader Behaviors: (Poster - 123181)**
🕐 12:00 PM - 12:50 PM, Apr 29
📍 Exhibit Hall 4B Position 32
● **Take Your Ethics and Shove It! Narcissists' Angry Responses to Ethical Leadership (Poster - 124212)**
🕐 12:00 PM - 12:50 PM, Apr 29
📍 Exhibit Hall 4B Position 33
● **A Systematic Review of Servant Leadership Outcomes Categorized by Measure (Poster - 123987)**
🕐 12:00 PM - 12:50 PM, Apr 29
📍 Exhibit Hall 4B Position 34

Live Demo of Medallia Employee Experience (Sponsored by Medallia)
🕐 12:00 PM - 12:50 PM, Apr 29
📍 Room 604

`(SPONSORED) Tech…`

Every single day, employees run into obstacles that get in the way of them performing their best work. Even more troubling, these challenges often go unnoticed and unresolved by the organization, leading to disengagement, low performance, high turnover, and unsatisfied customers.

Companies need a way to capture not only what the company wants to hear from their employees but what employees really want to tell them. Join us for a live demo to see how Medallia Employee Experience enables you to:

Continuously listen to and understand your employees across multiple touchpoints
Leverage AI to surface insights and prioritize action from your leaders
Give frontline employees direct access to organization feedback

The session will mix a live demo with time for real-time questions from participants. Join us to discover how to activate the untapped power of your people to improve every area of your business.

Presenters(s):

David Ostberg, Senior Director, Solutions Principal, Medallia
Lisa Romaldi, Senior Solutions Consultant, Medallia

📣 **Speakers**

David Ostberg
Medallia

Lisa Romaldi
Medallia

1:00 PM

Implementing Pareto-Optimal Selection in Practice: Challenges and Opportunities (Alternative Presentation - 123418)
🕐 1:00 PM - 1:50 PM, Apr 29
📍 Zoom 1

`Selection & Assessment` `Virtual & Streaming`

Authors: Wee, S. (Co-Chair), Song, Q. C. (Co-Chair), Chandler, M. M. (Panelist), Dunleavy, E. M. (Panelist), Morris, S. B. (Panelist), Neale, M. (Panelist), Oswald, F. L. (Panelist), Tippins, N. (Panelist). Implementing Pareto-Optimal Selection in Practice: Challenges and Opportunities [Alternative Session Type]. Society for

Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Organizations aim to attain multiple goals through hiring. Strong expected job performance and diversity of new hires are 2 common but often competing goals. This open fishbowl session encourages interactive discussions between the expert panel and audience. Topics will focus on the legal/ethical and practical concerns associated with implementing Pareto-optimal selection systems in practice.

📢 **Speakers**

Serena Wee
University of Western Australia

Scott B. Morris
Professor
Illinois Institute of Technology

Fred Oswald
Rice University

Nancy Tippins
The Nancy T. Tippins Group

Eric M. Dunleavy
Director of Personnel Selection and Litigation Support
DCI Consulting Group

Megan Chandler
Associate Director
APTMetrics

Q. Chelsea Song
Assistant Professor
Purdue University

Matthew Neale
Criteria Australia

Leading Inclusive Meetings: Tools and Techniques (Panel Discussion - 122972)
🕐 1:00 PM - 1:50 PM, Apr 29
📍 Zoom 2

`Diversity-Equity-Inclusion` `Virtual & Streaming`

Authors: Allen, J.A., Gibson., J.L., Kornblau, B.L., Praslova, L., Rodriguez, P.M., Santuzzi, A., Sylvester, A. (2022, April). Tools and Techniques for Leading Inclusive Meetings [Panel Presentation]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA.

A variety of disabilities can impact the extent to which attendees fully participate in a meeting or group discussion. However, organizational leaders are often unprepared to effectively orchestrate the contributions of those with diverse visual, auditory, sensory-motor, cognitive, and neurological needs. This session intends to (a) raise awareness of how different disabilities and identities may be accommodated to yield a better meeting experience for all and (b) highlight facilitation methods, technology, and assistive tools that meeting leaders can use to conduct more inclusive meetings.

📢 **Speakers**

Jennifer Gibson
Vice President
Fors Marsh Group

Ludmila Praslova

Vanguard University of Southern California

Alecia Santuzzi
Professor
Northern Illinois University

Joseph Allen
University of Utah

Dr. Alice Sylvester
Program Analyst/Budget Analyst
USARCENT/THIRD ARMY CENTRAL COMMAND

Paul Rodriguez
Holistic Health and Wellness Occupational Therapist
Department of Defense

Barbara Kornblau
Program Director and Professor (Remote from the Wash DC Metro)
Idaho State University

Fads, Fashions, and Folderol in I-O Psychology: Science Versus Practice (Ignite - 124127)

🕐 1:00 PM - 1:50 PM, Apr 29
📍 Zoom 3

`Technology & Methods` `Virtual & Streaming`

Authors: Page, R.C. (Co-Chair), Page. N.D. (Co-Chair), Hakel, M., Cascio, W. F., Macey, W. H., Murphy, K. R., Ones, D. S., De Meuse, & K. P., Eichinger (2022). Fads, Fashions, and Folderol in I/O Psychology: Sci-ence vs. Practice [IGNITE] Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

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 current trends including artificial intelligence, personality type, engagement, strengths, selection technologies, learning agility, and neural leadership.

📣 **Speakers**

Ronald Page
President
Assessment Associates International

Wayne Cascio
Distinguished University Professor Emeritus
University of Colorado Denver

Kenneth De Meuse
Founder and President
De Meuse Leadership Group

Robert Eichinger
COO and co-creator along with Roger Pearman, KSA Suite of Talent Management Solutions
TalentTelligent

Milt Hakel
SIOP Foundation

William Macey
CultureFactors, Inc.

Kevin Murphy
Profesor Emeritus
University of Limerick

Deniz Ones
Distinguished McKnight University Professor, Distinguished University Teacher, Hellervik Professor of Industrial Psychology
University of Minnesota

Revolutionizing Our Syllabi: Dismantling and Reimagining I-O Curriculum (Panel Discussion - 123689)

🕐 1:00 PM - 1:50 PM, Apr 29
📍 Zoom 4

`Diversity-Equity-Inclusion`　`Virtual & Streaming`

Authors: Scott, K. S. (Chair), Ahmad, A., Arun, N., Wilson, C. E., & Wilson, S. (2022). Revolutionizing Our Syllabi: Dismantling and Reimagining I-O Curriculum [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This session will focus on the challenges of "decolonizing" syllabi by discussing the experiences of faculty members who have taken steps to critically think about and reimagine their curriculum. Authors will address issues and reconstruction ideas related to syllabus content, pedagogical practice, and institutional context.

📢 **Speakers**

Kimberly Scott
Assistant Professor and Director, MSLOC/ELOC Programs
Northwestern University

Nikita Arun
University of Maryland College Park

Afra Ahmad
MPS Program Director in Applied Industrial and Organizational Psychology
George Mason University

Selena Annette Wilson
East Oakland Youth Development Center

Chanelle Wilson
Bryn Mawr College

Judging a Construct by its Cover: Value Judgments in I-O Psychology (Panel Discussion - 123231)

🕐 1:00 PM - 1:50 PM, Apr 29
📍 Zoom 5

`Virtual & Stream..`

Authors: Gonzalez, M.F. (Co-Chair), Fleyshmakher, D. (Co-Chair), Cohen-Charash, Y. (Co-Chair), Einola, K., Grandey, A. A., Langer, M., & Volmer, J. (2022). Judging a Construct by its Cover: Value Judgments in I-O Psychology [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Panelists discuss whether I-O psychology is "value free" by exploring what we refer to as value judgments—judgmental attitudes of something (e.g., constructs, HR practices, research topics) as being inherently good/valued or bad/devalued. Panelists from various subdisciplines relevant to I-O psychology convene to discuss where value judgments exist in research and practice, where they come from, what function(s) they serve, and their implications for the field. In doing so, authors hope to contribute to a more balanced science and practice in our field.

📢 Speakers

Dina Fleyshmakher
The Graduate Center/Baruch College

Yochi Cohen-Charash
The Graduate Center & Baruch College, CUNY

Alicia Grandey
Professor
Penn State University

Judith Volmer
University of Bamberg, Germany

Manny Gonzalez
Seton Hall University

Markus Langer
Post-Doc
Saarland University

Katja Einola

Crack the Well-Being Code: Employees' Emotional Well-Being Starts With Leaders (Panel Discussion - 123829)

🕐 1:00 PM - 1:50 PM, Apr 29
📍 Ballroom 6A

Employee Experi…

Authors: Dieguez, T. A. (Co-Chair), Tegethoff, K. E. (Co-chair),, Lowery, M., Richard, E. M., Horan, K.A. (2022). Crack the well-being code: Employees' emotional well-being starts with leaders [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States

This science-to-practice-bridging panel spotlights the increasing importance of workplace emotional well-being. Panelists will provide examples from research and organizational initiatives, discussing the current emotional well-being landscape to address a larger question: What do leaders need to know to best support the emotional well-being of their employees now and in the future?

📢 Speakers

Tessly A. Dieguez
Associate, Leadership Assessment & Development
Kincentric

Erin Richard
Louisiana State University

Meghan Lowery
Sr Director, Global Talent Science: Assessments, Surveys, and Research
Eli Lilly and Company

Katy Tegethoff
Senior Associate Consultant
Kincentric

Kristin Horan

University of Central Florida

IGNITE Diversity, Equity, and Inclusion: Lessons Learned From the Field and Research (Ignite - 124240)

🕐 1:00 PM - 1:50 PM, Apr 29

📍 Ballroom 6B

Diversity-Equity-Inclusion   **Virtual & Streaming**

Authors: Maneethai, D. (Chair), Johnson, L. U. (Co-Chair), Ahmad, M., Farmer, B., Fedorowicz, N., Junior, K., Romay. S., Wise, K., & Witt, L. A. (2022). IGNITE diversity, equity, and inclusion: Lessons learned from the field and research [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

In this IGNITE Session, practitioners and researchers would share their ideas on the latest in data-driven and innovative approaches to addressing diversity, equity, and inclusion (DEI). The panel would provide insights into how I-O psychologists have increased diversity in hiring, eliminating the leaky pipeline, diagnosing issues, survey methods, and novel approaches to training. This session would provide audience members with best practices and practical methods in working in the DEI space. Audience participation and questions would be solicited.

📢 **Speakers**

Dustin Maneethai
University of Houston

L.A. Witt
University of Houston

Benjamin Farmer
Private Sector

Lars Johnson
Assistant Professor Of Industrial & Organizational Psychology
Wayne State University

Sophie Romay
U.S. Air Force

Kelsey Wise
Twitter

Nikola Fedorowicz
DEI Consultant
Ivy Planning Group

Kaela Junior
Senior Consultant, Talent Analytics
Activision Blizzard

Maryam Ahmad Kazmi
Research Assistant at the NSF-funded Center for ADVANCING UH Faculty Success
University of Houston

The Next Normal for Work: Reconfiguring Hybrid Work and Teams at Workplace (Panel Discussion - 124399)

🕐 1:00 PM - 1:50 PM, Apr 29

📍 Ballroom 6C

Technology & Methods **Virtual & Streaming**

Authors: Wu, Y. J. (co-chair), Contractor, N. (co-chair), Bernstein, E., DeChurch, L., Hecht, B., Hollenbeck, J., Johnson, M., Shami, N. S., Teevan, J. (2022). The Next Normal for Work: Reconfiguring Hybrid Work and Teams at Workplaces [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

The session will build on the theoretical and empirical insights gleaned from a global involuntary beta-test of relying on technologies for remote work during the pandemic. The panel discusses how these insights can help change the nature of future work as the option of remote/hybrid work is reconsidered. Topics will include employee well-being leadership in virtual teams, multi-team systems, social networks and crises, open workspace, and digital collaboration technologies.

📢 **Speakers**

Y. Jasmine Wu
Northwestern University

John Hollenbeck
Michigan State University

Leslie DeChurch
Professor
Northwestern University

Michael Johnson
University of Washington

Noshir Contractor
Jane S. & William J. White Professor of Behavioral Sciences
Northwestern University

Ethan Bernstein
Harvard Business School

N. Sadat Shami
Meta Platforms

Superwoman and the Office B*tch: An Examination of Black Women's Stereotypes at Work (Symposium - 124192)

🕐 1:00 PM - 1:50 PM, Apr 29
📍 Room 602-603

Diversity-Equity-Inc…

Authors: Jenkins, E.D. (Co-Chair), Edoga, E. I. , (Co-Chair), & Bergman, M. E. (Co-Chair). (2022). Superwoman and The Office B*tch: An Examination of Black Women's Stereotypes at Work [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Jenkins, E. D. Edoga, E.I., Land, M. & Bergman, M.E. (2022). Endorsement Of The Strong Black Woman Stereotype And Occupational Outcomes.
Melson-Silimon, A., Lumbreras, J., Lefevre-Levy, R., & Carter, N. T. (2022). "Too Strong:" Effects of the Strong Black Woman Stereotype on Supervisor Perceptions of Black Women with Depression.
Edoga, E.I. & Bergman, M.E. (2022). The Impact of Racialized Stereotypes on Employee Voice.

Black women's experiences in the workplace have been marginalized in I-O psychology research. This session highlights Black women's experiences, specifically how they navigate the unique stereotypes: strong Black woman and angry Black woman. Three papers explore how these stereotypes influence the behavior and perceptions of Black women themselves and the people around them. Outcomes include stress, employee voice, and mental health accommodations. Together, these papers show that examining racialized-gender stereotypes provide insight into Black women's workplace experiences.

Elizabeth Jenkins
Doctoral Student
Texas A&M University

Mindy Bergman
Associate Professor
Texas A&M University

Arturia Melson-Silimon
The University of Georgia

Emma Edoga
Texas A&M University

Consulting 101: Consult the Consultants (Panel Discussion - 123850)

🕐 1:00 PM - 1:50 PM, Apr 29
📍 Room 606

Students & Early C…

Authors: Solberg, E. (Co-Chair), Wrenn, K. A., (Co-Chair), Blanshteyn, V., Foster, K., Grice, S., Loverde, M., Skinner, J., & Tafero, T. (2022). Consult the Consultants: How to Handle Challenging Consulting Situations [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This session will present practical advice for managing common challenges in both the internal and external consulting worlds. Topics discussed will include establishing credibility, building strategic relationships, presenting results, and managing conflict. This session will be informative for recent graduates or others considering the consulting path, as well early career internal and external consultants.

📢 **Speakers**

Emily Solberg
Managing Consultant
SHL

Mark LoVerde
Associate Principal Consultant
DCI Consulting

Tracey Tafero
Amazon

John Skinner
United Airlines

Kimberly Wrenn
SHL

Victoria Blanshteyn
Manager, Employee Voice
Chevron

Katey Foster
Director & Litigation Associate Practice Area Leader
APTMetrics

Sertrice Grice

Co-Founder & Chief Consulting Officer
Mattingly Solutions

It's an Employee's Market: Re-Imagining Recruitment for Today and Tomorrow (Panel Discussion - 124120)

🕐 1:00 PM - 1:50 PM, Apr 29

📍 Room 607

Selection & Assess…

Authors: Antonik, C.W. (Co-Chair), King, R.T. (Co-Chair), Fields, L. E., Kihm, J., Pryor, K., Solomonson, A., & Sydell, E. (2022). It's an Employee's Market: Re-Imagining Recruitment for Today and Tomorrow [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This session examines responses in the recruiting world to the "Great Resignation" and resulting labor shortage, demand for more diversity and inclusion in hiring, and changing candidate expectations in the hiring experience and organizational offerings. Panelists will discuss recruiting challenges they have faced in their industries, given the current labor market, and share strategies and solutions that have led to more effective recruiting and hiring in both internal and external consulting contexts.

📢 **Speakers**

Chantale Antonik
Product Manager
Modern Hire

Jenifer Kihm
Managing Director
Operant Consulting

Andrew Solomonson
Delta Air Lines

Eric Sydell
Modern Hire

Laura Fields
Sr. Director, Recruiting Operations, Selection & Assessment
Spectrum

Kristen Pryor
DCI Consulting

Rachel King
Managing Data Scientist
Modern Hire

Influence of Affirmation in Coaching on Positive Emotions (Alternative Presentation - 123699)

🕐 1:00 PM - 1:50 PM, Apr 29

📍 Room 609

Leadership & Coa…

Authors: Collins, J.A., Schuller, M.L., & Holland, A. (2022). Influence of Affirmation in Coaching on Positive Emotions [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

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, Psy.D
Professor
Seattle Pacific University

Amanda Holland
Holland Enterprise Resource Solutions, LLC

Megan Schuller
Director of Learning and Behavioral Science (LABS)
LeggUP

Is I-O Psychology Losing the Claim to People Analytics? Implications for I-O Training (Panel Discussion - 124338)

🕐 1:00 PM - 1:50 PM, Apr 29
📍 Room 612

`Students & Early C…`

Authors: Ferreras, A. C. (Chair), Cerasoli, C., Saboe, K., Markell-Goldstein, H., Collmus, A., (2022). Is I/O Psychology Losing the Claim to People Analytics? [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

The intention of this panel is to discuss today's competitiveness of I-O talent for people analytics related roles and to call attention to the gap between I-O training and the people analytics field. Panelists from different organization will share their experience in people analytics, its value in organizations, the KSAOs needed to excel, and how they differ from traditional I-O training. The session will allow for audience questions throughout and leave time at the end for a formal Q&A.

📢 **Speakers**

Anthony C. Ferreras
Global Head of People Analytics
lululemon

Kristin Saboe
Boeing

Christopher Cerasoli
Boehringer-Ingelheim USA, Inc.

Andrew Collmus
Data Science
Meta

Hannah Markell-Goldstein
Meta (Facebook)

Work–Life Postpandemic: Where to Go From Here (Panel Discussion - 123858)

🕐 1:00 PM - 1:50 PM, Apr 29
📍 Room 613-614

`Employee Experi…`

Authors: Nicklin, J. M. (Co-chair), McNall, L. M (Co-chair), Clark, M. A., Flavin, C., & Matthews, R. Work-Life Post Pandemic: Where to Go From Here [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

What is "balance" anyway? This session will engage the panelists and audience in discussion around the future of

work–life management postpandemic. Through engaging dialogue, authors seek to provide clarity over conceptual definitions and terminology, practical recommendations for work–life management, and future directions for research and theory development.

📢 **Speakers**

Jessica Nicklin
Director of Talent Management
Hartford HealthCare

Laurel McNall
SUNY Brockport

Russell Matthews
University of Alabama

Malissa Clark
University of Georgia

Catherine Flavin
LeaderMom LLC

Community of Interest: I-O Psychologists as University Leaders (Community of Interest - 124953)

🕐 1:00 PM - 1:50 PM, Apr 29
📍 Room 615

`Leadership & Coaching`   `SIOP Curated`

Authors: Crook, A. E. (Chair), Walker, S. S., & Sanders, A. M. (2022). I-O Psychologists as University Leaders [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

I-O faculty members have unique insight and perspective into a wide variety of higher ed issues, including labor relations, occupational health and safety issues, and organizational development. This CoI will bring members together to discuss how their I-O expertise has been leveraged within their own educational institutions, via faculty senate or administrative leadership positions (chairs, deans, VP/president roles), and share ideas for how I-Os can be more active participants in the direction of higher ed as a whole given our unique skillset.

📢 **Speakers**

Adriane M.F. Sanders
Director, MSIO | Associate Prof.
Austin Peay State University

Sarah S. Walker
Creighton University

Posters: Personality, plus Careers

🕐 1:00 PM - 1:50 PM, Apr 29
📍 Exhibit Hall 4B

`Selection & Assessment`   `Poster`

34 Subsessions

⚫ **Are Teleworkers Equally Supported? An Examination of Social Support**

Networks (Poster - 124279)
🕐 1:00 PM - 1:50 PM, Apr 29
📍 Exhibit Hall 4B Position 1

⬤ **Examining the Impact of Mentors and Role Models on Resilience (Poster - 124028)**
🕐 1:00 PM - 1:50 PM, Apr 29
📍 Exhibit Hall 4B Position 2

⬤ **Mentoring Underrepresented STEM Students: Mentors' Perceptions of Costs and Motives (Poster - 123576)**
🕐 1:00 PM - 1:50 PM, Apr 29
📍 Exhibit Hall 4B Position 3

⬤ **Newcomer Work–Family Self-Efficacy and Psychological Withdrawal in the First 90 Days (Poster - 123518)**
🕐 1:00 PM - 1:50 PM, Apr 29
📍 Exhibit Hall 4B Position 4

⬤ **Beyond the Classroom: A Whole-Person Measure of Adult Online Learning Self-Efficacy (Poster - 123844)**
🕐 1:00 PM - 1:50 PM, Apr 29
📍 Exhibit Hall 4B Position 5

⬤ **Does Engagement Predict Newcomer Adjustment: A Test of Socialization Resources Theory (Poster - 123303)**
🕐 1:00 PM - 1:50 PM, Apr 29
📍 Exhibit Hall 4B Position 6

⬤ **When Competitive Psychological Climate Hurts Mentoring (Poster - 123120)**
🕐 1:00 PM - 1:50 PM, Apr 29
📍 Exhibit Hall 4B Position 7

⬤ **Onboarding: Decreasing Work Stressors and Increasing Employee Job Satisfaction (Poster - 123920)**
🕐 1:00 PM - 1:50 PM, Apr 29
📍 Exhibit Hall 4B Position 8

⬤ **Buffering Institutionalized Racism and Imposter Phenomenon via Mentor Satisfaction (Poster - 123538)**
🕐 1:00 PM - 1:50 PM, Apr 29
📍 Exhibit Hall 4B Position 9

⬤ **Development of a Career Advancement Program in Professional Sports and Entertainment (Poster - 123701)**
🕐 1:00 PM - 1:50 PM, Apr 29
📍 Exhibit Hall 4B Position 10

⬤ **Survival of the Busiest: Online Graduate Course Choices as an Early At-Risk Indicator (Poster - 123843)**
🕐 1:00 PM - 1:50 PM, Apr 29
📍 Exhibit Hall 4B Position 11

⬤ **The Occupational Skills and Knowledge Inventory: Measure Development Study (Poster - 123694)**
🕐 1:00 PM - 1:50 PM, Apr 29
📍 Exhibit Hall 4B Position 12

⬤ **New Journey, Same Challenge: Modeling First-Generation College Employees' Performance (Poster - 124304)**
🕐 1:00 PM - 1:50 PM, Apr 29
📍 Exhibit Hall 4B Position 13

⬤ **Professional Vocations Have Distinct Personality and Value Profiles (Poster - 124372)**
🕐 1:00 PM - 1:50 PM, Apr 29
📍 Exhibit Hall 4B Position 14

⬤ **Dissimilar Newcomer's Proactivity and Embeddedness (Poster - 123862)**
🕐 1:00 PM - 1:50 PM, Apr 29
📍 Exhibit Hall 4B Position 15

⬤ **Idiosyncratic Deals, Learning Orientation, and External Networking Behavior (Poster - 121486)**
🕐 1:00 PM - 1:50 PM, Apr 29
📍 Exhibit Hall 4B Position 16

⬤ **Leader–Member Exchange and Social Envy as Enablers of Performance in Narcissists (Poster - 123363)**
🕐 1:00 PM - 1:50 PM, Apr 29
📍 Exhibit Hall 4B Position 17

⬤ **Oldies but Goodies: How Honesty–Humility Varies With Age and Position Level (Poster - 123770)**
🕐 1:00 PM - 1:50 PM, Apr 29
📍 Exhibit Hall 4B Position 18

● **A Structural Analysis of Holland's Circumplex Across Working Life (Poster - 123966)**
🕐 1:00 PM - 1:50 PM, Apr 29
📍 Exhibit Hall 4B Position 19

● **An Examination of Boredom Scales' Nomological Network: A Meta-Analysis (Poster - 124175)**
🕐 1:00 PM - 1:50 PM, Apr 29
📍 Exhibit Hall 4B Position 20

● **Relations of HEXACO Personality Traits and Goal Orientation to Job Performance (Poster - 123357)**
🕐 1:00 PM - 1:50 PM, Apr 29
📍 Exhibit Hall 4B Position 21

● **Too Little, Just Right or Too Much: Employees' Evaluations of Conscientiousness (Poster - 123601)**
🕐 1:00 PM - 1:50 PM, Apr 29
📍 Exhibit Hall 4B Position 22

● **Less Forced Forced-Choice Tests: Less Threatening yet Harder to Complete? (Poster - 123451)**
🕐 1:00 PM - 1:50 PM, Apr 29
📍 Exhibit Hall 4B Position 23

● **How to Best Measure Interest Fit? A Large Study Comparing Fit Methods and Moderators (Poster - 123716)**
🕐 1:00 PM - 1:50 PM, Apr 29
📍 Exhibit Hall 4B Position 24

● **Game-Like Personality Measures Reduce Faking and Careless Responding (Poster - 123536)**
🕐 1:00 PM - 1:50 PM, Apr 29
📍 Exhibit Hall 4B Position 25

● **Reciprocal Relationships Between Narcissism and Work Activities Across Six Years (Poster - 123208)**
🕐 1:00 PM - 1:50 PM, Apr 29
📍 Exhibit Hall 4B Position 26

● **The Influence of Implicit and Explicit Personality on Organizational Perceptions (Poster - 123295)**
🕐 1:00 PM - 1:50 PM, Apr 29
📍 Exhibit Hall 4B Position 27

● **Workaholism Harms the Positive Effects of Creative Performance (Poster - 123481)**
🕐 1:00 PM - 1:50 PM, Apr 29
📍 Exhibit Hall 4B Position 28

● **Bright Side Personality Differences Across the Sales Hierarchy (Poster - 123611)**
🕐 1:00 PM - 1:50 PM, Apr 29
📍 Exhibit Hall 4B Position 29

● **Relative Importance of Affect Variability Indices Predicting Complex Task Learning (Poster - 123753)**
🕐 1:00 PM - 1:50 PM, Apr 29
📍 Exhibit Hall 4B Position 30

● **Professional Rejection Sensitivity and Perceived Discrimination on Career Success (Poster - 122834)**
🕐 1:00 PM - 1:50 PM, Apr 29
📍 Exhibit Hall 4B Position 31

● **A Short Measure of the Big Five Aspects: Validation of the BFAS-40 (Poster - 123619)**
🕐 1:00 PM - 1:50 PM, Apr 29
📍 Exhibit Hall 4B Position 32

● **Criterion Profile Analysis of Perfectionism Dimensions for Engagement/Procrastination (Poster - 123379)**
🕐 1:00 PM - 1:50 PM, Apr 29
📍 Exhibit Hall 4B Position 33

● **How Dispositional Gratitude Shapes Employee Well-Being and Organizational Outcomes (Poster - 123419)**
🕐 1:00 PM - 1:50 PM, Apr 29
📍 Exhibit Hall 4B Position 34

2:00 PM

Friday Seminar: Inclusive Leadership Training: Uber's Approach to Balancing Science... (Friday Seminar - 124936)

⊙ 2:00 PM - 5:00 PM, Apr 29

◈ Zoom 1

SIOP Curated **Virtual & Streaming**

Authors: Ferraris, D. & Young-Lee, B. (2022). Inclusive Leadership Training at work: Uber's approach to making an impact through balancing science and practice [Seminar]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This interactive seminar will exhibit how Uber approaches inclusive leadership training in the corporate setting, providing (a) a view into how Uber balances science and practice in training content, (b) illustrative stories of how leaders interact with content, (c) learnings along the way. Participants will undergo an evidence-based inclusive leadership training and learn practical and tangible ways to bring the content to life. The seminar is intended to create a safe space for those looking to learn and dialog about advancing the application of leadership theory and inclusion models.

📢 **Speakers**

Lauren Catenacci-Francois
Lauren Catenacci Consulting

Bo Young
Uber

Dyan Ferraris
Head of Global People Science & Strategy, Diversity & Inclusion
Uber

Friday Seminar: Building and Managing a Machine Learning Practice in Your Organization (Friday Seminar - 124938)
⊙ 2:00 PM - 5:00 PM, Apr 29

◈ Room 616-617

SIOP Cura…

Authors: Schmerling, D. & Koenig, N. (2022). Friday Seminar: Building and managing a machine learning practice in your organization. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Despite an increasing adoption of AI in HR practices, managers/leaders often find it difficult to build an effective machine learning practice in traditional HR and I-O psychology organizations and teams. In this session, participants will learn what they need to know to build and manage a machine learning practice. Authors will cover the subfields of machine learning, different machine learning models/approaches (e.g., NLP), what one must consider when building machine learning solutions, and how to attract and retain the right talent for your machine learning team and how to structure it.

📢 **Speakers**

DaHee Shon
Facebook

Nick Koenig
Director of Data Science
Modern Hire

Daniel Schmerling
Prudential

2:30 PM

Creating Diverse, Equitable, and Inclusive Workplaces: An Exercise in Collective Wisdom (Alternative Presentation - 123316)

⏰ 2:30 PM - 3:50 PM, Apr 29

📍 Zoom 2

Diversity-Equity-Inclusion Virtual & Streaming

Authors: Belwalkar, B. B. (Chair), Jones, K. S. (Panelist), Dominguez, K. M. (Panelist), Zelin, A. I. (Panelist), & Williams, M. S. (Panelist). (2022). Creating Diverse, Equitable, and Inclusive Workplaces: An Exercise in Collective Wisdom [Alternate Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

For I-O psychologists serving as DEI professionals, the challenge of building diverse and inclusive workplaces can be daunting. Many find themselves faced with difficult questions and limited practical resources for help. The authors, therefore, have decided to use SIOP as a platform to discuss them! This session includes a highly interactive group activity and a panel discussion based on 4 DEI-related scenarios that some of us have encountered in our practice. The hope is to identify actions critical to ensuring that DEI initiatives are impactful and add value.

📢 **Speakers**

Bharati Belwalkar
I-O Researcher
American Institutes for Research

Kizzy Parks
K. Parks Consulting Inc. (KPC)

Kisha Jones
Florida International University

Alexandra Zelin
University of Tennessee at Chattanooga

Myia Williams
Northwell Health

Winning the War for Early-Career Talent: Attraction, Development, and Retention (Panel Discussion - 123855)

⏰ 2:30 PM - 3:50 PM, Apr 29

📍 Zoom 3

Virtual & Stream…

Authors: Liao, H. (Chair), Cable, D., Kammeyer-Mueller, J., Liu, V. Y., O'Neal, J., Poeppelman, T., Xu, Y., & Yang, D. (2022). Winning the War for Early-Career Talent: Attraction, Development, and Retention [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This session aims to provide a better understanding of early-career talent. The panel, including HR and talent management leaders as well as expert researchers from academia and tech companies, will draw on cutting-edge research and innovative practices to discuss how to attract, develop, and retain emerging talent, and how to identify high-potentials for promotion and leadership positions. The panel will generate insights that advance research and practice of early-career talent management and offer advice to novice professionals on how to jump start, navigate, and advance their careers.

📢 **Speakers**

Hui Liao
Smith Dean's Professor in Leadership and Management
University of Maryland

John Kammeyer-Mueller
Professor
University of Minnesota

Justin ONeal
Amazon Web Services (AWS)

Tiffany Poeppelman
Director, Business Leadership Program
LinkedIn

Dan Cable
Professor
London Business School

Taoyuan Yang
people analytics
Tencent

Yue Xu
People Analytics
Tencent

Vivian Liu
Chief Human Resource Officer
ECARX Technology Group

Qualitative Research for I-Os: Opportunities and Approaches (Panel Discussion - 123377)
🕐 2:30 PM - 3:50 PM, Apr 29
📍 Zoom 4

`Technology & Methods`　`Virtual & Streaming`

Authors: Weglarz, E. (Co-Chair), Fleyshmakher, D. (Co-Chair), Cohen-Charash, Y. (Co-Chair), Gonzalez, M.F. (Co-Chair), Bartunek, J.M., Dinh, J.V., Langley, A., Pratt, M., & Symon, G. (2022). Qualitative Research for I-Os: Opportunities and Approaches [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This session aims to uncover the need in, opportunities, and approaches for conducting and publishing qualitative research in I-O psychology. Through a panel of experts in qualitative methods, authors aim at conveying that qualitative work is timely and relevant for I-Os, and that, when done right, it can be extremely impactful. Additionally, authors hope to debunk some of the many myths surrounding this type of research.

📣 **Speakers**

Dina Fleyshmakher
The Graduate Center/Baruch College

Yochi Cohen-Charash
The Graduate Center & Baruch College, CUNY

Michael Pratt
Boston College

Manny Gonzalez
Seton Hall University

Julie Dinh
Baruch College & The Graduate Center, CUNY

Elizabeth Weglarz
Baruch College & The Graduate Center, CUNY

Ann Langley
HEC Montréal

Jean M. Bartunek
Boston College

G **Gillian Symon**

Maximizing Diversity and Validity in the Department of Defense High Stakes Tests (Symposium - 123527)

🕐 2:30 PM - 3:50 PM, Apr 29
📍 Zoom 5

`Diversity-Equity-Inclusion` `Virtual & Streaming`

Authors: Walsh, J. L. (Chair), Velgach, S. (Discussant), & Carretta, T. (Discussant) (2022). Addressing diversity-validity dilemma in the Department of Defense High Stakes Tests. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Romay, S., Dirr, B., & Gunther, K. (2022). Reviewing Potential Racial, Gender, and Ethnic Disparity in the United States Air Force.
Kantrowitz, T., Kingry, D., & Travinin, G. (2022). Balancing Diversity-Validity Tradeoff in the United States Air Force through the Air Force Officer Qualifying Test.
Beatty, A. S., Burke, M. I., & Trippe, D. M. (2022). Investigating the Effects of Alternative ASVAB MAGE Composites on Diversity and Validity in the United States Air Force.
Foroughi, C. (2022). Balancing Diversity-Validity Tradeoff in the United States Navy through the Armed Services Vocational Aptitude Battery

Since the 2012 DoD publication of the Diversity and Inclusion program, the Air Force and the Navy try to pursue the bi-objective of maintaining predictive validity while reducing subgroup differences (i.e. diversity–validity dilemma). To identify and remove barriers for the minority enlisted and officer candidates, both services mandated a review of the standardized high-stakes tests such as the Armed Services Vocational Aptitude Battery and the Air Force Officer Qualifying Test. This symposium shares the results of cutting-edge psychometric and analytic approaches used to address the dilemma.

📢 **Speakers**

Julia Walsh
Infoscitex, a DCS

S **Sofiya Velgach**
Office of the Under Secretary of Defense for Personnel and Readiness

Tracy Kantrowitz
Chief Product Officer
PDRI, an SHL Company

D **Donna Kingry**
Senior Research Scientist
PDRI, an SHL Company

A **Adam S. Beatty**
HumRRO

M **Maura Burke**
HumRRO

Bobbie A. Dirr

Bobbie A. Dirr
University of Houston

Sophie Romay
U.S. Air Force

Carretta Thomas

Interactive Dashboards With R and Shiny (Master Tutorial - 123350)
🕐 2:30 PM - 3:50 PM, Apr 29
📍 Zoom 6

Technology & Methods   Virtual & Streaming

Authors: Nydick, S. W., Lodge, F., & Wang, Y. (2022). Interactive dashboards with R and shiny [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Many people use R to generate publication-ready plots, reproducible analyses, and custom simulations. R code can also support interactive dashboards with auto generated HTML, CSS, and JSON. This tutorial session will explore using the Shiny package to create custom dashboards as well as several add on packages that allow users the flexibility of interacting with data. Make sure to bring your laptops!

📢 **Speakers**

Steven Nydick
Senior Manager: Measurement, Data, & AUtomation
Korn Ferry

Fiona Lodge
Korn Ferry

Yu-Ann Wang
Korn Ferry

Invited: Facilitated Discussion of the Challenges Facing the Field of I-O (Special Event - 124886)
🕐 2:30 PM - 3:50 PM, Apr 29
📍 Ballroom 6A

SIOP Cura…

Authors: Linnabery, E. (Chair), Smith, S., Young, S., Fernandes, G., Adair, C., Truhon, S. (2022). Invited Session: Facilitated discussion of the challenges facing the field of IO [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

The changing world of work requires I-Os to identify new and different solutions to complex problems. Engage in collaborative dialogue around the field's most pressing problems as decided by attendees, employing design thinking methodology to explore issues in different ways and consider new possibilities. This session will allow attendees to connect with colleagues who are focused on similar issues, test design thinking tools for addressing workplace challenges, and hear diverse perspectives.

📢 **Speakers**

Eileen Linnabery
Consultant
Vantage Leadership Consulting

Samuel Young
Talent Management & Employee Engagement Sr. Manager

Avanade

Christopher Adair
General Motors

Samantha M. Dromgoole
DePaul University

Gregory Fernandes
Director / Head of Inclusive Leadership, North America
YSC Consulting

Cartography of Belonging: Best Practices for Surveying DEI (Alternative Presentation - 124379)

🕐 2:30 PM - 3:50 PM, Apr 29
📍 Ballroom 6B

Diversity-Equity-Inclusion   **Virtual & Streaming**

Authors: Aiken, J., Woo, V., Sayeed, I., Edwards, D., Sanders, E. (2022). Cartography of Belonging: Best Practices for Surveying Diversity, Equity, and Inclusion. [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

In this intermediate-level alternative session, authors will develop a map for effective inclusion surveying practices, addressing setting the foundation for these surveys, considering organizational context, design, analysis, and finally, action. Attendees will come away from this session with an understanding of what needs to be considered in developing, sourcing, implementing, and driving change through inclusion surveying in their own, or other, organizations.

📢 **Speakers**

Juliet Aiken
Head of Consulting & Managing Partner
Conducere LLC

Sayeedul Islam
Talent Metrics

Christopher Sanders
Industrial/Organizational Psychologist
Jacobs Engineering

Vivian A. Woo
Lead People Science Analyst
Culture Amp

Domonique Edwards

From Science to Practice: Practical Applications of Turnover Research (Panel Discussion - 123394)

🕐 2:30 PM - 3:50 PM, Apr 29
📍 Ballroom 6C

Employee Experience   **Virtual & Streaming**

Authors: Sun, Y. (Chair), Porter, C. M. (Panelist), Allen, D. G. (Panelist), Hines, S. (Panelist), Parr, A. (Panelist), McCloy, R. (Panelist). (2022). From science to practice: Practical applications of turnover research [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This session brings together 6 experts from academia and practice to discuss practical actions organizations can take based on findings from turnover research including the design of retention strategies. Topics include leveraging big data to identify flight risks, turnover contagion, organizational network analysis applied to turnover, building a turnover index, and communicating turnover models. After each panelist provides a brief presentation of how they have delivered impact from an empirical approach of looking at turnover, they will have an interactive discussion with the audience.

📢 **Speakers**

Yuechuan Sun
Facebook

Rodney McCloy
Principal Scientist
HumRRO

David Allen
TCU

Alissa Parr
PSI Services LLC

Caitlin Porter
University of Memphis

Scott Hines
Senior Talent Analytics & Research Consultant
Allstate

Where's Our Humanity? Designing I-O Solutions for Real People (Alternative Presentation - 123798)

🕑 2:30 PM - 3:50 PM, Apr 29
📍 Room 602-603

Employee Experi…

Authors: A. Kamin (Chair), Kamin, S., Ramesh, A., Sydell, E., & Wolcott, N. (2022). Where's our humanity? Designing IO solutions for real people: Mash-up [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Too often users (i.e., customers) of I-O solutions find them bureaucratic, complex, and time consuming, leading too many of them to choose not to use the solutions, make minimal effort to comply, or design workarounds. A contributing factor to this phenomena is I-Os do not prioritize the creation of value for our users/customers, use frustrations and challenges they experience in designs, or consider these factors when measuring success. Authors explore this issue and share practical ideas from the disciplines of Lean 6 Sigma and user experience that can enhance the impact of I-O solutions.

📢 **Speakers**

Allen Kamin
Senior Director, People Analytics and Workforce Strategy
Cerner Corporation

Eric Sydell
Modern Hire

Anuradha Ramesh
Google

Nicole Rybeck Wolcott
Facebook

Susy Kamin
Eridan

Is There a Business Case for Healthy Workplaces? (Panel Discussion - 123885)
🕐 2:30 PM - 3:50 PM, Apr 29
📍 Room 606

Employee Experi…

Authors: Banks, C. G. (Co-Chair), Witt, L. A. (Co-Chair), Cascio, W., Alonso, A., Krauss, A., Imada, A., & Havard, L. (2022). Is There a Business Case for Healthy Workplaces? [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

The pandemic has heightened our collective awareness of the need to support employee health, safety, and well-being. Employers are witnessing unexpected behaviors from their current and formerly laid-off employees: reluctance to return to same work, work hours, level of pay, working conditions, and environmental stressors, and turnover rates never seen before. What will convince employers to create healthy workplaces?

📢 **Speakers**

L.A. Witt
University of Houston

Cristina Banks
University of California, Berkeley

Wayne Cascio
Distinguished University Professor Emeritus
University of Colorado Denver

Andrew S. Imada
A. S. Imada & Associates

Alexander Alonso
Chief Knowledge Officer
Society for Human Resource Management (SHRM)

Autumn Krauss
Chief Scientist
SAP SuccessFactors

Gervais Tompkin
Founder
Plus Gervais LLC

Virtual Leadership Development Done Right: Best Practices and Lessons Learned (Panel Discussion - 123463)
🕐 2:30 PM - 3:50 PM, Apr 29
📍 Room 607

Leadership & Coa…

Authors: Li, M. (Chair), Ruggeberg, B. J. (Discussant), Fretz, J., McCance, A. S., & Steele, J. (2022). Virtual leadership development done right: Best practices and Lessons Learned [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Research and theoretical frameworks on how best to develop leaders in virtual environments are still relatively

limited. This panel discussion highlights evidence-based leadership development programs that were implemented in a partial or fully virtual manner. Best practices in the design and implementation of virtual development programs will be highlighted along with key lessons learned, recommendations for practitioners, and suggested areas for further research.

📢 **Speakers**

Meng Li
Kincentric

Brian Ruggeberg
Kincentric

Jackie Steele
Korn Ferry

A. Silke McCance
Procter & Gamble

Julianne Fretz
Penske Transportation Solutions

Multi-Objective Optimization 3.0: Addressing Adverse Impact in Personnel Selection (Symposium - 122941)

🕐 2:30 PM - 3:50 PM, Apr 29
📍 Room 608

Selection & Assess…

Authors: Song, Q. C. (Co-Chair) & Wee, S. (Co-Chair). (2022). Multi-objective optimization 3.0: Addressing adverse impact in personnel selection [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Zhang, C., Sackett, P., & Cullen, M. (2022). Applying the Pareto-optimal approach in the medical selection context.
Cummings, D., & Neale, M. (2022). Pareto-optimization in game based assessments using genetic algorithms
Yu, M. C., Diaz, T., Kim, K. H., Putka, D. J., & Dorsey, D. W. (2022). Item versus scale level data in Pareto modeling.
Tang, C., Newman, D. A., Song, Q. C., & Wee, S. (2022). Shrinkage of diversity tradeoff curves in personnel selection: A comparison of local validity studies, meta-analysis, and empirical Bayes-analysis.
Geden, M., & Andrews, J. (2022). Methods and challenges when selecting from a Pareto frontier produced by many-objective optimization.

Multi-objective optimization (a.k.a., Pareto-optimization) is a machine learning method that enables organizations to simultaneously optimize multiple goals. Presentations in this symposium discuss recent developments in optimization methods used in personnel selection to address adverse impact while also achieving other goals important to organizations. Aimed at both practitioners and researchers, the presentations will provide guidance for applications and offer directions for future research.

📢 **Speakers**

Q. Chelsea Song
Assistant Professor
Purdue University

Serena Wee
University of Western Australia

Martin Yu
Senior Scientist
HumRRO

Joshua Andrews
Data Scientist
Modern Hire

Charlene Zhang
Amazon

Chen Tang
University of Illinois, Urbana-Champaign

Daniel Cummings
Criteria Australia

The Current State of Women in Leadership: A Story of Barriers and Bias (Symposium - 123764)

🕐 2:30 PM - 3:50 PM, Apr 29

📍 Room 609

Diversity-Equity-Inc…

Authors: Timko, B. (Co-Chair) (2022). Gender differences in training transfer and confidence for male and female leaders [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Rhyne, R. (Co-Chair) (2022). Gender differences in organizational support during leadership transitions [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Nadler, J., Maves, M., & Voyles, E. (2022). Male dominance: An additional motive predicting sexual harassment of women [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Mockler, S., & Vazquez, M. M. (2022). Gender differences in the evaluation of potential to advance into leadership roles [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Eatough, E., Burkhart, A., & Stevens, S. (2022). Uncovering a development needs differential: Manager assessments of women and men's development priorities [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

With the increased focus on diversity, equity, and inclusion, companies must continue to measure the progress in areas where inequalities exist. This symposium takes a deep dive into one of these areas: the current barriers women face in leadership roles. Topics include gender biases and developmental support differences experienced by female leaders today. Implications and recommendations are discussed.

📢 **Speakers**

Rosey L. Rhyne
Business Insights/People Analytics
TD Ameritrade

Joel T. Nadler
Southern Illinois University, Edwardsville

Erin Eatough
Manager, Behavioral Science
BetterUp

Stefanie Mockler
Management Consultant
Vantage Leadership Consulting

Bre Timko
DDI

Working Toward Worker Well-Being: Conceptual and Methodological Insights (Symposium - 123672)

2:30 PM - 3:50 PM, Apr 29

Room 611

Employee Experi...

Authors: Jimenez, W. P., & Hu, X. (Chairs). (2022). Working toward worker well-being: Conceptual and methodological insights [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Jimenez, W. P., Hu, X., Garden, R., & Zeytonli, A. (2022). The potential and peculiarities of worker PERMA: A meta-analysis.

Cobb, H. R., Murphy, L. D., Thomas, C. L., Hartman, A. E., Billeaud, M. L., Rudolph, C. W., & Arunprasath, D. (2022). Using a holistic conceptual framework of work-nonwork boundary management to improve measurement and conceptualization.

Pineault, L. A., & Dickson, M. W. (2022). What does it mean to "come home from work" if I'm already home?: Expert questionnaire appraisal of Work-Family Behavioral Role Conflict scale for use with home-based remote workers.

Oppert, M. L. (2022). Going the extra mile: Extending applied interpretations of psychosocial safety climate through mixed methods.

Knudsen, E. A., & Dunn, J. (2022). Employee perceptions of organizational support for well-being.

Worker well-being is a core area of organizational research. Well-being-related issues are currently in the spotlight due to the ongoing global COVID-19 pandemic. This symposium presents 5 papers examining various topics related to worker well-being. These studies represent a rich variety of research methods—including meta-analysis, systematic review, subject-matter-expert evaluation, semistructured interviews, and pulse surveys—and provide broad conceptual and methodological insights for both researchers and practitioners who are interested in studying and promoting worker well-being.

📢 Speakers

William P. Jimenez
Doctoral Student
Old Dominion University

Xiaoxiao Hu
West Virginia University

Eric Knudsen
Glint / LinkedIn

Haley Cobb
Doctoral Student
Saint Louis University

Laura Pineault
Primary Graduate Research Assistant - NSF RAPID grant
Wayne State University

Michelle Oppert
University of South Australia

New Frontiers in Personality Profiles: Extraction, Interpretation, and Validation (Symposium - 123444)

2:30 PM - 3:50 PM, Apr 29

Room 612

Technology & Met...

Authors: Yankov, G. P. (Co-Chair), Sherman, R. A. (Co-Chair), & Wille, B. (Discussant). (2022). New Frontiers in Personality Profiles: Extraction, Interpretation, and Validation [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Wood, D., & Harms, P.D. (2022). Toward a Larger Set of Common Personality Profiles.

Harmata, R., Conte, J., & Carter, N. (2022). A Person-Centered Exploration of the HEXACO Personality

Measure and Work-Related Outcomes.
Sherman, R. (2022). Replicable Person Profiles.
Yankov, G. P. (2022). Latent Profile Analysis on Leadership Personality.

Person types have had a mixed history in both academic and applied psychology, in part because some of the most popular typological frameworks are rooted in psychometrically weak measures and empirically questionable frameworks. In this symposium, 4 independent investigations using modern, psychometrically sound instruments, with rigorous empirical analysis identify highly replicable sets of person types, or more accurately person profiles. The profiles identified in these studies have applications to individuals, teams, and organizations, particularly in coaching and leadership development.

📢 **Speakers**

Georgi P. Yankov
Senior Research Scientist
DDI

Bart Wille
Assistant Professor Industrial-Organizational Psychology
Ghent University

Ryne Sherman
Hogan Assessments

Dustin Wood
University of Alabama

Rebecca Harmata
University of Georgia

Bouncing Forward: Redefining Employee Listening in a COVID Era and Beyond (Panel Discussion - 123851)
🕐 2:30 PM - 3:50 PM, Apr 29
📍 Room 613-614

Employee Experi…

Authors: Wegmeyer, L., Sendra, C., Schwendeman, M., Lutz, A., Taylor, C., & Munc, A. (2022). Bouncing forward: Redefining employee listening in a COVID era [Panel]. Society for Industrial and Organizational Psychology annual Conference, Seattle, WA, United States.

This session will present guidance to those performing work related to the now, near, and future of employee listening strategy as it relates to the evolution of work in a post-COVID world. This session will entail a discussion of novel and/or especially impactful practices for the intersection of the current and future evolving work arrangements with employee development, productivity, well-being, and engagement. A panel of practitioners will discuss their future-of-work related experience to illustrate these best practices.

📢 **Speakers**

Lauren Wegmeyer
Wayne State University

Claire Taylor
Google

Alec Munc
Research Lead, Employee Voice
Facebook

Andrew Lutz

Ford Motor Company

Caitlynn Sendra
Experience Product Scientist
SAP SuccessFactors

Michael Schwendeman
Director of Research & Development
Denison Consulting

Community of Interest: Impact of Pandemic and Remote Work on Women and Minorities (Community of Interest - 124952)

🕑 2:30 PM - 3:50 PM, Apr 29
📍 Room 615

`Diversity-Equity-Inclusion` `SIOP Curated`

Authors: Crook, A. E. (Chair), Nittrouer, C. L., & Cheng, S. (2022). Impact of pandemic and remote work on women and minorities [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Working from home has had a differential impact on minority group members. For example, 4 times as many women as men left the workforce in the face of the pandemic. In addition, women often bore the brunt of the responsibilities for at-home education for children. How can I-O assist in developing and maintaining inclusive practices to attract/hire, retain, and develop talent? What do we need to focus on as far as research to measure and combat the long-term effects of the pandemic and shifting work structures impact on the careers of minorities?

📢 **Speakers**

Christy Nittrouer
Texas Tech University

Shannon Cheng
Senior Knowledge Analyst
McKinsey & Company

Posters: Assessment, plus Groups and Teams

🕑 2:30 PM - 3:20 PM, Apr 29
📍 Exhibit Hall 4B

`Selection & Assessment` `Employee Experience` `Poster`

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33 Subsessions

● **Team Personality Distribution Predicting Team Performance and Knowledge Sharing (Poster - 124219)**
🕑 2:30 PM - 3:20 PM, Apr 29
📍 Exhibit Hall 4B Position 1

● **Team Adaptation in a Global Pandemic: Examining the COVID-19 Impact in Primary Care (Poster - 123788)**
🕑 2:30 PM - 3:20 PM, Apr 29
📍 Exhibit Hall 4B Position 2

● **How Should We Measure Team Resilience? A Psychometric Comparison (Poster - 124245)**
🕑 2:30 PM - 3:20 PM, Apr 29
📍 Exhibit Hall 4B Position 3

● **Imperative or Inquiry? Voice Tactics, Gender, and Peer Endorsement in Creative Teams (Poster - 123586)**
🕑 2:30 PM - 3:20 PM, Apr 29
📍 Exhibit Hall 4B Position 4

● **Drivers of Individual and Group Informal Learning: A Goal Orientation Approach (Poster - 123763)**

○ 2:30 PM - 3:20 PM, Apr 29

♦ Exhibit Hall 4B Position 5

● **Why Am I So Exhausted? Exploring Meeting to Work Transition and Recovery From Virtual Meetings (Poster - 123721)**

○ 2:30 PM - 3:20 PM, Apr 29

♦ Exhibit Hall 4B Position 6

● **Team Adaptability Through Selection, Optimization, and Compensation Mental Models (Poster - 123863)**

○ 2:30 PM - 3:20 PM, Apr 29

♦ Exhibit Hall 4B Position 7

● **Project RED: Learning to Lead Multiteam Systems (Poster - 124214)**

○ 2:30 PM - 3:20 PM, Apr 29

♦ Exhibit Hall 4B Position 8

● **Analyzing the Multilevel Phenomenon of the Team-Orientation Construct (Poster - 124273)**

○ 2:30 PM - 3:20 PM, Apr 29

♦ Exhibit Hall 4B Position 9

● **The Effect of Leader Personality on Team Trust and Team Effectiveness (Poster - 124362)**

○ 2:30 PM - 3:20 PM, Apr 29

♦ Exhibit Hall 4B Position 10

● **NASA Critical Incidents Reveal the Nature of Spaceflight Multiteam System Adaptation (Poster - 124121)**

○ 2:30 PM - 3:20 PM, Apr 29

♦ Exhibit Hall 4B Position 11

● **Distributed Expertise, Leadership Structure, and Efficiency–Viability Tradeoffs in Teams (Poster - 123406)**

○ 2:30 PM - 3:20 PM, Apr 29

♦ Exhibit Hall 4B Position 12

● **Team-Level Emergent Phenomena Effects on Team Performance and Viability (Poster - 123871)**

○ 2:30 PM - 3:20 PM, Apr 29

♦ Exhibit Hall 4B Position 13

● **Understanding the Structure of Perceiver Effects in Ratings of Team Constructs (Poster - 123075)**

○ 2:30 PM - 3:20 PM, Apr 29

♦ Exhibit Hall 4B Position 14

● **Effects of Team Member Substitution and the After-Action Review on Team Performance (Poster - 124099)**

○ 2:30 PM - 3:20 PM, Apr 29

♦ Exhibit Hall 4B Position 15

● **Exploring Benefits? Collective Fit in Relationship btw Faultlines and Group Outcome (Poster - 123125)**

○ 2:30 PM - 3:20 PM, Apr 29

♦ Exhibit Hall 4B Position 16

● **Qualitative Exploration of Trust and Collective Efficacy in Internal Multiteam Systems (Poster - 123617)**

○ 2:30 PM - 3:20 PM, Apr 29

♦ Exhibit Hall 4B Position 17

● **Impact of Team Process and Outcome Efficacy Emergence on Team Effectiveness (Poster - 124394)**

○ 2:30 PM - 3:20 PM, Apr 29

♦ Exhibit Hall 4B Position 18

● **The Effect of Deep-Level Faultline on Team Performance: A JD-R Perspective (Poster - 124046)**

○ 2:30 PM - 3:20 PM, Apr 29

♦ Exhibit Hall 4B Position 19

● **Algorithmic Generalizability: Scoring Novel Prompts With Deep Learning (Poster - 123826)**

○ 2:30 PM - 3:20 PM, Apr 29

♦ Exhibit Hall 4B Position 20

● **A Comparison of EAP and MAP Approaches to Scoring the MUPP Model (Poster - 124398)**

○ 2:30 PM - 3:20 PM, Apr 29

♦ Exhibit Hall 4B Position 21

● **Using Text Analysis to Improve Validity and Reduce Subgroup Differences in Selection (Poster - 123397)**

○ 2:30 PM - 3:20 PM, Apr 29

♦ Exhibit Hall 4B Position 22

⬤ **Using an SJT to Identify Medical Trainees at Risk for Professionalism Issues (Poster - 123403)**
🕐 2:30 PM - 3:20 PM, Apr 29
📍 Exhibit Hall 4B Position 23

⬤ **Undergraduate Profiles of Applicants Who Submitted Scores to a GRE-Optional Program (Poster - 123424)**
🕐 2:30 PM - 3:20 PM, Apr 29
📍 Exhibit Hall 4B Position 24

⬤ **Assessing the Accuracy of EAP Estimated Trait Scores From the MUPP Model (Poster - 124307)**
🕐 2:30 PM - 3:20 PM, Apr 29
📍 Exhibit Hall 4B Position 25

⬤ **Noncognitive Skills and Critical Thinking Predict Undergraduate Academic Performance (Poster - 123722)**
🕐 2:30 PM - 3:20 PM, Apr 29
📍 Exhibit Hall 4B Position 26

⬤ **Personality Mediates Relationship Between Vocal/Visual Cues and Interview Performance (Poster - 123714)**
🕐 2:30 PM - 3:20 PM, Apr 29
📍 Exhibit Hall 4B Position 27

⬤ **Predicting STEM Attrition: The Development of a Measure of Undergraduate Retention (Poster - 123938)**
🕐 2:30 PM - 3:20 PM, Apr 29
📍 Exhibit Hall 4B Position 28

⬤ **Comparing Different Approaches for Obtaining Item Desirability Ratings (Poster - 123859)**
🕐 2:30 PM - 3:20 PM, Apr 29
📍 Exhibit Hall 4B Position 29

⬤ **Not so Neutral Midpoint: Situational Judgment Tests and Response Scales (Poster - 123683)**
🕐 2:30 PM - 3:20 PM, Apr 29
📍 Exhibit Hall 4B Position 30

⬤ **Supervised Construct Scoring to Reduce Personality Assessment Length (Poster - 124156)**
🕐 2:30 PM - 3:20 PM, Apr 29
📍 Exhibit Hall 4B Position 31

⬤ **Reducing Cheating in Unproctored Testing Environments Using a Middle-Warning Message (Poster - 124160)**
🕐 2:30 PM - 3:20 PM, Apr 29
📍 Exhibit Hall 4B Position 32

⬤ **Employee Response Distortion in Match-Based Assessments**
🕐 2:30 PM - 3:20 PM, Apr 29
📍 Exhibit Hall 4B Position 33

4:00 PM

The Intersection of Sexual Harassment With Other Social Categories: A Mashup (Alternative Presentation - 123291)
🕐 4:00 PM - 4:50 PM, Apr 29
📍 Zoom 2

`Diversity-Equity-Inclusion` `Virtual & Streaming`

Authors: Davison, H. K. (Chair & Presenter), Sterling, A. (Presenter), Stewart, S. M. (Presenter), & Mishra, V. (Presenter). The Intersection of Sexual Harassment with Other Social Categories: A Mashup [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Research and practice in the area of sexual harassment has often overlooked the intersection of sex with other demographic or social categories in how harassment is viewed, perpetrated, and addressed. Authors examine the role of 4 social categories (race, age, national culture, and religion) and their effects on sexual harassment perceptions and reactions. After brief introductions to these topics by the presenters, audience members will be divided into groups to brainstorm ways to improve training and reporting mechanisms to address these unique situations.

📢 **Speakers**

Kristl Davison
Assistant Professor
Appalachian State University

Dr. Susan Stewart
Western Illinois University

Vipanchi Mishra
Associate Professor
West Chester University

Alexa Sterling
Appalachian State University

APA Ethics Code Revision: An Update and Dialogue on the Proposed Changes (Alternative Presentation - 123475)

🕐 4:00 PM - 4:50 PM, Apr 29

📍 Zoom 3

`Virtual & Stream..`

Authors: Blackman, G. M. (Co-Chair), Lin, L. (Co-Chair), & Sahatjian, Z. (Co-Chair). (2022). APA Ethics Code revision: An update and dialogue on the proposed changes [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Members of SIOP's Committee for the Advancement of Professional Ethics will provide updates on the American Psychological Association's Ethical Principles of Psychologists and Codes of Conduct (Ethics Code) revision and solicit feedback from participants about the revisions. The session includes a presentation on the Ethics Code revision, interactive polls and engagement throughout the session, and a guided discussion. The presenters will explain how participants can continue to maintain awareness of and provide feedback regarding the ongoing Ethics Code revision efforts.

📢 **Speakers**

Gabrielle Blackman
Purdue University Global

Zhanna Sahatjian
Associate Professor of Management
California State University, Fresno

Li Lin
Facebook

The Role of I-O Psychology in Counterterrorism and National Security (Panel Discussion - 124098)

🕐 4:00 PM - 4:50 PM, Apr 29

📍 Zoom 4

`Virtual & Stream..`

Authors: Walters, K. N. (Chair), Nguyen, T. L., Allen, M., Dreibelbis, R., & Ligon, G. S. (2022). The role of I/O psychology in counterterrorism & national security [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

I-O psychology tends to overlook an important nontraditional type of organization: the violent extremist organization (VEO). This panel brings together academics and practitioners with expertise in counterterrorism and national security to discuss how I-O psychology can contribute to keeping the United States safe. Focus is on 2 key questions: (a) How can I-O contribute to our understanding of terrorism, and (b) how can I-O psychologists can help prepare the counterterrorism workforce for the threats of the future?

📢 **Speakers**

Kayla Walters

National Counterterrorism Innovation, Technology, and Education Center

Ginamarie Ligon
University of Nebraska, Omaha

Matt Allen
University of Nebraska Omaha

Rachel Dreibelbis
Global Talent Selection Partner
Meta

Tin Nguyen
University of Nebraska at Omaha

Beyond the Margins: Workplace Experiences of Racial and Ethnic Minorities (Symposium - 124202)

🕐 4:00 PM - 4:50 PM, Apr 29
📍 Zoom 5

`Diversity-Equity-Inclusion` `Virtual & Streaming`

Authors: Lumbreras, J. (Co-Chair), Melson-Silimon, A. (Co-Chair), Carter, N.T., & Radhakrishnan, P. (Discussant) (2022). Beyond the Margins: Workplace Experiences of Racial and Ethnic Minorities [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Robertson, M.M., Lumbreras, J., & Melson-Silimon, A. (2022). The Effects of Protégé Race/Ethnicity on Mentoring Relationships: A Grounded Theory Review
Harmata, R., Melson-Silimon, A., Lumbreras, J., Marriaga, H., & Carter, N.T. (2022). Intersectional Microaggressions at Work: Scale Development and Construct Validation
Melson-Silimon, A., Lumbreras, J., Robertson, M.M., Robinson, A.. & Carter, N.T. (2022). Capturing the Dynamic Nature of Code-switching among Black Workers.

Within this symposium, research is presented that highlights the experiences of racial/ethnic minority workers. The authors summarize DEI studies on microaggressions, racial identity management strategies, and mentoring. Each study goes beyond past research by highlighting intersectionality, robust methods, and addressing past issues. Although not exhaustive of the unique issues and contexts that ethnic/racial minority members face at work, each study extends knowledge of how organizations can do better at providing support for these workers.

📢 **Speakers**

Jorge Lumbreras
Assistant Professor of I-O Psychology
Seattle Pacific University

Phani Radhakrishnan
Associate Professor Teaching Stream
University of Toronto

Melissa Robertson
Purdue University

Rebecca Harmata
University of Georgia

Arturia Melson-Silimon
The University of Georgia

Community of Interest: Asians in I/O - Addressing Experiences in I/O and at Work (Community of Interest - 131879)

🕐 4:00 PM - 4:50 PM, Apr 29

📍 Zoom 6

`Diversity-Equity-Inclusion` `SIOP Curated` `Virtual & Streaming`

Authors: Hsu, A.(Chair), Cheng, S. (Chair) (2022), Chao, A., Duong, S., Kung, M., Sachdev, A. Asians in I/O - Addressing experiences in I/O and at work [Community of Interest]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This community of interest has been organized as a rallying point so I/O practitioners and researchers can connect and discuss barriers facing the Asian community. Through facilitated discussion we aim to bring awareness to the barriers that Asians face in the workplace, identify meaningful ways that organizations and individuals can address them, and provide an opportunity to develop connections with one another.

📢 **Speakers**

Alexander H. Hsu
Independent Consultant

Mei-Chuan (Mavis) Kung
Talogy

Alen Chao

Aditi Sachdev
Wonder

Shannon Cheng
Senior Knowledge Analyst
McKinsey & Company

Lee Duong
Ph.D. Candidate
Florida Institute of Technology

Keeping Up With Open Science: Teaching, Self-Teaching, and Training on Open Science (Alternative Presentation - 123976)

🕐 4:00 PM - 4:50 PM, Apr 29

📍 Ballroom 6A

`Students & Early Career` `Technology & Methods`

Authors: Billeaud, M. L. (Co-Chair), Thomas, C. L. (Co-Chair), Burch, K. A. (Panelist), Castille, C. M. (Panelist), Cobb, H. R. (Panelist), Pearman, J. (Panelist), Rudolph, C. W. (Panelist), & Zhang, D. C. (Panelist). (2022). Keeping Up with Open Science: Teaching, Self-Teaching, and Training on Open Science [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Open science is relatively new and constantly evolving, and this alternative session will discuss teaching and training students and keeping up with open science. Panel members will begin the session with a short presentation on their perspectives. Then, the session will break into small groups to discuss questions pertaining to teaching, training, and learning about open science, followed by Q&A with panelists. Each person will leave the session with ideas on how to integrate open science into their teaching and training and keep up with open science practices themselves.

📢 **Speakers**

Madeline Billeaud
Graduate Research And Teaching Assistant
Saint Louis University

Cort W. Rudolph

Associate Professor - Industrial & Organizational Psychology
Saint Louis University

Christopher Castille

Assistant Professor of Management
Nicholls State University

Candice Thomas

Saint Louis University

Don Zhang

Assistant Professor
Louisiana State University

Katrina Burch

Western Kentucky University

Haley Cobb

Doctoral Student
Saint Louis University

Josh Pearman

UGA

The Importance of Passive Listening in the Post COVID Era (Panel Discussion - 123745)

🕐 4:00 PM - 4:50 PM, Apr 29

📍 Ballroom 6B

Employee Experience　**Virtual & Streaming**

Authors: Martin, M. (Chair), Sinar, E. (Moderator), Jerden, E. (Panelist), Boyle, L. (Panelist), Ferraras, A. (Panelist), Saboe, K. (Panelist). (2022). The Importance of Passive Listening in the Post COVID Era [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This panel discussion will cover the importance of passive listening, especially in the post COVID era where the environment is especially volatile, uncertain, complex and ambiguous (VUCA). Panelists from different organizations and industries will share their passive listening experiences and approaches, speak candidly about limitations and challenges, and offer up recommendations. The session will conclude with discussion and Q&A led by the session moderator.

📢 **Speakers**

Meisha-Ann Martin

Workhuman

Eddie Jerden

People Scientist
Humu

Kristin Saboe

Boeing

Anthony C. Ferreras

Global Head of People Analytics
lululemon

Lynn Boyle

NortonLifeLock

Heartbeat Analysis: Going Beyond Favorability to Amplify Employee Voice (Panel Discussion - 123833)

🕐 4:00 PM - 4:50 PM, Apr 29
📍 Ballroom 6C

Technology & Methods   **Virtual & Streaming**

Authors: Patton, C., Purl, J., Jacobson, C., Murphy, S., Theys, E., & Delaney, M. (2022). Heartbeat analysis: Going beyond favorability to amplify employee voice [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Survey statisticians translate employee voice into actionable insights for organizational leaders. However, a tradeoff often exists between relying on simplicity to influence leaders at the expense of accuracy. Panelists will discuss common issues with reporting survey results and explore a new technique, the 2021 SIOP Wiley Award winning Heartbeat Analysis, which promises both simplicity and accuracy. Discussion will focus on inside tips for sharing employee voice metrics, and the session will invite participants to critically evaluate their translation of research into insights.

📢 **Speakers**

Caitie Jacobson
People Insights & Assessments Sr Advisor
Dell Technologies

Molly Delaney
Head of People Analytics
X, The Moonshot Factory

Stephanie Murphy
Head of People Insights & Assessments
Dell Technologies

Justin Purl
Google

Evan Theys
Palo Alto Networks

Chris Patton
People Analytics Manager
Meta

Career Assessment: Integrating Interests, Abilities, and Personality (Master Tutorial - 123214)

🕐 4:00 PM - 4:50 PM, Apr 29
📍 Room 602-603

Selection & Assess…

Authors: Lowman, R.L. (2022). Career assessment: Integrating interests, abilities, and personality [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Career assessment can help people chart well-fitting and productive careers. Though not new, it is often missing in I-O curricula. This presentation will focus both on the purposes of assessment and on the 3 domains of interests, abilities, and personality. Highlights from the literature on each of these domains are summarized along with recommendations for combining across domains. Common errors include failing to measure in multiple domains, not integrating across domains, reliance on a single measure within a domain, and not being familiar with the current literature.

Rodney L. Lowman, PhD, ABAP

Distinguished Professor Emeritus
CSPP/Alliant International U.

New Developments in Structured Interviews: From AI to Technical Interviews (Symposium - 124164)

🕐 4:00 PM - 4:50 PM, Apr 29
📍 Room 606

Selection & Assess…

Authors: Levashina, J. (Chair) & Baumgartner, S. (Co-chair) (2022). New Developments in Structured Interviews: From AI to Technical Interviews [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Hartwell, C., Liff, J., Gardner, C., & Mondragon, N. (2022). Development and Validation of Asynchronous Competency-based Structured Interview Scoring Algorithms.
Levashina, J., Hartwell, C., Campion, M., Campion, E., Zyrianov, V., & Campion, M. (2022). Validity and Gender Differences of Algorithmic and Human Interview Ratings.
Jayaratne, M., Jayatilleke, B., & Dai, Y. (2022). Identifying and Mitigating Gender Bias in Structured Interview Responses.
Baumgartner, S. (2022). Reasons for Recording Employment Interviews.
Morelli, N. & Nawrot, M. (2022). Virtual Technical Interviews: Structure Components and Candidate Evaluations

This symposium brings together 5 studies that discuss novel approaches and the latest state of the science on the use of technology in structured employment interviews. Specifically, it covers how machine learning can be utilized to develop valid and unbiased algorithms to automatically score asynchronous interviews, whether these algorithms can mitigate human bias, how recording is used, and how to use structured interview theory with technical interviews. This symposium highlights areas worthy of future research and provides practical takeaways on how to utilize these novel methods.

📢 **Speakers**

Julia Levashina
Kent State University

Neil Morelli
Chief I-O Psychologist
Codility

Christopher Hartwell
Associate Professor
Utah State Universtity

Steve Baumgartner
Human Capital Consultant
Deloitte

Madhura Jayaratne
Lead Data Scientist
PredictiveHire

Defining, Identifying, and Developing Coachability Across Organizational Contexts (Panel Discussion - 124230)

🕐 4:00 PM - 4:50 PM, Apr 29
📍 Room 607

Leadership & Coa…

Authors: Linnabery, E. (Chair), Bell, A.L., Middleton, E., & Weiss, J. (2022). Defining, Identifying, and Developing Coachability across Organizational Contexts [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Coaching gained wide appeal as a performance intervention across contexts to facilitate sustained change and employee growth. Of chief importance to the success of coaching interventions is the coachee's coachability. Maximizing coachability has been shown as an effective method for improving the effectiveness of coaching interactions and interventions. This panel will present insights from practitioners about the importance of coachability, how to evaluate and develop it, and practical tips for coaching effectiveness. This panel is for intermediate practitioners.

📢 **Speakers**

Eileen Linnabery
Consultant
Vantage Leadership Consulting

Eric Middleton
Leadership Practioner
UT MD Anderson Cancer Center

Jake Weiss
Coachability Consultants

Amanda Bell
Consultant
Vantage Leadership Consulting

What Every Grad Student Needs to Know to Survive in the Assessment Industry (Panel Discussion - 123857)
🕓 4:00 PM - 4:50 PM, Apr 29
📍 Room 608

Selection & Assess…

Authors: Adams, K. A. (Chair), Mueller, L., Munson, L., Alonso, A., & Bynum, B. (2022). What Every Grad Student Needs to Know to Survive in the Assessment Industry [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

The goals of this session are (a) to explain how statistics and measurement guidance taught in graduate school is sometimes unhelpful and, at times, harmful in the real world of testing and measurement as I-O practitioners interact with business leaders and other stakeholders outside of the field; and (b) to provide a framework and best practices for how to have these conversations in ways that will drive the desired outcomes.

📢 **Speakers**

Kimberly Adams
Talent Assessment & Analytics Manager
HumRRO

Lorin Mueller
Managing Director of Assessment
Federation of State Boards of Physical Therapy

Liberty Munson
Director of Psychometrics
Microsoft

Alexander Alonso
Chief Knowledge Officer
Society for Human Resource Management (SHRM)

Bethany Bynum
Research Associate
HumRRO

Messy Validation VII: Fairness in Assessment and Selection (Panel Discussion - 123994)

🕐 4:00 PM - 4:50 PM, Apr 29

📍 Room 609

Selection & Assess…

Authors: Wells, B. M., Barr, R., Boyce, A. S., Cunningham, C. J. L., Drescher, D., Jarrett, S., & Schmidt, D. (2022). Messy validation VII: Fairness in assessment and selection [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

With heightened focus on diversity, equity, and inclusion (DEI), practitioners are faced with a growing number of anomalies, complexities, and stakeholders when validating, implementing, and maintaining assessment and selection strategies. To make matters worse, there is limited practical guidance and best practices for addressing these issues in the field. This session brings together experienced I-O practitioners to explore how the recent focus on DEI has impacted validation.

📣 **Speakers**

B   **Brett Wells**
Perceptyx

Dave Schmidt
Principal Consultant
DCI Consulting

Anthony Boyce
Principal Research Scientist, Talent Assessment
Amazon

Christopher J.L. Cunningham
University of Tennessee at Chattanooga / Logi-Serve

K   **Kristina Barr**
Amazon

S   **Steven Jarrett**
PSI Services LLC

Dara Drescher
Research Scientist, Associate Development
Amazon

Hold on Tight: Igniting Employee Thriving During Hypergrowth and Transformation (Ignite - 124227)

🕐 4:00 PM - 4:50 PM, Apr 29

📍 Room 612

Employee Experi…

Authors: Falcon, C. N. (Chair), Betancourt, C. K., Brown, J. M., Lomeli. L. C., Litano, M., Skiba, T. (2022). Hold on Tight: Igniting Employee Thriving during Hypergrowth and Transformation [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This IGNITE session brings together practitioners from four different organizations to discuss the innovative approaches they are using to support employees during times of hypergrowth and transformation. These approaches include data driven strategies, leveraging personalized coaching, and technologically based tools that foster employee thriving in the workplace.

📣 **Speakers**

Christina Falcon

Christina Falcon
Graduate Teaching/Course Assistant
University of South Florida

Julianne Brown
Deere & Co.

Laura Lomeli
BetterUp

Thomas S. Skiba
Humu

Michael Litano
BetterUp

Kian Betancourt
People Science Consultant
Humu

Putting the O*NET to Good Use: A Critical Evaluation of the Use and Misuse of O*NET (Symposium - 123775)

🕘 4:00 PM - 4:50 PM, Apr 29
📍 Room 613-614

Technology & Met…

Authors: Zhou, S. (Co-Chair), McChesney, J. E. (Co-Chair), & Hoff, K. A. (Co-Chair). (2022). Putting the O*NET into good use: A critical evaluation of the use and misuse of O*NET [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Hoff, K. A., Liu, Z., Chu, C., Heimpel, N., Rounds, J., & Oswald, F. (2022). Whole-person career assessment: Integrating fit using interests, values, skills, knowledge, and personality.
Zhou, S., McEachern, P. J., Aitken, J. A., & Lee, P. (2022). Are we attracting the right candidates? A text analysis approach to understanding the applicability of O*NET in job advertising.
McChesney, J. E., Glosenberg, A., & Behrend, T. S. (2022). Using O*NET to better understand gender disparities in STEM: Career interests profiles of engineers and nurses.

Despite the comprehensive information on occupations found in the O*NET, its use in applied practice is often lacking. This session presents examples of how researchers can utilize different types of O*NET data to evaluate its use in applied settings, with the goal of identifying ways that I-O psychology can advance the application of O*NET. The first paper measures 108 variables from O*NET and uses them to help match people to jobs, the second paper identifies a lack of use of O*NET data in job ads, and the third paper compares O*NET interest profiles with job incumbent interest profiles.

📢 **Speakers**

Steven Zhou
PhD Student, I-O Psychology
George Mason University

Jenna McChesney
North Carolina State University

Kevin Hoff
University of Houston

Peter McEachern
George Mason University

Community of Interest: Transforming the Workplace—the Future of Flexible Work (Community of Interest - 124957)

🕓 4:00 PM - 4:50 PM, Apr 29

📍 Room 615

Employee Experience   **SIOP Curated**

Authors: Natali, M. & Roberts, Z. (2022). Transforming the Workplace— The Future of Flexible Work [Community of Interest]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

The increase of remote and hybrid work structures will have a profound effect on workforce policies, procedures, and strategies, including in the areas of talent and performance management and employee training and development. This leads to important questions for both researchers and practitioners alike; how will remote or hybrid work affect the career development? What new leadership strategies will be required? These and other important questions will be raised to guide practitioners with strategies for the short term and provide research topics for the future.

📢 **Speakers**

Michael Natali
Aerospace Experimental Psychologist
U. S. Navy

Zachary Roberts
Korn Ferry

Posters: Workplace Deviance, Motivation, and Coaching

🕓 4:00 PM - 4:50 PM, Apr 29

📍 Exhibit Hall 4B

Leadership & Coaching   **Employee Experience**   **Poster**

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34 Subsessions

⚫ **To Thine Own Good and Bad Self Be True? Trait-State Voluntary Work Behavior (Mis)Fit (Poster - 123346)**
🕓 4:00 PM - 4:50 PM, Apr 29
📍 Exhibit Hall 4B Position 1

⚫ **Intent Matters: CWB and OCB Specifying Gendered Intent Predict Sexual Harassment (Poster - 122880)**
🕓 4:00 PM - 4:50 PM, Apr 29
📍 Exhibit Hall 4B Position 2

⚫ **Is She Rude or Just Assertive: How Gender Impacts Third-Party Reactions to Incivility (Poster - 124154)**
🕓 4:00 PM - 4:50 PM, Apr 29
📍 Exhibit Hall 4B Position 3

⚫ **The Dual Implications of Workplace Vigilantism in the Context of COVID-19 (Poster - 123386)**
🕓 4:00 PM - 4:50 PM, Apr 29
📍 Exhibit Hall 4B Position 4

⚫ **Machiavellianism and CWB (Poster - 123913)**
🕓 4:00 PM - 4:50 PM, Apr 29
📍 Exhibit Hall 4B Position 5

⚫ **The Dark Side of Goals: Work Avoidance (Poster - 123268)**
🕓 4:00 PM - 4:50 PM, Apr 29
📍 Exhibit Hall 4B Position 6

⚫ **Incivility Exacerbates Physical Pain: The Harmful Collateral Effects of Incivility (Poster - 123388)**
🕓 4:00 PM - 4:50 PM, Apr 29
📍 Exhibit Hall 4B Position 7

⚫ **Customer Incivility and Displaced Colleague Mistreatment: A Dual-Path Process Model (Poster - 123707)**

⏱ 4:00 PM - 4:50 PM, Apr 29
📍 Exhibit Hall 4B Position 8

● **Effect of Leader Mistreatment on Performance: Attachment State and Affective Arousal (Poster - 123839)**
⏱ 4:00 PM - 4:50 PM, Apr 29
📍 Exhibit Hall 4B Position 9

● **The Fakability of Moral Neutralization Compared to Integrity (Poster - 124162)**
⏱ 4:00 PM - 4:50 PM, Apr 29
📍 Exhibit Hall 4B Position 10

● **Incivility Perceptions and the Role of Personality on Job Performance (Poster - 123876)**
⏱ 4:00 PM - 4:50 PM, Apr 29
📍 Exhibit Hall 4B Position 11

● **Understanding Workplace Gossip via its Rumination Effects: A Within-Person Lens (Poster - 123670)**
⏱ 4:00 PM - 4:50 PM, Apr 29
📍 Exhibit Hall 4B Position 12

● **Perceptions of Organizational Politics, Frustration, and Employee Silence (Poster - 123041)**
⏱ 4:00 PM - 4:50 PM, Apr 29
📍 Exhibit Hall 4B Position 13

● **A Seven-Country Investigation Into Personality and Cyberloafing (Poster - 124239)**
⏱ 4:00 PM - 4:50 PM, Apr 29
📍 Exhibit Hall 4B Position 14

● **Why Financially Insecure Employees Mistreat Coworkers (Poster - 123608)**
⏱ 4:00 PM - 4:50 PM, Apr 29
📍 Exhibit Hall 4B Position 15

● **Witnessing Incivility: The Interplay of Demographic (Dis)similarity (Poster - 123813)**
⏱ 4:00 PM - 4:50 PM, Apr 29
📍 Exhibit Hall 4B Position 16

● **Separate by Nature or Literature?: Employee Engagement in CWB and Sexual Harassment (Poster - 122912)**
⏱ 4:00 PM - 4:50 PM, Apr 29
📍 Exhibit Hall 4B Position 17

● **Can We Reduce Fear and Increase Disclosure of Incivility in Reference Checks? (Poster - 123131)**
⏱ 4:00 PM - 4:50 PM, Apr 29
📍 Exhibit Hall 4B Position 18

● **Repeating Unethical Behavior Through Ethical Fading (Poster - 123787)**
⏱ 4:00 PM - 4:50 PM, Apr 29
📍 Exhibit Hall 4B Position 19

● **Peer Leadership in Sports (Poster - 124368)**
⏱ 4:00 PM - 4:50 PM, Apr 29
📍 Exhibit Hall 4B Position 20

● **What Characteristics Make a Good Coachee? Insights From Executive Coaches (Poster - 123822)**
⏱ 4:00 PM - 4:50 PM, Apr 29
📍 Exhibit Hall 4B Position 21

● **Impact of Follower Perceptions of Manager Leadership Style on Informal Peer Coaching (Poster - 123961)**
⏱ 4:00 PM - 4:50 PM, Apr 29
📍 Exhibit Hall 4B Position 22

● **Using the Match-to-Sample Technique to Assess Understanding of Leadership (Poster - 123634)**
⏱ 4:00 PM - 4:50 PM, Apr 29
📍 Exhibit Hall 4B Position 23

● **Don't Chase the Carrot: Untying Positive Affect From Goal Pursuit (Poster - 123935)**
⏱ 4:00 PM - 4:50 PM, Apr 29
📍 Exhibit Hall 4B Position 24

● **Linking Electronic Health Records to Nurse Motivation Through Job Design (Poster - 124301)**
⏱ 4:00 PM - 4:50 PM, Apr 29
📍 Exhibit Hall 4B Position 25

● **An Expansion of Organizational Justice: Spatial and Temporal Justice (Poster - 123095)**

⏲ 4:00 PM - 4:50 PM, Apr 29
📍 Exhibit Hall 4B Position 26

⬤ **"Hey Hun! Wanna Be a #GirlBoss?": Motivations for Military Spouse MLM Employment (Poster - 123805)**
⏲ 4:00 PM - 4:50 PM, Apr 29
📍 Exhibit Hall 4B Position 27

⬤ **The Power of Communication: Alleviating Negative Employee Outcomes During COVID (Poster - 123202)**
⏲ 4:00 PM - 4:50 PM, Apr 29
📍 Exhibit Hall 4B Position 28

⬤ **Appraisal Tendency Framework: Emotions and Perceptions of Social Injustice (Poster - 124387)**
⏲ 4:00 PM - 4:50 PM, Apr 29
📍 Exhibit Hall 4B Position 29

⬤ **Comparing Gig Work to Standard Part-Time Work: Attraction, Likes, and Dislikes (Poster - 123610)**
⏲ 4:00 PM - 4:50 PM, Apr 29
📍 Exhibit Hall 4B Position 30

⬤ **Systems in Harmony: Modeling Music's Impact on Work Performance (Poster - 124365)**
⏲ 4:00 PM - 4:50 PM, Apr 29
📍 Exhibit Hall 4B Position 31

⬤ **Whistling at Work: Capturing Music's Complex Effects on Performance (Poster - 124315)**
⏲ 4:00 PM - 4:50 PM, Apr 29
📍 Exhibit Hall 4B Position 32

⬤ **Workplace Loneliness: The Benefits and Detriments of Working From Home (Poster - 122963)**
⏲ 4:00 PM - 4:50 PM, Apr 29
📍 Exhibit Hall 4B Position 33

⬤ **Conceptualization of Loyalty and Blind Loyalty Within Technology Companies (Poster - 124207)**
⏲ 4:00 PM - 4:50 PM, Apr 29
📍 Exhibit Hall 4B Position 34

6:00 PM

SIOP LGBTQIA+ Reception
⏲ 6:00 PM - 7:00 PM, Apr 29
📍 Sheraton - Willow A

`Reception`

Women's Inclusion Network Reception
⏲ 6:00 PM - 7:00 PM, Apr 29
📍 Sheraton - Willow B

`Reception`

Sat, Apr 30, 2022

8:00 AM

Community of Interest: I-O Students Around the Globe: Challenges and Areas of Growth (Community of Interest - 124951)
⏲ 8:00 AM - 9:20 AM, Apr 30
📍 Zoom 1

`Students & Early Career` `SIOP Curated` `Virtual & Streaming`

Authors: Gonzalez-Morales, M. G. (Co-Chair), Roach, K. N. (Co-Chair), Williams, M. S., Burleson, S. D., Claris, V., & Wade, T. (2022). Community of Interest: Uniting students around the globe [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This session will provide a networking opportunity for global graduate and undergraduate I-O psychology students. Facilitators will invite participants to share their experiences and discuss issues international students face (e.g., cultural adjustment, mentoring, immigration, and career development). This session will allow the International Affairs Committee to collect information about the issues and needs of international I-O psychology graduate students to pinpoint resources that can be made available to students and I-O psychology graduate programs through SIOP.

📢 **Speakers**

M. Gloria Gonzalez-Morales
Claremont Graduate University

Myia Williams
Northwell Health

Seterra Burleson
Assessment Research Intern
CodeSignal

Krystal Roach
Central Michigan University

TaJuana L. Wade

Vanessa Claris

Going the Distance: How Can We Better Support I-O Online Programs and Learners? (Alternative Presentation - 123629)

🕐 8:00 AM - 9:20 AM, Apr 30
📍 Zoom 2

`Students & Early Career` `Virtual & Streaming`

Authors: Reynolds Kueny, C. (Chair), Alvarado, J. (Panelist), Logan, K. (Panelist), Prete, D. (Panelist), & Whinghter, J (Panelist). (2022). Going the distance: How can we better support I-O online programs and learners? [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States

Online programs are the future of education and will contribute considerable growth to the field. Yet, online program affiliates feel disconnected from the I-O community. This interactive session will present perspectives from faculty/students/alumni on unique challenges online programs face and possible resources to address these challenges. Along with panelist perspectives, audience members will brainstorm ideas that can be leveraged to support this segment of our community. Input will directly inform the SIOP Online Program subcommittee's efforts to champion online programs and learners.

📢 **Speakers**

Clair A. Reynolds Kueny
Missouri University of Science & Technology

Kristi Logan
Park University

Jeanie Whinghter
Northcentral University

Destinee Prete
President & Co-Founder
We2AreVets

Josue Alvarado

Manager
DoorDash

Space to Explore: Diverse I-O Psychology Roles at NASA (Alternative Presentation - 123771)

🕐 8:00 AM - 9:20 AM, Apr 30
📍 Zoom 3

`Students & Early Career` `Virtual & Streaming`

Authors: Slade, B. H. (Co-chair & Panelist), Bricka, T. M. (Co-chair), Britt, T. W. (Panelist), Cober, A. B. (Panelist), McGowan, A. (Panelist), & Mudgett, B. O. (Panelist). (2022). Space to Explore: Diverse I-O Psychology Roles at NASA [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This session provides attendees with information about the role of I-O psychology at NASA. In particular, panelists will each provide an overview on their various roles and formative projects pertaining to I-O psychology at NASA, as well as engage in a panel discussion to share additional insights with the audience. Taken together, this session will inform attendees of the important role that I-O psychology plays in NASA mission success, as well as share potential career paths or project assignments within the agency.

📣 **Speakers**

Traci Bricka
Doctoral Student
The University of Texas at Arlington

Alana B. Cober
University of Akron

Thomas Britt
Professor
Clemson University

Benjamin Slade
NASA

Brad Mudgett
Manager, HR Development Office
NASA, Johnson Space Center

Anna-Maria McGowan
NASA

Facilitators of Positive Work Experience for Employees With Disabilities (Symposium - 123443)

🕐 8:00 AM - 9:20 AM, Apr 30
📍 Zoom 4

`Diversity-Equity-Inclusion` `Virtual & Streaming`

Authors: Bonaccio, S. (Chair) & Colella, A. (Discussant) (2022). Facilitators of Positive Work Experience for Employees with Disabilities. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Nittrouer, C., Fa-Kaji, N., & Hebl, M. (2022). Reducing Discrimination against Individuals with Mental Impairments: The Influence of Section 503 on Social Norm Perceptions.
Gulseren, D., Sayin, F., Kelloway, E.K., & Turner, N. (2022). Chronic Pain and Work Disability: Two Mechanisms and Transformational Leadership as a Moderator.
Spirou, M.E. (2022). Am I Paranoid or Did I Just Receive Advice?: The Impact of Disability Status on Recipient Behavior Following Unsolicited Advice.
Samosh, D., Kulkarni, M., Santuzzi, A., & Lyons, B. (2022). Disability as an Enabler of Career Success and Inclusion.

This symposium presents 4 complementary papers aiming to identify individual and organizational factors that facilitate positive work experiences for people with disabilities. The authors focus on employees, coworkers, leaders, and policies, showcasing the different forces that facilitate workplace inclusion. They make use of varied methods (e.g., experiments, critical incidents, longitudinal surveys, grounded theory). Finally, they consider diverse disabilities (e.g., physical, mental, chronic pain), underscoring the importance of parsing unique experiences within broader diversity groups.

📢 **Speakers**

Silvia Bonaccio
University of Ottawa

Adrienne Colella
Professor
Tulane University

Christy Nittrouer
Texas Tech University

Duygu Gulseren
Assistant Professor
York University

Daniel Samosh
University of Toronto

Mary Eve Spirou
Georgia Institute of Technology

Unique Approaches to Fit: Expanding the Nomological Network of Person–Environment Fit (Symposium - 123323)

🕐 8:00 AM - 9:20 AM, Apr 30
📍 Zoom 5

Employee Experience   **Virtual & Streaming**

Authors: Morales, N.A. (Co-Chair), Shaughnessy, S.P. (Co-Chair), & Su, R. (Discussant). (2022). Unique Approaches to Fit: Expanding the Nomological Network of Person-Environment Fit [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Detjen, J.E., Yap, X.-Y., & Graham, K.A. (2022). Gender and Person-Organization Fit: The Negative Effect of Masculinity Contest Cultures on Advancement Fairness.
Hanna, A., Morris, M., Hoff, K., Jones, K., Nye, C., & Rounds, J. (2022). A Large-Scale Investigation of Gender, Ethnicity, and Educational Differences in Interest Fit.
Morales, N.A., Hughes, E.R., Foley, K.O., & Shaughnessy, S.P. (2022). Must Be Fit to Fit in the U.S. Army: Military-Specific Themes in Soldier-Unit Fit.
Reid, S., Smith, T.A., Mecham, B., Courtright, S.H., & McClean, S.T. (2022). Supervisor-Supervisor Fit: How Co-Leaders' Behavioral Fit Impacts Team Coordination and Cohesion.

Types of person–environment fit (e.g., person–group, person–job) uniquely relate to a number of workplace outcomes. This symposium presents nuanced examinations of 4 different P–E fit conceptualizations, including diverse methodological and contextual investigations that expand the nomological network of P–E fit. Evidence from these papers highlights opportunities for novel approaches to fit research.

📢 **Speakers**

Nicole Morales
Teaching Assistant
University of Illinois at Urbana-Champaign

Stefanie Plemmons Shaughnessy
U.S. Army Research Institute

R **Rong Su**
University of Iowa

A **Alexis Hanna**
University of Nevada, Reno

Xin Yi Yap
Peer Tutor
Suffolk University

S **Stephen Reid**
University of Iowa

From Student to Intern: Advice and Networking With Professionals (Alternative Presentation - 123488)

🕐 8:00 AM - 9:20 AM, Apr 30
📍 Ballroom 6A

`Students & Early C…`

Authors: Bartkoski, T., Ferro, G., Hohmann, S., Lyndgaard, S., Pineault, L., Sopa, C., Tenbrink, A., Wegmeyer, L. (2022) From Student to Intern: Advice and Networking with Professionals [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

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.

📢 **Speakers**

S **Sarah Hohmann**

Gonzalo Ferro
Industrial Organizational Psychologist
U.S. Securities and Exchange Commission

Timothy J. Bartkoski
PepsiCo, FritoLay

L **Lauren Wegmeyer**
Wayne State University

Diversity and Inclusion in the Workplace: New Solutions to Longstanding Problems (Symposium - 123432)

🕐 8:00 AM - 9:20 AM, Apr 30
📍 Ballroom 6B

`Diversity-Equity-Inclusion` `Virtual & Streaming`

Authors: Lee, R.-L. (Co-Chair) & Savani, K. (Co-Chair) (2022). Diversity and Inclusion in the Workplace: New Solutions to Longstanding Problems [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Lee, R.-L., Feng, Z., & Savani, K. (2022). I Choose You by Default: Using the Default Effect to Reduce Bias in Organizational Hiring.
Bilotta, I., Madera, J., King, E., & Hebl, M. (2022). Nudging Inclusion: Increasing Employees' Inclusive Behaviors through Goal Setting and Perspective Taking Approaches.
Homan, A. C. & Brinkmann, U. (2022). Developing Diversity Competencies: The Role of Multicultural

Experiences.

Silver, E. R., Hebl, M., & Treacy, P. (2022). There Goes the Workplace: Diversity, Ideology, and "Anti-White" Discrimination Claims.

Diversity and inclusion have become an important mission in organizations in the recent decade. This symposium identifies strategies that organizations can use to increase employee diversity, such as designating minority applicants as the default choice, devising nudges (i.e., tiny environmental hints or changes) to increase employees' inclusive behaviors, highlighting the role of multicultural experiences in developing employees' diversity competencies, and examining conditions under which majority group members allege reverse discrimination in reaction to diversity policies.

📢 **Speakers**

Rui Ling Lee
PhD Student
Nanyang Technological University

Eden King
Lynette S. Autrey Professor of Psychology
Rice University

Astrid Homan
University of Amsterdam

Elisabeth Silver
Rice University

Where Will We Work? I-O Psychology Puts Flexible Work Models on Trial (Alternative Presentation - 123230)

🕐 8:00 AM - 9:20 AM, Apr 30
📍 Ballroom 6C

`Employee Experience` `Virtual & Streaming`

Authors: Burlacu, G. (Chair), Bidwell, L., Fritz, C., Granger, B., & Shockley, K. M. (2022). Where will we work? I-O Psychology puts flexible work models on trial [Alternative session]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

The COVID-19 pandemic forced companies to adopt new work models at scale. As we emerge beyond the worst of it, business leaders are faced with decisions around where people will physically work in the future. A range of opinions have been shared in the popular media, but can I-O psychology help? This alternative session brings together researchers and practitioners to discuss the implications and merits of different work model decisions, ultimately demonstrating how I-O psychology concepts and expertise can aid business leader decision making in this pivotal time.

📢 **Speakers**

Gabriela Burlacu
Research Manager
Accenture

Charlotte Fritz
Portland State University

Kristen Shockley
University of Georgia

Ben Granger
Head of EX Advisory Services
Qualtrics

Lauren Bidwell

Sr Research Scientist, Growth & Insights
SAP SuccessFactors

Empirical Approaches to Understanding How to Cultivate Organizational Inclusion (Symposium - 124102)

🕐 8:00 AM - 9:20 AM, Apr 30

📍 Room 602-603

Diversity-Equity-Inc…

Authors: Sawyer, K. (Co-Chair), Jones, K. S. (Co-Chair), & Shore, L. M. (Discussant). (2022). Empirical approaches to understanding how to cultivate organizational inclusion [Symposium]. Society for Industrial and Organizational Psychology Annual Conference. Seattle, WA, United States.

Although cultivating inclusion in organizations is important to academics and practitioners alike, empirical research examining how to do so is newly emergent. This symposium advances scholarship in this area with 4 empirical papers examining how to enact and promote inclusion in organizations, and to what effect. Specifically, authors present work on the measurement of inclusive leadership and workplace equity, the identification of inclusive leaders behaviors performed by minority leaders, and the relationship between inclusive leader behaviors and climate of inclusion.

📢 **Speakers**

Katina Sawyer
George Washington University

Lynn M. Shore
Colorado State University

Jennifer Feitosa
Assistant Professor
Claremont McKenna College

Katye Griswold
Global Talent Management Senior Analyst
PepsiCo

Kelly Hamilton, PhD
Consultant
CMA Global

Catching Culture: High Impact Strategies for Spreading Culture (Symposium - 123405)

🕐 8:00 AM - 9:20 AM, Apr 30

📍 Room 606

Employee Experi…

Authors: Russell, Dan (Chair) (2022) Catching Culture: High impact strategies for spreading culture [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Arena, M; Golden III, J.H., & Hines, S. (2022). Scaling the Teaching of Culture by Identifying Influential New Employees.
Yuag, E. (2022). The Silent Movement to Accelerate Culture Change.
Russell, D. (2022). Becoming Client First: Empowering grassroots change.
Facteau, C. & Poteet, M. (2022). Driving Culture Change Through Strategic Leadership Development.
Oakes, K. (2022). Learning's Critical Role in Culture Renovation.

Seasoned practitioners will present evidence-based programs outlining how to spark grassroots culture change within large, complex organizations. The papers include techniques, such as organizational network analysis, to identify high-potential change agents and mobilize them for change. The presenters will also cover best practices for training these change agents and equipping them for success. Attendees should possess an intermediate level knowledge of culture change and expect a heavy focus on pragmatic applications.

Speakers

Dan Russell
SVP, Learning & Organizational Development
SGS & Co

Carolyn Facteau
Owner/President
Facteau and Associates, LLC

Michael Arena
Amazon

Erika Yuag
Microsoft

Kevin Oakes
CEO
i4cp

Machine Learning for I-O 4.0: Validation of Organizational Applications (Symposium - 121555)

🕐 8:00 AM - 9:20 AM, Apr 30
📍 Room 607

Selection & Assess…

Authors: Hickman, L. (Co-Chair), Liu, M. (Co-Chair), & Landers, R. N. (Discussant). (2022). Machine Learning for I-O 4.0: Validation of Organizational Applications [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Speer, A. & Perrotta, J., Delacruz, A., Tenbrink, A., Wegmeyer, L., Bowker, J., & Salim, R. (2022). Turning words into numbers: Creation of text-based work attitude algorithms.
Hernandez, I. (2022). Measuring creativity: Human challenges and AI-driven solutions.
Hickman, L., Herde, C., Lievens, F., & Tay, L. (2022). Automatic scoring of assessment center simulations: Effects of reliability and saturation on accuracy.
Sun, T., Roberts, B. W., Drasgow, F., & Zhou, M. X. (2022). Development and validation of an artificial intelligence chatbot to assess personality.

Machine learning (ML) is increasingly being used for personnel assessment. This symposium presents and integrates 4 papers that develop ML models for measuring job attitudes, individual differences (including the Big 5 traits and divergent thinking), and performance in assessment center simulations. Importantly, the papers incorporate multiple aspects of validity evidence that go beyond convergence, including discriminant relationships, using theory to set contextual boundary conditions on the measures' validity, and criterion relationships.

📢 Speakers

Louis Hickman
University of Pennsylvania

Richard Landers
Associate Professor
University of Minnesota

Andrew Speer
Wayne State University

Mengqiao (MQ) Liu
Research Scientist
Amazon

Tianjun Sun

Assistant Professor
Kansas State University

Ivan Hernandez
Virginia Tech University

Leading the Charge: Student-Driven Diversity, Equity, and Inclusion Initiatives (Alternative Presentation - 124015)

🕐 8:00 AM - 9:20 AM, Apr 30
📍 Room 608

`Diversity-Equity-Inc…`

Authors: Martinez, J.J., Brooks, V., Smith, N., Maday, D., Liu, S.-N. C., & Finkelstein, L.M. (2022, April 28-30). Leading the charge: Student-driven diversity, equity, and inclusion initiatives.
[Alternative Session Type]. SIOP 2022 Annual Conference, Seattle, WA, United States.

Students from higher education institutions are becoming more proactive regarding DEI. Students might find it challenging to address and initiate DEI plans. In this roundtable, students will be able to connect and collaborate on topics regarding DEI. Ideas discussed will formulate a TIP article for SIOP members interested in DEI.

📢 **Speakers**

Jesus Martinez
Northern Illinois University

Daniel Maday
Adjunct Instructor
University of Hartford

Sin-Ning Liu
Texas A&M University

Vyctoria Brooks
Northern Illinois University

Nick Smith
Northern Illinois University

Recent Advances in Insufficient Effort Responding Research (Symposium - 124013)

🕐 8:00 AM - 9:20 AM, Apr 30
📍 Room 609

`Technology & Met…`

Authors: Huang, J. L. (co-chair) & Bowling, N. A. (co-chair). (2022). Recent advances in insufficient effort responding research [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Marbut, A. R. & DeSimone, J. A. (2022). Heuristics or empirics? Utility of the IRV index in identifying insufficient effort responding.
Huang, J. L., Bowling, N. A., McLarty, B. D., Kluemper, D. H., & Wang, Z. (2022). Confounding effect of insufficient effort responding in informant-reported measures.
Sawhney, G. & Landers, R. (2022). Exploring the role of contextual factors as antecedents of careless responding.
Ramsey, M. C., McFerran, M. W., Burns, G. N., & Bowling, N. A. (2022) Researcher-participant interpersonal contact and questionnaire length as predictors of careless responding.
Denison, A. J. & Curran, P. G. (2022). What is careless responding? A qualitative investigation.

The quality of questionnaire data depends on participants' willingness to display adequate effort when responding to questionnaire items. In low-stakes contexts, questionnaire data oftentimes include some participants who engaged in insufficient effort responding (IER; also known as "careless responding"). The current symposium, consisting of 5 papers using varied methods such as multisource surveys and experience sampling, examines

recent advances in the measurement, causes, and effects of IER. Discussions will focus on preventing and detecting IER in research and practice.

📢 **Speakers**

Jason Huang
Associate Professor
Michigan State University

Nathan Bowling
Professor
Wright State University

Gargi Sawhney
Auburn University

Alex Marbut
University of Alabama

Alexander Denison
Lab Instructor/Course Assistant
University of South Florida

Mark Ramsey
Wright State University

Developing a Talent Agenda for Leveraging the Aging Workforce (Alternative Presentation - 123262)

🕐 8:00 AM - 9:20 AM, Apr 30
📍 Room 611

Diversity-Equity-Inc…

Authors: Nelson, M. T., Harvey, V. S., & VanKatwyk, P. (2022). Developing a Talent Agenda for Leveraging the Aging Workforce [Alternative Session]. Society for Industrial and
Organizational Psychology Annual Conference, Seattle, WA, United States.

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 agenda. The objective is to engage the audience in evaluating, aligning around and defining the questions that I-O psychology can effectively answer in addressing this demographic shift and advancing the talent agenda.

📢 **Speakers**

Miriam Nelson
Senior Partner
Korn Ferry

Veronica Harvey
Schmidt Harvey Consulting, LLC

Paul Van Katwyk
Executive Development, Assessment and Coaching Head
Saudi Aramco

Examining the Job Relevance of Graduate-Level Statistical Training in I-O

Psychology (Panel Discussion - 123733)

🕐 8:00 AM - 9:20 AM, Apr 30

📍 Room 612

Technology & Met…

Authors: Ahmad, A. S. (Chair), Belwalkar, B. B. (Panelist), Bergman, S. (Panelist), Christopher, J. (Panelist), Eagleson, J. (Panelist), Simonet, D. (Panelist), Wilson, A. (Panelist), & Zhou, S. (non-speaking contributor). (2022). Examining the job relevance of graduate-level statistical training in I-O psychology [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This session will explore the "education–practitioner gap" as it pertains to statistical training. Authors convene panelists from a variety of backgrounds (program directors, faculty, students, and current practitioners) to discuss methods, tools/software, and content areas that would be most relevant to I-O graduate students seeking applied jobs. For example, authors plan to discuss the importance of data visualization, data warehousing, and free software (e.g., R) relative to traditional advanced analytics methods (e.g., SEM, LPA) and software (e.g., SPSS).

📢 **Speakers**

John Christopher
Wesleyan College

Shawn Bergman
Kulynych/Cline Distinguished Professor of Psychology
Appalachian State University

Dan Simonet
Montclair State University

Bharati Belwalkar
I-O Researcher
American Institutes for Research

Afra Ahmad
MPS Program Director in Applied Industrial and Organizational Psychology
George Mason University

Jenna Eagleson
Director, Talent Analytics & Engagement
Evolent Health

Ashleigh Wilson
Graduate Assistant
Valdosta State University

Who and What Is Behind the Curtain?: AI and Accountability in Hiring and Selection (Panel Discussion - 124034)

🕐 8:00 AM - 9:20 AM, Apr 30

📍 Room 615

Selection & Assess…

Authors: Aiken, J., Brinza, A., Menchetti, G., & Oswald, F. L. (2022). Who and What is Behind the Curtain?: AI and Accountability in Hiring and Selection [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

In this session, practitioners and researchers will share their experiences with AI-enabled selection tools and the algorithms used to inform hiring decisions. Topics will include the lack of racial diversity at many of the organizations that sell and market these tools, the many decision points that take place when developing algorithms, automation bias, and the need for a productive (and possibly uncomfortable) discussion on racial discrimination and racial bias. Best practices, future research considerations, and advice for advancing hiring and selection practices will be shared.

📢 **Speakers**

Fred Oswald
Rice University

Juliet Aiken
Head of Consulting & Managing Partner
Conducere LLC

Christopher Sanders
Industrial/Organizational Psychologist
Jacobs Engineering

Guglielmo Menchetti
Wonderlic Inc.

Annie Brinza
Data Scientist
Wonderlic

Closing Plenary
🕐 8:00 AM - 9:00 AM, Apr 30
📍 Virtual

SIOP Curated **Virtual & Streaming**

The pre-recorded Closing Plenary, accessible to all conference registrants, will be added to the Whova platform for on-demand viewing, featuring incoming President Mo Wang's address.

📣 **Speakers**

Mo Wang
University of Florida

Steven Rogelberg
University of North Carolina, Charlotte

Posters: Work and Family, plus Innovation
🕐 8:30 AM - 9:20 AM, Apr 30
📍 Exhibit Hall 4B

Employee Experience **Poster**

33 Subsessions

⚫ **Air Pollution and Work–Family Conflict (Poster - 123387)**
🕐 8:30 AM - 9:20 AM, Apr 30
📍 Exhibit Hall 4B Position 1

⚫ **How Mandatory Work From Home Influences Relationship and Job Satisfaction (Poster - 123612)**
🕐 8:30 AM - 9:20 AM, Apr 30
📍 Exhibit Hall 4B Position 2

⚫ **Engaging With Nature and Work: The Outdoor Environment and Employee Outcomes (Poster - 124012)**
🕐 8:30 AM - 9:20 AM, Apr 30
📍 Exhibit Hall 4B Position 3

⚫ **Is Time or Money More Valuable to You? Toward a Measure of Temporal Awareness (Poster - 123238)**
🕐 8:30 AM - 9:20 AM, Apr 30
📍 Exhibit Hall 4B Position 4

● **Job Insecurity, Employee Stress, Spouse Stress, and Work to Family Conflict (Poster - 123717)**
🕘 8:30 AM - 9:20 AM, Apr 30
📍 Exhibit Hall 4B Position 5

● **The Relationship Between Work-to-Family Conflict and Climate for Sacrifice Over Time (Poster - 123017)**
🕘 8:30 AM - 9:20 AM, Apr 30
📍 Exhibit Hall 4B Position 6

● **A Multilevel Model Linking Socioeconomic Status to Weekly Performance (Poster - 123944)**
🕘 8:30 AM - 9:20 AM, Apr 30
📍 Exhibit Hall 4B Position 7

● **COVID-19 Child Distance Learning's Indirect Effect on Parent's Turnover Intentions (Poster - 123897)**
🕘 8:30 AM - 9:20 AM, Apr 30
📍 Exhibit Hall 4B Position 8

● **Masculinity Contest Culture: Parenthood and Professional Identity Management (Poster - 123625)**
🕘 8:30 AM - 9:20 AM, Apr 30
📍 Exhibit Hall 4B Position 9

● **Flextime Relationships With Individual and Family Well-Being Among Shift Workers (Poster - 124052)**
🕘 8:30 AM - 9:20 AM, Apr 30
📍 Exhibit Hall 4B Position 10

● **On States and Traits in Work–Family Research (Poster - 123158)**
🕘 8:30 AM - 9:20 AM, Apr 30
📍 Exhibit Hall 4B Position 11

● **Couples' Segmentation Preference Fit, Work-to-Home Conflict, and Mandatory WFH (Poster - 123616)**
🕘 8:30 AM - 9:20 AM, Apr 30
📍 Exhibit Hall 4B Position 12

● **FSSB and Family-Friendly Policy Attitudes Among Tenure-Track Faculty (Poster - 124068)**
🕘 8:30 AM - 9:20 AM, Apr 30
📍 Exhibit Hall 4B Position 13

● **Role Modeling, Work–Life Balance Strategies and Mental Health in the COVID Pandemic (Poster - 123358)**
🕘 8:30 AM - 9:20 AM, Apr 30
📍 Exhibit Hall 4B Position 14

● **From Surviving to Thriving: How Family Supportive Supervisors Benefit Working Parents (Poster - 123588)**
🕘 8:30 AM - 9:20 AM, Apr 30
📍 Exhibit Hall 4B Position 15

● **Interrole Conflict and Facilitation: Impacts on Well-Being Across Time (Poster - 123533)**
🕘 8:30 AM - 9:20 AM, Apr 30
📍 Exhibit Hall 4B Position 16

● **Personality and Boundary Management Preferences (Poster - 123537)**
🕘 8:30 AM - 9:20 AM, Apr 30
📍 Exhibit Hall 4B Position 17

● **Supervisor's Organizational Embodiment in a Family Support Moderated Mediation Model (Poster - 123277)**
🕘 8:30 AM - 9:20 AM, Apr 30
📍 Exhibit Hall 4B Position 18

● **How Do Working Students Get More Satisfaction? Exploring Job Crafting and Enrichment (Poster - 123449)**
🕘 8:30 AM - 9:20 AM, Apr 30
📍 Exhibit Hall 4B Position 19

● **Segmentation Effects While Working From Home During COVID-19 (Poster - 123711)**
🕘 8:30 AM - 9:20 AM, Apr 30
📍 Exhibit Hall 4B Position 20

● **Does Telework Work? Clarifying the Effects of Telework on Work–Family Conflict (Poster - 124051)**
🕘 8:30 AM - 9:20 AM, Apr 30
📍 Exhibit Hall 4B Position 21

● **An Individual Differences Approach to Remote Worker Outcomes During COVID-19 (Poster - 124327)**

○ 8:30 AM - 9:20 AM, Apr 30
◉ Exhibit Hall 4B Position 22
⬤ **How Family–Work Conflict Triggers Silence at Work Through Motivation and Exhaustion (Poster - 124007)**
○ 8:30 AM - 9:20 AM, Apr 30
◉ Exhibit Hall 4B Position 23
⬤ **The Roles of Negative Rumination and Self-Control in the Link Between WFC and CWB (Poster - 124023)**
○ 8:30 AM - 9:20 AM, Apr 30
◉ Exhibit Hall 4B Position 24
⬤ **Work–Family Interpersonal Support: A Resource for Employees With Caregiving Ambition? (Poster - 123174)**
○ 8:30 AM - 9:20 AM, Apr 30
◉ Exhibit Hall 4B Position 25
⬤ **The Impact of Firms' Ethical Reputation on Employees' Work Experiences and Perception (Poster - 124183)**
○ 8:30 AM - 9:20 AM, Apr 30
◉ Exhibit Hall 4B Position 26
⬤ **Meaningful Work and Job Satisfaction: The Role of Work–Family Conflict (Poster - 124081)**
○ 8:30 AM - 9:20 AM, Apr 30
◉ Exhibit Hall 4B Position 27
⬤ **The Mediating Effect of Self-Concept in the Link Between Culture and Spillover (Poster - 124371)**
○ 8:30 AM - 9:20 AM, Apr 30
◉ Exhibit Hall 4B Position 28
⬤ **Predicting the Desire to Continue to Work From Home (Poster - 123682)**
○ 8:30 AM - 9:20 AM, Apr 30
◉ Exhibit Hall 4B Position 29
⬤ **Organizational Embeddedness and Work-to-Family Conflict: A Moderated Mediation Model (Poster - 121487)**
○ 8:30 AM - 9:20 AM, Apr 30
◉ Exhibit Hall 4B Position 30
⬤ **Psychological Safety and the Integration of Creative, Role, and Group Identities (Poster - 123360)**
○ 8:30 AM - 9:20 AM, Apr 30
◉ Exhibit Hall 4B Position 31
⬤ **Friends Aren't So Bad When You're Innovating (Poster - 124336)**
○ 8:30 AM - 9:20 AM, Apr 30
◉ Exhibit Hall 4B Position 32
⬤ **Creative Process Engagement and the Pursuit of Meaningful Work (Poster - 124389)**
○ 8:30 AM - 9:20 AM, Apr 30
◉ Exhibit Hall 4B Position 33

9:30 AM

Damaging Downtime: Attitudes and Behaviors That Affect Recovery, Sleep, and Health (Symposium - 123657)
○ 9:30 AM - 10:50 AM, Apr 30
◉ Zoom 1

Employee Experience   **Virtual & Streaming**

Authors: Black, K.J. (Chair) & Barber, L. K. (Discussant). (2022). Damaging downtime: Attitudes and behaviors that affect recovery, sleep, and health [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Smith, C. E., Barratt, C. L., & Brooks, M. E. (2022). Too stressed to decide to decompress: Work stress undercuts healthy leisure decisions.
Black, K. B., Vosika, E., Broda, P., & Ross, D. (2022). The correlates and consequences of relaxation remorse.
Headrick, L., Park, Y., & von Thaden, T. (2022). Firefighters' off-duty unhealthy behavior and on-duty stress experience: Sleep as a moderator.
Weigelt, O., Prem, R., Siestrup, K., French, K., Gierer, P., & Tsantidis, S. (2022). An experience sampling study on sleep impairment and anticipation of work.

Quality work stress recovery is known to benefit workers' health, well-being, and performance. However, many workers engage in behaviors that are not replenishing, particularly those who experience high levels of stress. This set of papers explores attitudes and decision-making patterns that can limit resource replenishment, as well as how unhealthy choices and insufficient rest can affect perceptions of work the next day. These studies have practical implications for addressing barriers to recovery and making the case for why bad recovery choices affect worker's ability to work and live well.

Kristen Black
Assistant Professor
The University of Tennessee at Chattanooga

Larissa Barber
AssociateProfessor
San Diego State University

Lucille Headrick
San Jose State University

Claire Smith
University of South Florida

Oliver Weigelt
Postdoctoral Researcher
Leipzig University

Should I Stay or Should I Go Now: How Do We Stem the Flight of Female I-O Academics? (Panel Discussion - 124018)

🕐 9:30 AM - 10:50 AM, Apr 30
📍 Zoom 2

Diversity-Equity-Inclusion   **Virtual & Streaming**

Authors: Rowley, S., Aiken. J., Dickson, M., Deuling, J., Cheng, S., Delgado-Swafford, F., & Raghuram, A. (2022). Should I Stay or Should I Go Now: How Do We Stem the Flight of Female I/O Academics [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This session will focus on the topic of women in I-O psychology academia who left their higher education careers in psychology departments for practitioner roles. The purpose of this session is to expose issues faced by women in academia, clarifying why some are opting to leave for a practitioner route, and what universities, colleagues, and organizations such as SIOP can do to support more women in their academic paths. Participants are asked to come ready to share questions, solutions, and resources.

📢 **Speakers**

Jacqueline K. Deuling (Mitchelson)
Army Research Institute

Juliet Aiken
Head of Consulting & Managing Partner
Conducere LLC

Felicia D. Swafford
University of Cincinnati

Aditi Raghuram
Steinbeis University

Shannon Cheng
Senior Knowledge Analyst
McKinsey & Company

If the Shoe Fits: Empowering Students to Strategically Select an I-O Graduate Program (Panel Discussion - 124266)

🕓 9:30 AM - 10:50 AM, Apr 30

📍 Zoom 3

`Students & Early Career` `Virtual & Streaming`

Authors: Sanders, A. M. F. (Co-Chair), Huelsman, T. (Co-Chair), Pool, G. J. (Co-Chair), Iverson, N., Reynolds Kueny, C., Scuderi, N., Shahani-Denning, C. (2022). If the Shoe Fits: Empowering Students to Strategically Select an I-O Graduate Program [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

The diverse offerings of I-O master's programs pose a challenge for prospective students and faculty mentors in determining ideal fit during graduate school application and decision-making processes. A panel of MS/MA I-O program directors share insights into program features, student success factors, and how program culture and student needs impact person–program fit. This session is for program directors (doctoral or MS/MA) seeking to enhance accessibility/appeal to diverse students, mentors/advisors of students applying to I-O programs, and students exploring graduate education.

📢 **Speakers**

Adriane M.F. Sanders
Director, MSIO | Associate Prof.
Austin Peay State University

Timothy J. Huelsman
Appalachian State University

Comila Shahani-Denning
Hofstra University

Noelle F. Scuderi
University of Hartford

Gregory Pool
Professor and Graduate Program Director, Industrial/Organizational Psychology
St. Mary's University

Nathan Iverson
Program Director
California Baptist University

Clair A. Reynolds Kueny
Missouri University of Science & Technology

Preparing Leaders for Tomorrow: Future Directions of Leadership Development Research (Panel Discussion - 123671)

🕓 9:30 AM - 10:50 AM, Apr 30

📍 Zoom 4

`Leadership & Coaching` `Virtual & Streaming`

Authors: Zakzewski, J. E. (Co-Chair), Wallace, D. M. (Co-Chair), Day, D. V. (Panelist), Murphy, S.E. (Panelist), Ruark, G. A. (Panelist), Weis, E. J. (Panelist), & Zaccaro, S. J. (Panelist). (2021). Preparing leaders for tomorrow: Future directions of leadership development research [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

This session will present recent research directions surrounding the topic of leadership development, signifying momentum toward more complex conceptualizations of leaders and leadership. Topics will include developing collective leadership, leadership development throughout the lifetime; applied research techniques; diversity, equity, and inclusion research initiatives; and the intersection between leader identity development and gender. The panelists will provide their insights into the current state of academic and applied work and discuss future research directions for the field.

Joanna Zakzewski
Doctoral Student
George Mason University

David Day
Professor & S. L. Eggert Chair in Leadership, Academic Director of the Kravis Leadership Institute
Claremont McKenna College

Stephen Zaccaro
George Mason University

Gregory A. Ruark
U.S. Army Research Institute

Susan E. Murphy
Programme Director Executive Women's Leadership Programme
University of Edinburgh Business School

Eric Weis
Organizational Development Psychologist
Federal Aviation Administration

David Wallace
U.S. Naval Academy

Integrating Qualitative and Quantitative Data in Organizations (Panel Discussion - 124340)
🕒 9:30 AM - 10:50 AM, Apr 30
📍 Zoom 5

Technology & Methods   Virtual & Streaming

Authors: Seibert, J., Ford, J., Jain, S., Nesnidol, S., Nordan, A., Sim, S., (2022). Integrating Qualitative and Quantitative Data in Organizations [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Quantitative methods have the benefit of discernible rigor and a great many means of testing for the significance of findings and effect sizes. Yet, they can still benefit from the integration with qualitative techniques, which can help us to tell the story of the data in a way that organizations can more easily digest. In this panel, a number of practitioners will share their experiences integrating qualitative and quantitative methods to gain greater insight into organizational challenges.

📢 **Speakers**

Jerry Seibert
Executive Consultant
OrgVitality

John Ford
Senior Research Psychologist
U.S. Merit Systems Protection Board

Alec Nordan
People Insights Consultant
VMware

Samantha Nesnidol
Principal People Scientist
Ford Motor Company

Stacy Sim
Procter & Gamble

Sachin Jain
Director Culture & Engagement
PepsiCo

We Are Better Together: A Talent Hackathon to Solve Important Organizational Issues (Alternative Presentation - 124017)

🕐 9:30 AM - 10:50 AM, Apr 30
📍 Ballroom 6A

Leadership & Coa…

Authors: Marcus-Blank, B. J., Chambers, R. J., Congemi, P., Desrosiers, E., Dreyer, M., Foldes, H., & Mattimore, L. (2022). We Are Better Together- A Talent Hackathon to Solve Important Organizational Issues. [Alternative Interactive Session]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

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 5 companies will present an issue they are experiencing and then lead roundtable solutioning discussions.

📢 Speakers

Brittany Marcus-Blank
Johnson & Johnson

Erica I. Desrosiers
Chief Talent Officer
Otsuka Pharmaceutical Companies (U.S.)

Hannah Foldes
Talent Director - Supply Chain, Innovation, Technology, & Quality
General Mills

Pamela Congemi
Senior Director, Human Resources
Medtronic

Richard Chambers
Instructor
General Mills

Laura Mattimore
Procter & Gamble

Matthew Dreyer
Head of Talent Management & Lead Talent Partner
Prudential Financial

Job Insecurity Research in the Context of the COVID-19 Pandemic and Automation (Symposium - 123410)

🕐 9:30 AM - 10:50 AM, Apr 30
📍 Ballroom 6B

Employee Experience   Virtual & Streaming

Authors: Jiang, L., & Probst, T. M. Job Insecurity Research in the Context of the COVID-19 Pandemic and Automation. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

DiStaso, M., Chaviano, G., & Shoss, M. Layoff and furlough events and employee well-being via job insecurity.
Bazzoli, A., & Probst, T. M. Are our best days still ahead of us? Job insecurity and work selves during the pandemic
Debus, M., E., Probst, T. M., Bazzoli, A., & Lee, H. J. The long reach of unemployment: Employee reactions to subsequent job insecurity
Jiang, L., Xu, X., Zubielevitch, E. & Sibley, C. G. A 7-year longitudinal study of competing perspectives on the relationships of job insecurity with job and life satisfaction
Roll, L. C., De Witte, H., & Wang, H-J. Measuring employees' perceived threat of automation: Validation of the occupation insecurity scale

Job insecurity has become a global concern for employees amid COVID-19 and the accelerated automation. With data from the U.S., Germany, New Zealand, the UK and Belgium, 5 papers in this symposium investigate new predictors, moderators, and outcomes in the job insecurity process and propose a new concept of occupation insecurity, representing new developments in job insecurity research.

📢 **Speakers**

Lixin Jiang
Senior Lecturer
University of Auckland

Maike E. Debus
Assistant Professor of Work and Organizational Psychology
Université de Neuchâtel

Lara Roll
Marie Curie Postdoctoral Fellow
KU Leuven, Belgium

Andrea Bazzoli
Graduate Teaching Assistant
Washington State University

Michael DiStaso
University of Central Florida

Myths and Urban Legends About Work-Related Relational Phenomena (Symposium - 123322)
🕘 9:30 AM - 10:50 AM, Apr 30
📍 Ballroom 6C

`Virtual & Stream…`

Authors: Eby, L. T., Facteau, D. B., & Robertson, M. M., (2022). Myths and urban legends about work-related relational phenomena [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Allen, T .D. (2022). Myths and urban legends about the work and family interface.
Eby, L. T., Robertson, M. M., & Facteau, D. B. (2022). Myths and urban legends related to mentoring.
Johnson, R. E. (2022). Myths that exist in contemporary leadership literature.
Mathieu, J. E. (2022). Some common urban legends in teams research:
Theoretical, response rate, and psychometric examples.

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.

📢 **Speakers**

David Facteau
Graduate Student
University of Georgia - Franklin College of Arts and Sciences

Tammy Allen
Professor

University of South Florida

Lillian T. Eby
Dr.
University of Georgia

John E. Mathieu
University of Connecticut

Russell Johnson
Associate Professor
Michigan State University

Choose Your Own Adventure Consulting V: Modern Day Challenges, Unique Approaches (Panel Discussion - 123706)

🕘 9:30 AM - 10:50 AM, Apr 30
📍 Room 602-603

Selection & Assess…

Authors: Shylock, T. (Co-Chair), Baytalskaya, N. (Co-Chair), Grabarek, P. (Speaker), Rice, C. (Speaker), Ford, T. (Speaker), Petor, J. (Speaker), Choose Your Own Adventure Consulting V: Modern Day Challenges, Unique Approaches [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Many organizations in various industries are facing unprecedented shortfalls in meeting staffing demands. When dealing with an understaffed environment, it's easy to lose sight of the tried and true I-O principles that can help companies survive and even thrive in these settings. This panel brings together experts from different I-O areas to offer practical, unique solutions for a fictional client's issues around staffing and turnover. Each panelist will attempt to solve the client's problem through one of the following lenses: employee well-being, recruitment/HR, assessments, and training.

📣 **Speakers**

Corina Rice
BetterUp

Patricia Grabarek
Co-Founder
Workr Beeing

Trevor J. Shylock
PSI Services LLC

Jessica Petor
Consultant
Walmart

Timothy Ford
Principal Consultant
Kaizen Approach, Inc.

Teaching the Teachers: Transforming the Undergraduate Research Experience (Alternative Presentation - 123853)

🕘 9:30 AM - 10:50 AM, Apr 30
📍 Room 606

Diversity-Equity-Inc…

Authors: Liu, S.-N. C (Co-Chair), Zelin, A. I. (Co-Chair), Broucher, H. F., Wymer, C., Volpone, S. D., Kim, H. L., Sabat, I. E., Arena, D. F., Eaton, A. A., Santana, D. L., Diaz, I., & Magaña, Z. (2022). Teaching the teachers: Transforming the undergraduate research experience [Alternative Session]. Society for Industrial and

Organizational Psychology Annual Conference, Seattle, WA, United States.

Undergraduate research assistants (UGRAs) are an essential part of I-O psychology research. Because most UGRAs are "paid in experience," these experiences should be made worthwhile. This session aims to: (a) reframe the role of UGRAs from being inexpensive/free labor to being active participants in their research and learning experiences; (b) provide strategies for increasing the size and reach of attendees' labs without overstraining their resources. Six mentor–mentee dyads will share their experiences leading (mentors) and participating (mentees) in transformative research labs.

📢 **Speakers**

Sin-Ning Liu
Texas A&M University

Sabrina Volpone
University of Colorado Boulder

Ismael Diaz
Assistant Professor
California State University, San Bernardino

Alexandra Zelin
University of Tennessee at Chattanooga

Asia Eaton
Associate Professor of Psychology
Florida International University

Isaac Sabat
Texas A&M University

Dave Arena
Assistant Professor
University of Texas, Arlington

Zytlaly Magana
Latinos in I-O Psychology

Chelsea Wymer

Daniela Lopez Santana
Chicago School of Professional Psychology

Haleigh Broucher

Habin Lena Kim
University of Colorado Boulder

Automating Is the Future: Improving Research Scalability With Predictive Modeling (Symposium - 124193)
🕐 9:30 AM - 10:50 AM, Apr 30
📍 Room 607

Technology & Met...

Authors: Acton, B.P. (Co-Chair) & Koenig, N. (Co-Chair) (2022). Automating Is The Future: Improving Research Scalability With Predictive Modeling [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Dahlke, J.A. & Putka, D.J. (2022). Automating the Generation of Vocational Interest Profiles from Occupation Descriptions.
Chen, C., Landers, R.N., Gore, R., Auer, E.M. (2022). Affect-related Psychological Traits are Reflected by the Sentiment of Publicly Shared Text.
Acton, B.P., Hansbrough, T.K., Foti, R.J., Delice, F., Lord, R.G. (2022). Using Predictive Text Analysis to Identify The Memory Processing of Leadership Items.
Minton, B., & Hernandez, I. (2022). Comparison of Social Support Seeking Online Across Workers in Essential Industries.
Chekili, A. & Hernandez, I. (2022). What's in a Name? Using Neural Networks to Infer Organizational Diversity from Employee Rosters.

The world of work is changing, with a greater reliance on data-driven approaches to make important decisions related to diversity, employee well-being, leadership, and so on. This symposium presents a series of papers that utilize predictive modeling as a tool for effectively using a less resource-intensive way to utilize data for organizational purposes.

📢 **Speakers**

Bryan Acton
Virginia Tech

Nick Koenig
Director of Data Science
Modern Hire

Jeff Dahlke
Senior Scientist
HumRRO

Brandon Minton
Virginia Tech

Amel Chekili
Research Assistant
Purdue University College of Health and Human Sciences

Chulin Chen
University of Minnesota

Improving Applicant Reactions to Forced-Choice Personality Tests (Symposium - 123777)
🕒 9:30 AM - 10:50 AM, Apr 30
📍 Room 608

Selection & Assess…

Authors: Gallagher, C. (Co-Chair), Yankov, G. P. (Co-Chair), & McCarthy, J. M. (Discussant). (2022). New Methods to Improve Reactions to FC Personality Tests [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Coughlin, C. (2022). Improving the applicant experience in a FC personality assessment.
Yankov, G. P. (2022). Exploring reactions to mixed-format forced choice personality tests.
Gallagher, C., & Hughes, I. (2022). Reactions to novel comparative formats: Considering test-taker goals.
Zhang, B., & Li, J. (2022). A comparison of respondents' reactions to graded FC and Likert formats.

Following a fallow period of forced choice testing research, modeling advances have led to a boom in adoption of these tests for benefits the formats confer. Research is catching up to the adoption, but very little research has examined test-taker reactions to the forced-choice test, particularly with its ever-evolving variations. This symposium compiles 4 diverse studies with aims to pinpoint key elements of FC tests that contribute applicant reactions with the hopes of guiding future research in this area and improving experience of applicants taking forced-choice tests.

Speakers

Christopher Gallagher

Psychometrician
Bowling Green State University

Julie McCarthy

University of Toronto

Chris Coughlin

DDI

Georgi P. Yankov

Senior Research Scientist
DDI

Bo Zhang

Texas A & M University

Mastering the Job Market: Career Issues for Master's Level I-O Psychologists (Panel Discussion - 122995)

🕘 9:30 AM - 10:50 AM, Apr 30
📍 Room 609

`Students & Early C…`

Authors: Shoenfelt, E. L., Bartels, L., Cunningham, C. J. L., Glazer, S., L'Heureux, T., Mazzola, J., & Nagy, M. (2022). Mastering the job market: Career issues for master's level industrial-organizational psychologists (Panel). Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Faculty from top-ranked I-O master's programs who authored the recent SIOP Professional Practice Series volume Mastering the Job Market: Career Issues for Master's Level Industrial-Organizational Psychologists share expertise on key competencies, best practices for applying for jobs, on-boarding, organizational roles, salaries, career transitions, and maintaining professionalism throughout the career. A large nation-wide survey of I-O master's practitioners and employers provides the foundation for these data-based recommendations. Q&A with the audience completes the session.

Speakers

Betsy Shoenfelt

Industrial-Organizational / Performance Psychologist
WKU

Lynn Bartels

Professor of Psychology, Director of Faculty Development
Southern Illinois University, Edwardsville

Sharon Glazer

Professor & Chair
The University of Baltimore

Tara L'Heureux-Barrett

I/O Psych professor
University of New Haven

Mark Nagy

Wendal, Inc.

Christopher J.L. Cunningham

University of Tennessee at Chattanooga / Logi-Serve

Joseph Mazzola
Meredith College

When Forgiving Helps: Advancing Research on Forgiveness in the Workplace (Symposium - 123675)

🕘 9:30 AM - 10:50 AM, Apr 30

📍 Room 611

`Employee Experi…`

Authors: Yoon, S. (Co-Chair), Koopman, J. (Co-Chair), Chawla, N. (Co-Chair), & Fehr, R. (Discussant). (2022). When Forgiving Helps: Advancing Research on Forgiveness in the Workplace [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Heng, Y. T., Chi, N. W., Farh, C. I. C, & Wang, A-C. (2022). Repaying Harm With Good? How Forgiving Abusive Supervisor Behavior Facilitates Better Subordinate Intrapersonal and Interpersonal Outcomes.
Mu, F. & Bobocel, D. R. (2022). Am I Still a Victim? Rumination and Forgiveness Outcomes Depend on Why Employees Grant Forgiveness.
Yoon, S., Koopman, J., Chawla, N., McClean, S. T., Bradley, B. (2022). Examining the (In)Congruence Effect of Felt and Expressed Forgiveness on Work Outcomes Through Authenticity
Ong, M. (2022). Self-Forgiveness in the Aftermath of Wrongdoing: Overcoming the Limitations of a Fixed Mindset.

Forgiveness has never been more relevant to today's organizations where interpersonal conflicts, disputes, and aggression are prevalent. Although prior work has paved the way for understanding forgiveness in organizations, many important research questions remain unanswered. This symposium brings together a number of leading and emerging scholars to join this ongoing conversation and share their insights into forgiveness in the workplace. Both in isolation and together, the 4 papers extend and advance extant understanding of forgiveness.

📢 **Speakers**

Seoin Yoon

Ryan Fehr
University of Maryland

Joel Koopman
Texas A&M University

Madeline Ong
Texas A&M University

Nitya Chawla
Assistant Professor
Texas A&M University

Frank Mu
Assessment Research Manager
CodeSignal

Yu Tse Heng
University of Washington

The Research Must Go On: The Shift to Virtual Team Data Collection (Alternative Presentation - 124147)

🕘 9:30 AM - 10:50 AM, Apr 30

📍 Room 612

Authors: Brown, S. G. (Chair), Zalewski, J. (Co-chair), Muflahi, Z. A. (Co-chair), Pesner, E. (Panelist), Winget, J. R. (Panelist), Fragoso, Z. (Panelist). (2022) The research must go on: The shift to virtual team data collection [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Due to the COVID-19 pandemic, many I-O psychologists are restricted to data collection efforts using online platforms, including Qualtrics Online Sample, Amazon Mechanical Turk, and Prolific. However, these platforms are designed to support individual-based data collection. This session presents and illustrates virtual platforms suited for team-based data collection. The platforms include Slack, RunBox, LIONESS Lab, and a virtual escape room using Zoom. Participants will work in breakout groups to discuss how these methods could be applied to their own research then share these ideas.

📢 **Speakers**

Ziyad Muflahi
Graduate Research Assistant
Wayne State University

Shanique Brown
Assistant Professor
Wayne State University

Erik Pesner
Contemporary Leadership Advisors

Zachary Fragoso
Wayne State University

Jeremy R. Winget
Loyola University Chicago

Jessica Zalewski
Wayne State University

Finding a Job and Building a Life Post Grad School (Alternative Presentation - 124021)
🕘 9:30 AM - 10:50 AM, Apr 30
📍 Room 613-614

Authors: Muoneke, A.P., Romay, S., Joiner, L.C., Roberts, Z., & Johnson, L. U. (2022). Life after Advisor: Finding a Job and Building a Life. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States

The expansion of remote work and the growing appetite for analytics and research within human resources and people centered domains has created a job market that is challenging to navigate for students leaving graduate school. The goal of this alternative interactive session is to help people currently finishing their graduate studies or re-entering the job market contemplate and prepare for distinct career paths. Please presubmit questions to amandamuoneke@gmail.com.

📢 **Speakers**

Amanda Muoneke
UX Researcher
Meta/Instagram

Lars Johnson
Assistant Professor Of Industrial & Organizational Psychology
Wayne State University

Sophie Romay
U.S. Air Force

Zachary Roberts
Korn Ferry

Laura Joiner
Talent Management
Twitter

Do Forced-Choice Measures Reduce Faking and Improve Validity? (Symposium - 123301)
🕐 9:30 AM - 10:50 AM, Apr 30
📍 Room 615

`Technology & Met…`

Authors: Meade, A. W. (Chair) (2022). Do Forced Choice Measures Reduce Faking and Improve Validity? [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
Christiansen, N. D., & Robie, C. (2022). Effects of Scoring Methods for Forced-Choice Personality Scales on Trait Correlations: Classical Test Theory versus Thurstonian IRT.
Fisher, P. A., Robie, C., & Christiansen, N. D. (2022). Forced-Choice and Faking: A Monte Carlo Simulation of Forced-Choice Assessment Designs Under Faking Conditions
Rasheed, S. & Robie, C. (2022). Developing a Fake-Resistant RIASEC Measure
Speer, A., Tenbrink, A., Wegmeyer, L., Delacruz, A., & Salim, R. (2022). Meta-Analysis of Psychometric Properties of Forced-Choice and Single Stimulus Scores.
Wegmeyer, L., & Speer, A. (2022). Understanding, Detecting, and Deterring Faking on Interest Inventories

Since the development of advanced psychometric models that solve longstanding issues with forced-choice (FC) measures, there has been widespread use of FC measures in organizations. Although research has also increased, many questions remain. Papers in this session utilize a wide variety of methods and measures (e.g., personality and interest inventories) to further research related to faking and validity of FC measures. Meta-analysis, simulation, and many types of scoring and samples investigate the extent to which FC reduces faking and improves criterion-related validity.

📢 **Speakers**

Adam Meade
Professor
North Carolina State University

Neil Christiansen
Professor
Central Michigan University

Andrew Speer
Wayne State University

Peter A. Fisher
Doctoral Candidate
Wilfrid Laurier University

Lauren Wegmeyer
Wayne State University

Sabah Rasheed

Posters: DEI Part II

🕘 9:30 AM - 10:20 AM, Apr 30

📍 Exhibit Hall 4B

`Diversity-Equity-Inclusion` `Poster`

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34 Subsessions

⚫ **Think Manager, Think Male? Racial Implications of the Think Manager–Think Male Effect (Poster - 123759)**
🕘 9:30 AM - 10:20 AM, Apr 30
📍 Exhibit Hall 4B Position 1

⚫ **Colorism in Selection (Poster - 123550)**
🕘 9:30 AM - 10:20 AM, Apr 30
📍 Exhibit Hall 4B Position 2

⚫ **Discrimination in the Hiring of Immigrants: A Complex Interaction (Poster - 124016)**
🕘 9:30 AM - 10:20 AM, Apr 30
📍 Exhibit Hall 4B Position 3

⚫ **Explaining the Gender Pay Gap Through Vocational Interest Fit (Poster - 124152)**
🕘 9:30 AM - 10:20 AM, Apr 30
📍 Exhibit Hall 4B Position 4

⚫ **Do Words Matter? The Impact of Gendered Language on Women's Applications (Poster - 123205)**
🕘 9:30 AM - 10:20 AM, Apr 30
📍 Exhibit Hall 4B Position 5

⚫ **Both Sides of the Ageism Spectrum Affect Perceived Voice and Competence (Poster - 123113)**
🕘 9:30 AM - 10:20 AM, Apr 30
📍 Exhibit Hall 4B Position 6

⚫ **The Influence of Leader Inclusiveness on Psychological Climate for Diversity and Job (Poster - 123375)**
🕘 9:30 AM - 10:20 AM, Apr 30
📍 Exhibit Hall 4B Position 7

⚫ **Gender and Applicant Reactions to a Work Simulation in a Male-Dominated Context (Poster - 123678)**
🕘 9:30 AM - 10:20 AM, Apr 30
📍 Exhibit Hall 4B Position 8

⚫ **"Becoming the Uniform": Minority Police Officers' Perspectives on Identity Management (Poster - 123803)**
🕘 9:30 AM - 10:20 AM, Apr 30
📍 Exhibit Hall 4B Position 9

⚫ **Advanced Recruitment and Selection Technologies and Applicants With Disabilities (Poster - 122911)**
🕘 9:30 AM - 10:20 AM, Apr 30
📍 Exhibit Hall 4B Position 10

⚫ **A Comparison of Native American and White Manager Values (Poster - 123688)**
🕘 9:30 AM - 10:20 AM, Apr 30
📍 Exhibit Hall 4B Position 11

⚫ **Woke Capitalism or Genuine Concern? An Analysis of CEO Personality and Activism (Poster - 123767)**
🕘 9:30 AM - 10:20 AM, Apr 30
📍 Exhibit Hall 4B Position 12

⚫ **Good for You and Good for Me: Antecedents and Outcomes of Inclusion in the Workplace (Poster - 123772)**
🕘 9:30 AM - 10:20 AM, Apr 30
📍 Exhibit Hall 4B Position 13

⚫ **Foreign Accent Bias in Hiring Evaluations (Poster - 123469)**
🕘 9:30 AM - 10:20 AM, Apr 30
📍 Exhibit Hall 4B Position 14

⚫ **Leadership and Gender: What Happens if We Actually Measure Behavior Incongruence? (Poster - 123447)**
🕘 9:30 AM - 10:20 AM, Apr 30
📍 Exhibit Hall 4B Position 15

⚫ **Borderline Personality Disorder and Organizational Behavior: A Meta-**

Analytic Review (Poster - 123248)
🕐 9:30 AM - 10:20 AM, Apr 30
📍 Exhibit Hall 4B Position 16

● **What Can Diversity Do for You? How Racioethnic Diversity Influences Task Performance (Poster - 123758)**
🕐 9:30 AM - 10:20 AM, Apr 30
📍 Exhibit Hall 4B Position 17

● **Racial Stratification in Organizational Hierarchies as an Emergent Phenomenon (Poster - 122921)**
🕐 9:30 AM - 10:20 AM, Apr 30
📍 Exhibit Hall 4B Position 18

● **Mega Threats, Team Diversity, and the Impact on Performance (Poster - 123199)**
🕐 9:30 AM - 10:20 AM, Apr 30
📍 Exhibit Hall 4B Position 19

● **Representation Matters. The Trickle-Down Effect of Underrepresented Minority Faculty (Poster - 123692)**
🕐 9:30 AM - 10:20 AM, Apr 30
📍 Exhibit Hall 4B Position 20

● **Underrepresentation of Asian Americans in Leadership: An Intrapersonal Analysis (Poster - 122843)**
🕐 9:30 AM - 10:20 AM, Apr 30
📍 Exhibit Hall 4B Position 21

● **Third-Party Agents as a Tool for Disrupting Mechanisms of Gender Bias (Poster - 123057)**
🕐 9:30 AM - 10:20 AM, Apr 30
📍 Exhibit Hall 4B Position 22

● **Feeling Like an Impostor: Men and Women in STEM and Non-STEM Majors (Poster - 123531)**
🕐 9:30 AM - 10:20 AM, Apr 30
📍 Exhibit Hall 4B Position 23

● **Perception of Leader Likability and Effectiveness in Gender x Feedback Interaction (Poster - 123638)**
🕐 9:30 AM - 10:20 AM, Apr 30
📍 Exhibit Hall 4B Position 24

● **Experiences of Harassment and Burnout in LGBQ Physicians (Poster - 123737)**
🕐 9:30 AM - 10:20 AM, Apr 30
📍 Exhibit Hall 4B Position 25

● **The Inherent Femininity of Perceived Supervisor Support and its Implications (Poster - 123006)**
🕐 9:30 AM - 10:20 AM, Apr 30
📍 Exhibit Hall 4B Position 26

● **Predicting Anticipated Discrimination With Perceptions of Inclusion and Loneliness (Poster - 123836)**
🕐 9:30 AM - 10:20 AM, Apr 30
📍 Exhibit Hall 4B Position 27

● **Understanding Anticipated Discrimination Through an fsQCA (Poster - 123500)**
🕐 9:30 AM - 10:20 AM, Apr 30
📍 Exhibit Hall 4B Position 28

● **The Impact of Female Representation in Top Management on Employee's Work Experiences (Poster - 123742)**
🕐 9:30 AM - 10:20 AM, Apr 30
📍 Exhibit Hall 4B Position 29

● **Will an Extra Degree Help? A Study of Doctoral Admissions for Stigmatized Applicants (Poster - 123440)**
🕐 9:30 AM - 10:20 AM, Apr 30
📍 Exhibit Hall 4B Position 30

● **The Interplay of Age and Gender on Interpersonal Perceptions in the Workplace (Poster - 123412)**
🕐 9:30 AM - 10:20 AM, Apr 30
📍 Exhibit Hall 4B Position 31

● **A Meta-Analysis of the Relation Between the Dark Triad and Ambivalent Sexism (Poster - 123122)**
🕐 9:30 AM - 10:20 AM, Apr 30
📍 Exhibit Hall 4B Position 32

● **Inclusion in the Diversity Training Experience: Morality Processes Matter**

(Poster - 123179)
🕐 9:30 AM - 10:20 AM, Apr 30
📍 Exhibit Hall 4B Position 33
⬤ **Exploring the Effects of Promoting Feminine Leaders on Recruiting Women in Biotech (Poster - 123107)**
🕐 9:30 AM - 10:20 AM, Apr 30
📍 Exhibit Hall 4B Position 34

The Congressional Workplace (Special Event - 132971)

🕐 9:30 AM - 10:30 AM, Apr 30
📍 Room 618-619

`SIOP Cura…`

Evidence-Based Policymaking and Modernizing Congress, featuring Representative Derek Kilmer (D, WA-6th District)

Speakers: Derek Kilmer, Steven Rogelberg, Lilia Cortina, Jeff McHenry, Scott Tannenbaum. Nonspeaking contributors: Amanda Bruno, Jack Goodman

Congressman Derek Kilmer, Chairman of the House Select Committee on the Modernization of Congress, will be joined by SIOP President Steven Rogelberg and a panel of three I-O psychology experts to discuss evidence-based policymaking, issues related to modernizing a workplace as unique as the U.S. Congress, and the role of I-O psychology in the efforts of the select committee. Derek Kilmer serves as the United States Representative for Washington's 6th Congressional District where he is focused on getting our economy and our Congress back to work. Born and raised in Port Angeles, Derek saw firsthand how the region's economy has struggled, and the impact that has had on families and communities. That's why after college, Derek put his education into practice right here in Washington, earning over a decade of experience working in economic development in the Puget Sound region before putting his experience to work in Olympia and Washington, D.C. Derek was reelected to a fifth term in the U.S. House of Representatives in 2020 and chosen by his Democratic colleagues to serve on the House Appropriations Committee, one of only four 'exclusive' committees in the House. Derek serves on the Interior and Environment Subcommittee, Defense Subcommittee, and Energy and Water Development Subcommittee.

📢 **Speakers**

Derek Kilmer
U.S. Congress

Steven Rogelberg
University of North Carolina, Charlotte

Lilia Cortina
University of Michigan

Jeff McHenry

Scott Tannenbaum
Group for Organizational Effectiveness

11:00 AM

Closing Lunch Event

🕐 11:00 AM - 12:00 PM, Apr 30
📍 WSCC - Ballroom 6E