

# 2023 SIOP Annual Conference

## Event Schedule

Wed, Apr 19, 2023

6:30 AM

### Workshop and Consortia Registration

🕒 6:30 AM - 9:00 AM, Apr 19

📍 Hynes - Exhibit Hall Foyer

Workshop

Consortia

Workshop and Consortia Registration Required

7:00 AM

### Achievement in Practice Awards

🕒 7:00 AM - 1:00 PM, Apr 19

📍 Virtual

SIOP Curated

Virtual and Streaming

SIOP offers numerous awards honoring exceptional achievements in applied research. In this virtual session, 2023 award recipients will share brief summaries of their work.

Holman, S. (Chair). (2023) Achievement in Practice Awards. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Natali, M. (2023). Distinguished Early Career Contributions.

Liu, D. (2023). Joel Lefkowitz Early Career Award for Humanistic I-O Psychology.

ScLi, W.-D., Li, S., Feng, J. (J.), Wang, M., Zhang, H., Frese, M., & Wu, C.-H. (2023). Joyce & Robert Hogan Award for Personality & Work Performance.

Rogelberg, S. (2023). Raymond A. Katzell Award.

Matthews, R., Pineault, L., & Hong, Y. H. (2023). Wiley Award for Excellence in Survey Research.

[Fields, L. \(2023\). Human Resource Management Impact Award](#)

### 🚩 Speakers



**Michael Natali**  
U. S. Navy



**Dong Liu**  
Georgia Tech



**Wen-Dong Li**  
Chinese University of Hong Kong



**Steven Rogelberg**  
Chancellor's Professor; Professor, Management; Professor, Psychology  
University of North Carolina at Charlotte



**Russell Matthews**  
University of Alabama



**Laura Fields**  
Spectrum

### Achievement in Science Awards

🕒 7:00 AM - 8:00 AM, Apr 19

📍 Virtual

SIOP Curated

Virtual and Streaming

SIOP offers numerous awards honoring exceptional achievements in scientific research. In this virtual session, 2023 award recipients will share brief summaries of their work.

Acosta, J. (Chair). (2023) Achievement in Science Awards. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Matta, F. (2023). Distinguished Early Career Contributions – Science

Zhang, C., Sackett, P. R., & Naemi, B. D. (2023). Jeanneret Award for Excellence in the Study of Individual or Group Assessment.

Sun, T. (2023). S. Rains Wallace Dissertation Award.

Sitzmann, T., & Campbell, E. M. (2023). William A. Owens Scholarly Achievement Award.

### 🚩 Speakers



**Fadel Matta**  
University of Georgia



**Charlene Zhang**  
Amazon



**Tianjun Sun**  
Kansas State University



**Traci Sitzmann**  
University of Colorado Denver

## SIOP Research Grant Awards

🕒 7:00 AM - 7:00 AM, Apr 19

📍 Virtual

SIOP Curated

Virtual and Streaming

SIOP offers grant awards to support research on a variety of topics, such as diversity, leadership, adverse impact, collaboration, and assessment. In this virtual session, 2022 grant recipients will share brief summaries of their research and findings.

Horvath, M. (Chair). (2023) SIOP Research Grant Awards. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Hickman, L., Nils Herde, C., Lievens, F. & Tay, L. (2023). Douglas W. Bray & Ann Howard Research Grant: Automatic Scoring of Interpersonal Assessment Center Simulations: Effects of Reliability and Saturation on Validity.

Summerville, K. (2023). James L. Outtz Grant for Student Research On Diversity: Constructing Multiple Identities at Work: A Comprehensive Investigation of the Structural Elements of Intersecting Identities at Work.

Lee, R. L. (2023). Hebl Grant for Reducing Gender Inequities in the Workplace: Reducing Gender Disparities in the Workplace: Comparing a Universal Mindset Intervention Against a Diversity Training Intervention.

Choudhury, A. (2023). Graen Grant for Student Research on Leaders and Teams: To Share or Not to Share: How Implicit Collective Leadership Theories Impact the Effect of Shared Leadership on Team Member Stress.

Campion, E.D., Campion, M.A., Carretta, T.R., Deregla, A., Dirr, B.A., Johnson, J.F., Mouton, A. & Roday, S. (2023). Zedeck-Jacobs Adverse Impact Reduction Research Grant: Using Text Analysis to Increase Prediction and Reduce Subgroup Differences in Organizational Selection Decisions.

Gabriel, A. Ladge, J. Bradley, D., Stillwell, E. & MacGowan, R. (2023). SIOP Small Grant Program: When the Walls Come Tumbling Down: Postpartum Depression and Women's Return to Work.

Porter, C., Cavanaugh, K., & Cullen-Lester, K. (2023). SIOP Small Grant Program: The Impact of Internal and External Visibility on Time to Promotion and Retention of Women in Academic Medicine.

Barnes, L., Jones, K., Lindsey, A., Lyons, B., Volpone, S. & Zugec, L. (2023). SIOP Small Grant Program: The Interconnected Nature of Women's Experiences Pre- and Post-partum: A Longitudinal Examination Across Two Countries.

Liu, Y., Chiang, J., Schilpzand, P. & Sun, T. (2023). SIOP Small Grant Program: A Cross-Cultural Investigation of the Antecedents, Functions, and Consequences of Workplace Gossip.

Batz-Barbarich, C., Strah (Schulz), N. & Thapa, S. (2023), Anti-Racism Grant: Words Matter: Identifying Language in Job Postings That Perpetuates Racial Segregation at Work.

Derrickson, V., Ashburn-Nardo, L., Johnson, I. & Pietri, P. (2023). Anti-Racism Grant: Reevaluating the Target: Developing Messaging Strategies to Improve the Targeted Recruitment of Black Americans in Organizations.

Hebl, M.R., Fa-Kaji, N. & King, E. (2023). Anti-Racism Grant: What We (Don't) Talk about When We Talk about Diversity: The Subtext and Consequences of Diversity, Equity, and Inclusion Initiatives.

Prengler, M.K., Chawla, N., Leigh, A., & Rogers, K.M. (2023) A Qualitative Investigation of Black Law Enforcement Officers: Mitigating Racism and Transforming Police Organizations.

## 🚩 Speakers



**Louis Hickman**  
Virginia Tech



**Karoline Summerville**  
University of North Carolina at Charlotte



**Rui-Ling Lee**  
INSEAD



**Anwesha Choudhury**  
Binghamton University



**Emily D. Campion**  
Old Dominion University



**Allison Gabriel**  
University of Arizona



**Caitlin Porter**  
University of Memphis



**Liza Barnes**  
University of Colorado



**Yihao Liu**  
University of Illinois at Urbana-Champaign



**Cassondra Batz-Barbarich**  
Lake Forest College



**Veronica Derricks**  
Indiana University - Purdue University Indianapolis



**Michelle (Mikki) Hebl**  
Rice University



**Melanie K. Prengler**  
University of Virginia

8:00 AM

## Workshop 10: I Am All Ears: Building a Comprehensive Listening Strategy

🕒 8:00 AM - 12:00 PM, Apr 19

📍 Hynes-Meeting Room 301

Workshop

Workshop Registration Required

### **Workshop 6: Creating a Culture-Centered Talent Analytics Strategy**

🕒 8:00 AM - 12:00 PM, Apr 19

📍 Hynes-Meeting Hynes-Room 306

[Workshop](#)

Workshop Registration Required

### **Workshop 4: Future Storming: Reimagining Talent Strategy for Today**

🕒 8:00 AM - 12:00 PM, Apr 19

📍 Hynes-Meeting Room 303

[Workshop](#)

Workshop Registration Required

### **Workshop 7: The Partnership Playbook: Secrets of Successful I-O Psychologists in Business Practice**

🕒 8:00 AM - 12:00 PM, Apr 19

📍 Hynes-Meeting Room 305

[Workshop](#)

Workshop Registration Required

### **Workshop 5: Coaching During and After the Covid-19 Pandemic: Lessons Learned from the Darkest Days**

🕒 8:00 AM - 12:00 PM, Apr 19

📍 Hynes-Meeting Room 308

[Workshop](#)

Workshop Registration Required

### **Workshop 1: I-O Research Soundbites: A Review of Recent Journal Articles and How they Inform I-O Practice**

🕒 8:00 AM - 12:00 PM, Apr 19

📍 Hynes-Meeting Hynes-Room 309

[Workshop](#)

Workshop Registration Required

### **Workshop 9: Diversifying the leadership pipeline: Strategies for Developing Talent in Marginalized Groups**

🕒 8:00 AM - 12:00 PM, Apr 19

📍 Hynes-Meeting Hynes-Room 310

[Workshop](#)

Workshop Registration Required

### **Workshop 8: Creating a Competitive Edge through Assessments at All Levels**

🕒 8:00 AM - 12:00 PM, Apr 19

📍 Hynes-Meeting Hynes-Room 311

[Workshop](#)

Workshop Registration Required

### Workshop 3: Measuring & Demonstrating the Impact of Talent Management Practices on Organizational Outcomes

🕒 8:00 AM - 11:59 PM, Apr 19

📍 Hynes-Meeting Hynes-Room 312

Workshop

Workshop Registration Required

### Workshop 2: I Give Up: Help me Learn R

🕒 8:00 AM - 12:00 PM, Apr 19

📍 Hynes-Meeting Hynes-Room 313

Workshop

Workshop Registration Required

9:00 AM

### Consortia Opening Session

🕒 9:00 AM - 9:30 AM, Apr 19

📍 Hynes-Meeting Hynes-Room 202

Consortia

Consortia Registration Required

### Registration

🕒 9:00 AM - 8:00 PM, Apr 19

📍 Hynes- Exhibit Hall Foyer

Registrati...

9:30 AM

### Junior Faculty Consortium

🕒 9:30 AM - 5:00 PM, Apr 19

📍 Hynes-Meeting Hynes-Room 201

Consortia

Consortia Registration Required

### Doctoral Consortium

🕒 9:30 AM - 5:00 PM, Apr 19

📍 Hynes-Meeting Hynes-Room 203

Consortia

Consortia Registration Required

### Doctoral Breakout

🕒 9:30 AM - 5:00 PM, Apr 19

📍 Hynes-Meeting Hynes-Room 204

Consortia

Consortia Registration Required

### Early Career Practitioner Consortium

🕒 9:30 AM - 5:00 PM, Apr 19

📍 Hynes-Meeting Room 206

Consortia

Consortia Registration Required

### Workshop AM Break

🕒 9:30 AM - 9:50 AM, Apr 19

📍 Boylston Hallway - 3rd Floor

Consortia

Workshop Registration Required

10:45 AM

### Consortia AM Break

🕒 10:45 AM - 11:00 AM, Apr 19

📍 Boylston Hallway - 2nd Floor

Consortia

Consortia Registration Required

12:00 PM

### Virtual Posters

🕒 12:00 PM - 12:50 PM, Apr 19

📍 Asynchronous/Prerecorded

Poster

Virtual and Streaming

#### 39 Subsessions

#### ● Development and Validation of the Manager Feedback Behavior Scale (Poster - 140724)

🕒 12:00 PM - 12:50 PM, Apr 19

📍 Asynchronous/Prerecorded Position 1

#### ● Difficulties Managers Face When Providing Feedback: A Qualitative Investigation (Poster - 140675)

🕒 12:00 PM - 12:50 PM, Apr 19

📍 Asynchronous/Prerecorded Position 2

#### ● Leader's Daily Time Plan Sharing and its Effects on Daily Subordinate Outcomes (Poster - 141464)

🕒 12:00 PM - 12:50 PM, Apr 19

📍 Asynchronous/Prerecorded Position 3

#### ● The Multitude of Relationships Among Mindfulness, Job Demands, and Work Engagement (Poster - 138478)

🕒 12:00 PM - 12:50 PM, Apr 19

📍 Asynchronous/Prerecorded Position 4

#### ● Retain or Redeploy Resources? Shared Team Identification and Newcomer Embeddedness (Poster - 140317)

🕒 12:00 PM - 12:50 PM, Apr 19

📍 Asynchronous/Prerecorded Position 5

#### ● Promotion and Prevention: The Role of Job Embeddedness in Newcomers' Work Proactivity (Poster - 140309)

🕒 12:00 PM - 12:50 PM, Apr 19

📍 Asynchronous/Prerecorded Position 6

#### ● Counterproductive Work Behavior Motives: Conceptualization and Measurement (Poster - 140586)

🕒 12:00 PM - 12:50 PM, Apr 19

📍 Asynchronous/Prerecorded Position 7

#### ● The Effect of Perceived Organizational Politics on Knowledge Sabotage (Poster - 141249)

🕒 12:00 PM - 12:50 PM, Apr 19

📍 Asynchronous/Prerecorded Position 8

#### ● From Survivors to Saviors: Sexual Harassment Victimization and Helping Behaviors (Poster - 141275)

🕒 12:00 PM - 12:50 PM, Apr 19

📍 Asynchronous/Prerecorded Position 9

#### ● Should I Blow the Whistle? Antecedents of Perceiving and Reporting Ethical Violations (Poster - 140011)

⌚ 12:00 PM - 12:50 PM, Apr 19

📍 Asynchronous/Prerecorded Position 10

● **Leader Emotional Complexity and Follower Creativity: A Dialecticism Perspective (Poster - 140193)**

⌚ 12:00 PM - 12:50 PM, Apr 19

📍 Asynchronous/Prerecorded Position 11

● **Rethinking Work Connectivity After Hours: A Conceptual and Operationalized Framework (Poster - 141554)**

⌚ 12:00 PM - 12:50 PM, Apr 19

📍 Asynchronous/Prerecorded Position 12

● **Employee Nonwork Activities: A Cross-Disciplinary Systematic Review (Poster - 141034)**

⌚ 12:00 PM - 12:50 PM, Apr 19

📍 Asynchronous/Prerecorded Position 13

● **Effect of Team Reflexivity on Team Performance: A Meta Analysis (Poster - 141473)**

⌚ 12:00 PM - 12:50 PM, Apr 19

📍 Asynchronous/Prerecorded Position 14

● **How Does Diversity Lead to Team Performance: Refining and Extending the CEM Model (Poster - 140302)**

⌚ 12:00 PM - 12:50 PM, Apr 19

📍 Asynchronous/Prerecorded Position 15

● **Behavioral Reactions to Neuroatypical Employees in the Workplace (Poster - 140655)**

⌚ 12:00 PM - 12:50 PM, Apr 19

📍 Asynchronous/Prerecorded Position 16

● **It's Women's Work: Gender-Based Task Segregation Evidence in Job Analysis Survey Data (Poster - 140281)**

⌚ 12:00 PM - 12:50 PM, Apr 19

📍 Asynchronous/Prerecorded Position 17

● **Be Careful with Your Words: The Presence of Ableist Language in Job Advertisements (Poster - 139998)**

⌚ 12:00 PM - 12:50 PM, Apr 19

📍 Asynchronous/Prerecorded Position 18

● **Mitigating Depletion-Driven Change in Managers' Procedural Justice Behavior (Poster - 141225)**

⌚ 12:00 PM - 12:50 PM, Apr 19

📍 Asynchronous/Prerecorded Position 19

● **Predicting Derailment Risk: Looking Beyond Competencies (Poster - 141416)**

⌚ 12:00 PM - 12:50 PM, Apr 19

📍 Asynchronous/Prerecorded Position 20

● **What Makes Leaders Humble? (Poster - 140392)**

⌚ 12:00 PM - 12:50 PM, Apr 19

📍 Asynchronous/Prerecorded Position 21

● **The Influence of Fit on Motivations to Lead (Poster - 138740)**

⌚ 12:00 PM - 12:50 PM, Apr 19

📍 Asynchronous/Prerecorded Position 22

● **Strategies Underlying Interactional Justice Enactment: A Latent Profile Analysis (Poster - 141212)**

⌚ 12:00 PM - 12:50 PM, Apr 19

📍 Asynchronous/Prerecorded Position 23

● **A Conceptual Model Linking Off-Work Volunteering With On-Job Creativity and Voice (Poster - 140314)**

⌚ 12:00 PM - 12:50 PM, Apr 19

📍 Asynchronous/Prerecorded Position 24

● **A Life Course Perspective on Adversity and Organizational Attitudes and Behaviors (Poster - 141487)**

⌚ 12:00 PM - 12:50 PM, Apr 19

📍 Asynchronous/Prerecorded Position 25

● **Better Days Ahead: The Role of Positive Expectations and Debt in Worker Health (Poster - 141177)**

⌚ 12:00 PM - 12:50 PM, Apr 19

📍 Asynchronous/Prerecorded Position 26

● **Self-Regulation at Work to Recovery From Work (Poster - 141059)**

⌚ 12:00 PM - 12:50 PM, Apr 19

📍 Asynchronous/Prerecorded Position 27

● **Linking Illegitimate Tasks and Organizational Identification With Turnover Intentions (Poster - 141222)**

⌚ 12:00 PM - 12:50 PM, Apr 19

📍 Asynchronous/Prerecorded Position 28

● **Big Five Personality Traits and Sleep–Wake Variables: A Meta-Analysis (Poster - 140291)**

🕒 12:00 PM - 12:50 PM, Apr 19

📍 Asynchronous/Prerecorded Position 29

● **The Influence of Mental Health Literacy on Career Adaptability Among College Students (Poster - 141060)**

🕒 12:00 PM - 12:50 PM, Apr 19

📍 Asynchronous/Prerecorded Position 30

● **Personality–Biosafety and Biosecurity Relations: Scoping Analyses and Comparisons (Poster - 140312)**

🕒 12:00 PM - 12:50 PM, Apr 19

📍 Asynchronous/Prerecorded Position 31

● **Now it's a Matter of Taste: Effects of Firm's Political Ideology on Human Capital Inf (Poster - 140382)**

🕒 12:00 PM - 12:50 PM, Apr 19

📍 Asynchronous/Prerecorded Position 32

● **Where Can We Work? Analyzing Job Profile Similarities to Determine Work Location (Poster - 140187)**

🕒 12:00 PM - 12:50 PM, Apr 19

📍 Asynchronous/Prerecorded Position 33

● **Mix Keying or Desirability Matching for Forced-Choice Scale? An Empirical Examination (Poster - 141026)**

🕒 12:00 PM - 12:50 PM, Apr 19

📍 Asynchronous/Prerecorded Position 34

● **Gender and Age Invariance of the Global Belief in a Just World Scale (Poster - 140253)**

🕒 12:00 PM - 12:50 PM, Apr 19

📍 Asynchronous/Prerecorded Position 35

● **Person-Centered Study of Cognitive Ability Dimensions Using Latent Profile Analysis (Poster - 141009)**

🕒 12:00 PM - 12:50 PM, Apr 19

📍 Asynchronous/Prerecorded Position 36

● **Workplace Ambivalent Youngism Scale (WAYS): Younger Worker Prescriptive Stereotypes (Poster - 140618)**

🕒 12:00 PM - 12:50 PM, Apr 19

📍 Asynchronous/Prerecorded Position 37

● **Turnover of Migrant Workers: The Role of Geographic Distance and General Adjustment (Poster - 140315)**

🕒 12:00 PM - 12:50 PM, Apr 19

📍 Asynchronous/Prerecorded Position 38

● **Another Look at the Performance–Turnover Link: A Person-Centered Dynamic Perspective (Poster - 140255)**

🕒 12:00 PM - 12:50 PM, Apr 19

📍 Asynchronous/Prerecorded Position 39

**Early Career Practitioner Consortium Lunch**

🕒 12:00 PM - 1:00 PM, Apr 19

📍 Hynes-Meeting Room 206

**Consortia**

Consortia Registration Required

**Workshop Lunch**

🕒 12:00 PM - 1:00 PM, Apr 19

📍 Hynes-Meeting Hynes-Room 302 + 304

**Workshop**

Workshop Registration Required

1:00 PM

**United Nations Committee Strategic Planning**

🕒 1:00 PM - 4:30 PM, Apr 19

📍 Sheraton Boston Hotel - HAMPTON

Event

Committee Members

### Workshop 10: I Am All Ears: Building a Comprehensive Listening Strategy

🕒 1:00 PM - 5:00 PM, Apr 19

📍 Hynes-Meeting Room 301

Workshop

Workshop Registration Required

### Workshop 6: Creating a Culture-Centered Talent Analytics Strategy

🕒 1:00 PM - 5:00 PM, Apr 19

📍 Hynes-Meeting Hynes-Room 306

Workshop

Workshop Registration Required

### Workshop 4: Future Storming: Reimagining Talent Strategy for Today

🕒 1:00 PM - 5:00 PM, Apr 19

📍 Hynes-Meeting Room 303

Workshop

Workshop Registration Required

### Workshop 7: The Partnership Playbook: Secrets of Successful I-O Psychologists in Business Practice

🕒 1:00 PM - 5:00 PM, Apr 19

📍 Hynes-Meeting Room 305

Workshop

Workshop Registration Required

### Workshop 5: Coaching During and After the Covid-19 Pandemic: Lessons Learned from the Darkest Days

🕒 1:00 PM - 5:00 PM, Apr 19

📍 Hynes-Meeting Room 308

Workshop

Workshop Registration Required

### Workshop 1: I-O Research Soundbites: A Review of Recent Journal Articles and How they Inform I-O Practice

🕒 1:00 PM - 5:00 PM, Apr 19

📍 Hynes-Meeting Hynes-Room 309

Workshop

Workshop Registration Required

### Workshop 9: Diversifying the leadership pipeline: Strategies for Developing Talent in Marginalized Groups

🕒 1:00 PM - 5:00 PM, Apr 19

📍 Hynes-Meeting Hynes-Room 310

Workshop

	<div>Workshop Registration Required</div>
	<div> <div>Workshop 8: Creating a Competitive Edge through Assessments at All Levels</div> <div>🕒 1:00 PM - 5:00 PM, Apr 19</div> <div>📍 Hynes-Meeting Hynes-Room 311</div> <div>Workshop</div> <div>Workshop Registration Required</div> </div>
	<div> <div>Workshop 3: Measuring &amp; Demonstrating the Impact of Talent Management Practices on Organizational Outcomes</div> <div>🕒 1:00 PM - 5:00 PM, Apr 19</div> <div>📍 Hynes-Meeting Hynes-Room 312</div> <div>Workshop</div> <div>Workshop Registration Required</div> </div>
	<div> <div>Workshop 2: I Give Up: Help me Learn R</div> <div>🕒 1:00 PM - 5:00 PM, Apr 19</div> <div>📍 Hynes-Meeting Hynes-Room 313</div> <div>Workshop</div> <div>Workshop Registration Required</div> </div>
2:30 PM	<div> <div>Workshop PM Break</div> <div>🕒 2:30 PM - 2:50 PM, Apr 19</div> <div>📍 Hyne - Boylston Hallway - 3rd Floor</div> <div>Workshop</div> <div>Workshop Registration Required</div> </div>
3:00 PM	<div> <div>Consortia PM Break</div> <div>🕒 3:00 PM - 3:30 PM, Apr 19</div> <div>📍 Hynes - Boylston Hallway - 2nd Floor</div> <div>Consortia</div> <div>Consortia Registration Required</div> </div>
4:00 PM	<div> <div>Conference Orientation Tour</div> <div>🕒 4:00 PM - 6:00 PM, Apr 19</div> <div>📍 Registration</div> <div>Open to All</div> </div>
5:00 PM	<div> <div>Workshop Reception</div> <div>🕒 5:00 PM - 6:30 PM, Apr 19</div> <div>📍 Hynes-Meeting Hynes-Room 302 &amp; 304</div> <div>Reception</div> <div>Workshop Registration Required</div> </div>
	<div> <div>Ramadan Meal Pick-Up</div> <div>🕒 5:00 PM - 6:30 PM, Apr 19</div> </div>

📍 Hynes - Registration

5:45 PM

### Newcomer Reception

🕒 5:45 PM - 6:45 PM, Apr 19

📍 Hynes-Meeting Hynes-Room 210

Reception

First Time Conference Attendees

7:00 PM

### Opening Plenary (Special Event - 171146)

🕒 7:00 PM - 7:50 PM, Apr 19

📍 Hynes-Ballroom A

SIOP Cura...

Authors: Wang, Mo.

SIOP Presidential Address. New Fellows presentations. Distinguished Awards.

Foundation Report.

#### 📣 Speakers



**Winny Shen**

York University



**Gena Cox**

Feels Human, LLC



**Neal Schmitt**

Michigan State University



**Nancy Tippins**

The Nancy T. Tippins Group



**Mo Wang**

University of Florida



**Tara Behrend**

Purdue University

### Opening Plenary Session

🕒 7:00 PM - 8:00 PM, Apr 19

📍 Hynes-Hynes-Ballroom B&C

Event

Open to All

8:00 PM

### Welcome Reception & Top Poster Display

🕒 8:00 PM - 9:30 PM, Apr 19

📍 Hynes-Hynes-Ballroom A

Poster

Reception

Open to All

Thu, Apr 20, 2023

7:00 AM

**Conference Career Center Open House**

🕒 7:00 AM - 8:00 AM, Apr 20

📍 Hynes-Auditorium

Open to All

**Continental Breakfast**

🕒 7:00 AM - 8:00 AM, Apr 20

📍 Hynes-Auditorium

Open to All

**Fellows Breakfast**

🕒 7:00 AM - 8:00 AM, Apr 20

📍 Hynes - Meeting Hynes-Room 210

Invite Only

**Registration**

🕒 7:00 AM - 5:00 PM, Apr 20

📍 Hynes - Exhibit Hall Foyer

[Registrati...](#)

Open to All

8:00 AM

**Employee Experience: Easy Listening, Hard Measurement (Panel Discussion - 141106)**

🕒 8:00 AM - 8:50 AM, Apr 20

📍 Hynes-Ballroom A

Authors: Brenner, J., Fleck, C. R., Gaskins, V., Jankovic, R., Pollak, R., Vicino, M., & Weintaub, J. (2023). Employee Experience: Easy listening, hard measurement [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Boston,

Given the shift to a tight labor market, a rise in turnover and intentions to leave, higher levels of burnout, and increased longer working hours, companies need to have an accurate understanding of employees' experiences to empathize and meet their needs. A panel of internal and external industrial-organizational psychology consultants will review their approach designing, developing, and implementing employee experience measurement, discuss how results are used, and provide considerations/advice for practitioners.

## 🚩 Speakers



**Christina Fleck**  
Deloitte



**Rick Pollak**  
Glint, now a part of LinkedIn



**Marc Vicino**  
LSEG



**Roza Jankovic**  
PepsiCo



**Vanessa Gaskins**  
Corning Incorporated



**Joshua Brenner**  
PepsiCo



**Jared Weintraub**  
Deloitte

## Taking Leadership Assessment Virtual: Pandemic Fix or Great Idea? (Debate - 140397)

🕒 8:00 AM - 8:50 AM, Apr 20

📍 Hynes-Ballroom B

Authors: Ruggeberg, B. J. (Chair), Adler, S., Grubb, A. D., McCance A. S., Van Katwyk, P. (2023). Taking Leadership Assessment Virtual: Pandemic Fix or Great Idea? [Debate]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United

The pandemic has forced many organizations to transition their leadership assessment processes to virtual delivery. Leading practitioners from 2 large global corporations, a large law enforcement agency, and a global consulting firm will debate whether this transition—mandated by emergency circumstances—represents an improvement in leadership assessment methodology that is here to stay or is an unfortunate compromise in rigor and credibility, with assessment practices returning to their original in-person modality as soon as pandemic-era restrictions lift.

#### Speakers



**Brian Ruggeberg**  
Kincentric



**Seymour Adler**  
Kincentric



**Paul Van Katwyk**  
Saudi Aramco



**Amy Grubb**  
Federal Bureau of Investigation



**A. Silke McCance**  
Procter & Gamble

### **Where Should Organizations Set the Boundaries of Workplace Surveillance? (Debate - 140944)**

🕒 8:00 AM - 8:50 AM, Apr 20

📍 Hynes-Ballroom C

Authors: Grove, J., Travoglino, J., Smith, A., Christensen, M., Welsh, M. (2023). Where should organizations set the boundaries of workplace surveillance? [Debate]. Society for Industrial and Organizational Psychology Conference, Boston, MA, United States.

Boundaries of workplace surveillance are increasingly controversial as the scope expands to digital surveillance. Employers must establish appropriate workplace surveillance boundaries to balance employer interests with employee privacy. This debate will explore different perspectives about where to set the boundaries of workplace surveillance, challenge assumptions, and discuss solutions for organizations.

#### Speakers



**Julia Grove**  
Deloitte



**Matthew Christensen**  
Deloitte Consulting



**Adam Smith**  
Kincentric



**Joe Travoglino**  
Deloitte

### **Novel Research Directions on Illegitimate Tasks Predictors, Outcomes, and Mechanisms (Symposium - 140385)**

🕒 8:00 AM - 8:50 AM, Apr 20

📍 Hynes-Room 202

Authors: Zhou, Z. E. (Co-Chair) & Fila, M. J. (Co-Chair) (2023). Novel Research Directions on Illegitimate Tasks Predictors, Outcomes, and Mechanisms [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States. Research on illegitimate tasks in the past decade has demonstrated that this workplace stressor has various negative impact on employees' work and nonwork outcomes. Yet, little is known about its potential antecedents and many aspects of the mechanisms for its impact (e.g., appraisals and boundary conditions) remain unclear. This symposium aims to provide important novel insights into potential predictors of illegitimate tasks, appraisals of illegitimate tasks, and uncharted behavioral reactions to illegitimate tasks.

#### Speakers



**Zhiqing Zhou**

Baruch College & The Graduate Center, CUNY



**Greg Thrasher**

Oakland University



**Danielle Wald**

APTMetrics



**Marcus Fila**

Hope College



**Shani Pindek**


University of Haifa



**Shivani Shah**

The Graduate Center & Baruch College, CUNY

### **Digital Exhaust and Employee Surveillance Ethics: If You Can Measure it, Should You? (Panel Discussion - 140953)**

 8:00 AM - 8:50 AM, Apr 20

 Hynes-Room 203

Authors: Callan, R. C. (Chair), Dahling, J. J., Hampton, C., Kalafut, C., Tomczak, D.L. (2023). Digital exhaust and employee surveillance ethics: If you can measure it, should you? [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Bo

The widespread adoption of remote work during and after the COVID-19 pandemic triggered a rapid expansion of technology-based surveillance of workers. This panel discussion will explore open questions and new recommendations for practice surrounding these forms of employee surveillance. The discussion will explore new ways in which this surveillance is occurring, what is known about employee reactions to being monitored, the ethics of these organizational practices, and recommendations for future research and practice in this space.

#### Speakers



**Rachel C. Callan**

Humu



**Jason Dahling**

College of New Jersey



**Carolyn H. Kalafut**

Glint, now a part of LinkedIn



**David Tomczak**


George Washington University



**Curtis Hampton**

Workday

### **In These Unprecedented Times: Human Centered Approaches to Continuous Change (Master Tutorial - 140287)**

 8:00 AM - 8:50 AM, Apr 20

 Hynes-Room 204

Authors: McNaughton, A., Church, S., & Agassian, R. (2023). In These Unprecedented Times: Human Centered Approaches to Continuous Change [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

This session will provide attendees with an introductory-level knowledge of change fatigue and how a human-centered approach can be utilized when addressing symptoms. Authors delve into traditional ways organizational leaders may address change fatigue and postulate that many causes of rapid changes in the workplace could be the result of traumatic events, such as the global pandemic. They then introduce how Trauma-Informed Care, adopted from the social work and clinical psychology practices as a new lens through which organizational change and change management could be viewed.

#### Speakers



**Avery McNaughton**

Deloitte



**Samantha Church**


Deloitte



**Regina Agassian**

Deloitte

### **When Did Ambition Become a Four-Letter Word? Reframing Perceptions of Female Leaders (Panel Discussion - 141087)**

 8:00 AM - 8:50 AM, Apr 20

 Hynes-Room 207

Authors: Leimgruber, K. (Chair), Arvan, M., Lomeli, L., Peters, K., Sheikh-Hashmi, N., & Singh, P. (2023). When did ambition become a four-letter word?: Reframing perceptions of female leaders [Panel]. Society for Industrial and Organizational Psychology Annual Co

This session centers around the concept of ambition and why, how, and when it takes on a negative connotation for women in the workplace. Psychologist Kristin Leimgruber will moderate a discussion with female panelists from a range of industries. Over 50 minutes, the panel will share candid insights about what ambition means to them, why this word is weaponized against women, and how they've learned to navigate their careers on their own terms. The session will conclude with an audience Q&A.

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#### Speakers



**Kristi Leimgruber**  
BetterUp



**Laura Lomeli**  
BetterUp



**Nabila Sheikh-Hashmi**  
Sony Playstation



**Maryana Arvan**  
Raymond James Financial




**Prakriti Singh**  
BetterUp



**Kate Peters**  
Bright Voyage

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### SIOP Living History With Milt Hakel (Special Event - 171145)

 8:00 AM - 8:50 AM, Apr 20

 Hynes-Room 208

Authors: Hakel, M

The SIOP Living History Series is a series of interviews of influential individuals in the history of I-O psychology conducted at each SIOP conference. This year's guest is Milton D. Hakel, former SIOP president, former SIOP Foundation president, and current SPARC Committee chair. This session will provide not only information from the past but also a glimpse into SIOP's future!

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#### Speakers




**Yihao Liu**  
University of Illinois at Urbana-Champaign



**Milt Hakel**  
SIOP Foundation

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### Alliance: A Humanistic Approach to Global Talent Management (Special Event - 142700)

 8:00 AM - 8:50 AM, Apr 20

 Zoom 1

**SIOP Curated**

**Virtual and Streaming**

Authors: Haas, J.B. (Chair), González Morales, M.G. (Chair); Downey, S., Lawal, T., Moukarzel R., Sawyer, K., & Vijayakumar, P. (2023). Alliance: A Humanistic Approach to Global Talent Management [Panel Discussion]. Society for Industrial and Organizational Psycho

In response to the pandemic, civil unrest, and political/economic changes, some global companies have taken a humanistic approach to talent management where employees are at the core of all that they do. This allows them to solve questions, such as how to ensure employee engagement via an employee-first workplace, how to create a culture that fosters DEI, how to conduct performance management in a remote/hybrid world, and how to develop leaders who shape an employee-centered approach to talent management. Academic and applied panelists will share their unique perspectives and experiences.

#### Speakers



**Julia Haas**  
University of Georgia



**Katina Sawyer**  
University of Arizona



**M. Gloria Gonzalez-Morales**  
Claremont Graduate University



**Rana Moukarzel**  
Otis Elevator Co



**Stephanie Downey**  
Glint



**Pooja Vijayakumar**  
Papa John's International



**Temitayo Lawal**  
Gartner

### **Addressing the Effects of Pandemic Work on Frontline Healthcare Workers (Symposium - 141279)**

🕒 8:00 AM - 8:50 AM, Apr 20

📍 Hynes-Room 302

Authors: Hoffman, B. (Chair). (2022). Addressing the Effects of Pandemic Work on Frontline Healthcare Workers Symposium presented at the Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.  
Gaddie, C., Culotta, T

Working during the pandemic has placed healthcare workers in an unprecedented situation with potential short- and long-term consequences for their well-being. This symposium brings together 3 papers that consider the effects of working during the pandemic on healthcare workers and inform strategies of structuring dangerous crisis work. Discussant who holds both an MD and an MS in I-O psychology, will provide recommendations for I-O psychology's role in addressing the unique challenges faced by healthcare workers.

#### Speakers



**Talia Culotta**



**Brian Hoffman**

University of Georgia PhD in I-O Psychology



**Sejin Keem**

Portland State University



**Cassidy Gaddie**

University of Georgia



**Elizabeth Duggan**

University of Alabama at Birmingham

### **Nothing Works and No One Knows Why: Regarding the Academic–Practitioner Gap (Symposium - 140977)**

🕒 8:00 AM - 8:50 AM, Apr 20

📍 Hynes-Room 304

Authors: Campbell, L. N. P. & Zhou, S. (2023). Nothing Works and No One Knows Why: Regarding the Academic-Practitioner Gap [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Zhou, S., Campbell, L. N

Though based on the scientist–practitioner model, I-O has not yet bridged the divide between academia-produced knowledge and actual workplace practices. Ideally, I-Os would engage both with, on the one hand, research-based evidence discovered through empirical, academic research being communicated to and applied in organizations and, on the other, workplace phenomena informing and guiding the direction of academic research. This symposium provides theoretical considerations and empirical evidence regarding the academic–practitioner gap in I-O.

#### Speakers



**Lauren Campbell**

George Mason University



**Matthew Cronin**

George Mason University



**Steven Zhou**

Purdue University



**Catherine Muccini**

Hofstra

### **Getting the Gig (Economy): Building an Internal Talent Marketplace (Panel Discussion - 140525)**

🕒 8:00 AM - 8:50 AM, Apr 20

📍 Zoom 5

Authors: Dickter, D.N., Cori, N., Egan, S., Harris, C.B., Goldberg, E.L. (2022). Getting the Gig (Economy): Building an Internal Talent Marketplace [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Practitioners will discuss an emerging practice for connecting talent supply and demand in an organization. Internal talent marketplaces allow employees to discover and participate in “gigs” at their organization outside their department, role, and ordinary reporting structure. They provide a window into talent and encourage proactive career development and networking. More importantly, they democratize access to new experiences that further one’s career and create a more agile workforce. Presenters will give case examples and details on development, usage, advantages, and pitfalls.

#### 📌 Speakers



**Edie Goldberg**

President  
E.L. Goldberg & Associates



**Natalie Cori**

PepsiCo



**Sarah Egan**

HERE Technologies



**Crystal Bolder Harris**

Thermo Fisher Scientific

### Can (A)I Be on Your Team? Evaluating Uses of AI in Organizational Teams (Symposium - 141121)

🕒 8:00 AM - 8:50 AM, Apr 20

📍 Hynes-Room 306

Authors: Hess, R. (Co-chair), Outland, N. (Co-Chair), & Behrend, T. (Discussant). (2023). Can (A)I be on your team? Evaluating uses of AI in organizational teams [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Artificial intelligence (AI)-enabled software programs have developed into sophisticated, dynamic technologies capable of collaborating with people in real time. As a result, organizational researchers are challenged with identifying problems that AI can solve while effectively integrating them into teams with humans. Four papers explore innovative uses of AI technologies to solve problems in organizational team settings.

#### Speakers



**Tara Behrend**  
Purdue University



**Andrew Naber**  
Aptima



**Neal Outland**  
University of Georgia



**Alexa Harris**  
Northwestern University



**Ashley Sylvara**  
Kansas State University

### **Employees' Postpandemic Return to Office: Case Study + Multidisciplinary Mashup (Alternative Presentation - 141004)**

🕒 8:00 AM - 8:50 AM, Apr 20

📍 Hynes-Room 309

Authors: Lepley, M. W. (Chair), Weber, J. (Panelist), Gerock, L. (Panelist), Modelski, L. (Panelist), Farid-Nejad, M. (Panelist), Ramesh, A (Panelist). (2023). Employees' Post-Pandemic Return to Office: Case Study + Multidisciplinary Mashup [Alternative Session Ty

In this mashup, a case study of an organization returning to the office after the pandemic will be presented. A 6-survey series was conducted with emphasis on employee emotions, connection, and satisfaction over a 4-month period. Recent national studies will be provided as context, and the format will shift to examining return to office from multiple perspectives including workplace design/strategy, leadership, UX, change management, and culture. Additional perspectives from the audience will be actively sought throughout and engaged to understand the complex array of issues at play.

#### Speakers



**Meredith Lepley**  
University of Southern California



**Anuradha Ramesh**  
Google



**Mona Farid-Nejad**  
University of Southern California



**Lizzie Gerock**  
Gresham Smith



**Jack Weber**  
Gresham Smith



**Lauren Marie Modelski**

## Adapting Talent Development for Remote and Hybrid Work. What Works, and What Doesn't (Panel Discussion - 141452)

🕒 8:00 AM - 8:50 AM, Apr 20

📍 Hynes-Room 310

Authors: Harrington, A. (Chair), Parkerson R. (Panel), Moriarty, M. (Panel), Schwall, A. (Panel), Ray, S. (Panel), Parks, K. (Panel). (2022). Adapting talent development for remote and hybrid work. [Panel]. Society for Industrial and Organizational Psychology Annual Meeting

Organizations are still adapting their talent practices for remote and hybrid work. In this panel discussion, a group of experienced practitioners and applied researchers will discuss challenges, best practices, and considerations for adapting talent development for a remote and hybrid context. This will include discussion of both traditional development methods as well as new strategies and technologies. Insights from this session can guide future efforts to navigate this uncharted territory.

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### 🗣️ Speakers



**Alanna Harrington**

Talogy



**Kizzy Parks**

Owner

K. Parks Consulting Inc. (KPC)



**Meghan Moriarty Gerrard**

US Foods



**Scott Ray**

The Spinx Co, Inc



**Rebecca Parkerson**

Talogy

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## Enterprise Assessment Strategy: Successes, Lessons Learned, and Looking Ahead (Alternative Presentation - 140842)

🕒 8:00 AM - 8:50 AM, Apr 20

📍 Hynes-Room 311

Authors: Harbaugh, J. L. (Chair), Chambers, R. (Panelist), Gerstner, C. (Panelist), Magomaeva, A. (Panelist), Miller, D. (Panelist), Mills, B. (Panelist), & Stage, V. C. (Panelist). (2023). Enterprise Assessment Strategy: Successes, Lessons Learned, and Looking Ahead

Six individuals will share their expertise in developing and implementing enterprise assessment strategies. After mini narrative presentations of the presenters' experiences harnessing the power of assessments across the employee lifecycle, the audience will be invited to ask questions and share their own experiences in enterprise assessment strategy.

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#### Speakers



**Jan Harbaugh**  
SHL



**Charlotte Gerstner**  
Chevron Corporation



**Daniel Miller**  
SHL



**Victoria Stage**  
Chevron Corporation



**Asiyat Magomaeva**




**Richard J. Chambers**  
General Mills



**Britany Mills**  
The Home Depot

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### **Managing Employee Burnout: The Joint Responsibility of Organizations and Individuals (Panel Discussion - 141508)**

 8:00 AM - 8:50 AM, Apr 20

 Hynes-Room 312

Authors: Rau, K. N. (Co-Chair), Zalewski, J. M. (Co-Chair), Chan, F. M., Dieguez, T. A., Leiter, M. P., & Walter, J. (2023). Managing employee burnout: The joint responsibility of organizations and individuals [Panel discussion]. Society for Industrial and Organiz

Employee burnout continues to be a prevalent and crucial topic of conversation for academics, practitioners, and the everyday employee. Recent workforce trends (e.g., the Great Resignation, “quiet quitting”) have further illustrated the importance of preventing and reducing burnout, but guidance for how to do so often overlooks the need for synergy between individual and organizational interventions. This academic and practitioner session is centered on successfully addressing and mitigating employee burnout from a holistic perspective.

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#### Speakers



**Michael Leiter**



**Fung (John) Chan**  
Coles Group



**Tessly Dieguez**  
Booz Allen Hamilton



**Jessica Walter**  
Kincentric

## Making the Most Out of Remote Work: A Discussion Around Best Practices (Panel Discussion - 141413)

🕒 8:00 AM - 8:50 AM, Apr 20

📍 Hynes-Room 313

Authors: Zhang, C. (Chair), Johnson, J., Lazarus, E., Millard, M., Raines, F., & Yu, M. C. (2023). Making the Most Out of Remote Work: A Discussion Around Best Practices [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, U

This session will present new research and data-driven best practices with regards to remote and hybrid work from both the organization's and the employees' perspectives. Topics will include current state of remote/hybrid work as well as practical best practices around virtual hiring and onboarding, employee engagement, organizational culture, asynchronous collaboration, and leadership development.

### 🗣️ Speakers



**Charlene Zhang**

Amazon



**Matthew Millard**

NuVasive, Inc



**Erin Lazarus**

SHL



**Martin Yu**

HumRRO



**Fiona Raines**

BetterUp



**Jonas Johnson**

Economic Research Institute

## Conference Career Center

🕒 8:00 AM - 5:30 PM, Apr 20

📍 Hynes-Executive BOARDROOM 300

Open to All

9:00 AM

## Do I Have To Draw You A Picture? DEI Applications For Latent Diffusion Models (Master Tutorial - 140459)

🕒 9:00 AM - 10:20 AM, Apr 20

📍 Hynes-Ballroom A

Authors: Huynh, C., Ristow, T., & Hernandez, I. (2022). DO I HAVE TO DRAW YOU A PICTURE?: DEI APPLICATIONS FOR LATENT DIFFUSION MODELS [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Attendees will learn about a powerful AI image generation technique called latent diffusion models (LDMs). They will understand how they can be applied to various DEI problems in the workplace. Attendees will learn how LDMs can be used for industrial/organizational research, with an emphasis on DEI-related topics. Attendees will (a) understand how LDMs work, (b) learn the 3 main functions of LDMs and how they are used, (c) gain hands-on experience through a guided demonstration of DEI applications for LDMs with each function, and (d) explore future directions and opportunities offered by LDMs.

## 📣 Speakers



**Christopher Huynh**

Industrial-Organizational Psychology PhD Student  
Virginia Tech



**Teresa Ristow**

Virginia Tech

## McKinsey Health Institute: Organizations as Enablers for Mental Health and Well-Being (Alternative Presentation - 140815)

🕒 9:00 AM - 10:20 AM, Apr 20

📍 Hynes-Ballroom B

Virtual and Strea...

Authors: Brassey, J., (chair), Merkand, R., (facilitator), Chen, Y., (facilitator), Mendelsohn, D., (facilitator), Giarola, R., (facilitator), Herbig, B., (facilitator), Jeffery, B., (facilitator) & Schaninger, B. (facilitator). (2023). McKinsey Health Institute:

Three in 5 employees report mental health challenges. This interactive session will explore the role employers can play in advancing employee health using a validated survey instrument to measure employee mental health and well-being. With participants, the McKinsey Health Institute will facilitate the cocreation of workplace mental health interventions using live illustrators. How do we measure toxicity, the top predictor of negative outcomes? How can employers take an evidence-based approach to change? These questions and more will be answered in this outcome-oriented session.

## 📣 Speakers



**Roxy (Rukhsana) Merkand**

University of Waterloo



**David Mendelsohn**

McKinsey & Company



**Yueyang Chen**

University of Illinois at Urbana-Champaign



**Jacqui Brassey**

IE University Spain; VU Amsterdam and McKinsey & Company



**Renata Giarola**

McKinsey & Company



**Brad Herbig**

McKinsey & Company



**Barbara Jeffery**

McKinsey & Company



**Bill Schaninger**

McKinsey & Company

## SIOP Intelligence on AI: Legal, Practice, Science, and Ethics Perspectives (Alternative Presentation - 140876)

🕒 9:00 AM - 10:20 AM, Apr 20

📍 Hynes-Ballroom C

Virtual and Strea...

Authors: Finuf, K. D. (Chair), Capman, J. (Panelist), Klein, A. T. (Panelist), Locklear, T. S. (Panelist), Mansfield, A. (Panelist), Oswald, F. L. (Panelist), Ryan, A. M. (Panelist), & Winterberg, C. (Panelist). SIOP Intelligence on AI: Legal, Practice, Science, a

Bringing together experts from academia, internal and external consulting, and law, this panel comes in the wake of NYC Local Law 144, which stipulates that automated employment decision tools must undergo bias audits. This session aims to synthesize and integrate the existing guidance and to begin to lay the framework for best practices when conducting bias audits. Following a State of the Union address, representatives from their respective fields will briefly cover key considerations, and then the chair will facilitate discussion based on preplanned questions and audience input.

### 🚩 Speakers



**Kayla Finuf**  
APTMetrics



**Toni Locklear**  
APTMetrics



**Fred Oswald**  
Rice University



**Ann Marie Ryan**  
Michigan State University



**John Capman**  
Amazon



**Amie L. Mansfield**  
Wonderlic



**Adam T Klein**  
Outten & Golden LLP



**Chase Winterberg**  
Hogan Assessments

## COI: Identifying the Uncovered Skills in I-O Education (Community of Interest - 142738)

🕒 9:00 AM - 10:20 AM, Apr 20

📍 Hynes-Room 201

SIOP Cura...

Authors: Huff, K.C. (2022). Community of Interest: Identifying the uncovered skills in IO education. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

HR departments have seen massive investments to solve modern organizational issues. However, I-O graduate training may not be teaching the skills that employers are increasingly seeking for I-O and people analytic positions. This session will explore the KSAOs that are needed by the modern-day I-O as well as the I-O of the future. Participants in this session will compare a summary of KSAOs in job postings for I-O jobs, current SIOP education recommendations, and their experiences. Participants will be invited to discuss skills gaps from their experiences/perspectives and what can be done.

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 **Speaker**



**Kyle Huff**  
Georgia Gwinnett College

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**Novel Insights About Contextual Antecedents of Recovery (Symposium - 140519)**

🕒 9:00 AM - 10:20 AM, Apr 20

📍 Hynes-Room 202

Authors: Kuykendall, L. (Chair) (2023). Novel Insights about Contextual Antecedents of Recovery [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

To date, interventions to promote recovery from work stress have disproportionately focused on individual-directed solutions such as boundary management. The neglect of context-focused interventions is unfortunate given the current demand for insights about how organizations can support employees' well-being. This symposium seeks to inspire research on context-focused recovery interventions by highlighting insights about contextual factors (e.g., supervisor support for recovery, recovery-related organizational climate, and recovery norms) that impact recovery.

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 **Speakers**



**Lauren Kuykendall**  
George Mason University



**Ze Zhu**  
University of Nebraska Omaha



**Gargi Sawhney**  
Auburn University



**Melissa Stikma**  
SBIRT Research Grant



**Oliver Weigelt**  
University of Leipzig



**Drake J. Terry**  
Old Dominion University

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**The Great Upgrade Strategies to Compete in the Current Labor Market (Alternative Presentation - 140410)**

🕒 9:00 AM - 10:20 AM, Apr 20

📍 Hynes-Room 203

Authors: Ruiz de Huydobro, G., Gardner, C., Wehling, A., Killian, J., Banister, & C., Oelbaum, Y. (2023). The Great Upgrade Strategies to compete in the Current Labor Market [Alternative Session Type with Presenters]. Society for Industrial and Organizational Psyc

This session addresses the realities I-O professionals face in today's postpandemic labor market. A group of presenters consisting of consultants and internal practitioners in the talent acquisition and management environments will partner with the audience in breakout groups to explore the market's main challenges. They will identify strategies organizations are implementing to improve recruitment, selection, onboarding, and retention and the importance of candidate experience and employee satisfaction in the wake of exorbitant attrition, towering workloads, and employee expectation changes.

#### Speakers



**Gema Ruiz de Huydobro**

HireVue



**James Killian**

Qualtrics



**Yael Oelbaum**

JetBlue



**Cari Gardner**

HireVue



**Christina Banister**

Raymond James



**Jimmy Mundell**

Netflix

### **A Realistic Appraisal of ML's Value to Selection: Opportunities and Potential Gains (Panel Discussion - 140367)**

 9:00 AM - 10:20 AM, Apr 20

 Hynes-Room 204

Authors: Campion, M. C., Campion, E. D. (Co-Chairs), Hernandez, I., Koenig, N., Landers, R., Schmerling, D., Speer, A., Tonidandel, S., Yankov, G., & Zhang, N. (2022). A Realistic Appraisal of ML's Value to Selection: Opportunities and Potential Gains [Panel Discu

This session intends to produce an overview of how ML can be used to improve personnel selection and identify the various potential gains in adopting such methods. Authors ask questions of 8 panelists—all authors or special issue editorial board members from a forthcoming special issue on ML in selection in Personnel Psychology. The hope is that attendees walk away with a realistic preview of how ML can aide in the advancement of their selection systems. This session is intended for all audiences including those new to, or interested in, ML and those who are more advanced.

## 🚩 Speakers



**Emily D. Campion**  
Old Dominion University



**Michael Campion**  
Purdue University



**Scott Tonidandel**  
University of North Carolina Charlotte



**Richard Landers**  
University of Minnesota



**Nick Koenig**  
Walmart Stores, Inc.



**Daniel Schmerling**  
Prudential



**Andrew Speer**  
Wayne State University



**Georgi Yankov**  
DDI



**Ivan Hernandez**  
Virginia Tech



**Nan Zhang**  
Warrington College of Business

## Advancing Research on Social and Environmental Responsibility of Organizations (Symposium - 141434)

🕒 9:00 AM - 10:20 AM, Apr 20

📍 Hynes-Room 207

Authors: Dilchert, S. (Co-Chair) & Hessen, P. R. (Co-Chair) (2022). Advancing Research on Social and Environmental Responsibility of Organizations [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Understanding how and when organizations engage in socially and environmentally responsible behaviors is more important than ever. This symposium examines this topic across levels of analysis, from boards of directors to individual employees, with a focus on leadership both by and within organizations. Specific topics include how gender diversity impacts organizational sustainability, the relationship between green leadership and employee green behaviors, the connections (and disconnections) between social and environmental responsibility, and concerns about their conflation in CSR measures.

## 🚩 Speakers



**Phoebe Hessen**

University of Minnesota



**Deniz Ones**

University of Minnesota



**Stephan Dilchert**

Zicklin School of Business, Baruch College



**Yagizhan Yazar**

University of Minnesota



**Yilei Wang**

East China Normal University



**Dominik Bentler**

Bielefeld University



**Agnieszka Paruzel**

Bielefeld University

## Work–Family Supportive Leadership (Symposium - 140049)

🕒 9:00 AM - 10:20 AM, Apr 20

📍 Hynes-Room 208

Authors: Morganson, V. J. (Co-Chair), Yates, R. P. (Co-Chair), Maki, M. R. (Co-Chair), & Hammer, L. (Discussant). (2022). Work-family supportive leadership. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United Sta

Work–family issues and leadership are both expansive but typically separate areas of research. Following recent calls for literature, leadership is a key point of intervention to address work–family issues. This symposium presents 4 research papers that evaluate work–family leadership using multiple waves of data collection to capture the complex realities of managing multiple role involvement over time. Collectively, the studies integrate leadership theory, address discrepancies in perceptions of support, and examine subordinate profiles of work–family issues and support elicitation.

## Speakers



**Valerie Morganson**  
University of West Florida



**Leslie Hammer**  
Oregon Institute of Occupational Health Sciences



**Heather Odle-Dusseau**  
Gettysburg College



**Lucille Headrick**  
San Jose State University



**Jacqueline Wong**  
Colorado State University



**Mckenzie Maki**



**Rebecca Yates**

## **Advancing Allyship Research and Practice: Theory, Methodology, and Training (Symposium - 140648)**

🕒 9:00 AM - 10:20 AM, Apr 20

📍 Hynes-Room 209

Authors: Eggler, K. D., & Nittrouer, C. (2023). Advancing allyship research and practice: Theory, methodology, and training [Symposium]. Society for Industrial Organizational Society Annual Conference, Boston, MA, United States.

Liguori, E. A., Eggler, K. D.,

Allyship has gained popularity in both research and practice as employers look for solutions to support underrepresented and disadvantaged employees in the workplace. This symposium reviews the state of the literature and highlights recent advancements in measurement, self- and other perceptions for expressions of allyship toward specific groups, methodology (e.g., experimental tests), as well as the impact of organizational implementation. Topics covered include theory building and conceptualization, measurement, the impact of representation, and training.

## 🚩 Speakers



**Kristen Egger**  
Old Dominion University



**Devalina Nag**  
University of San Diego



**Emily Ready**  
Portland State University



**John Savage**  
Old Dominion University



**Elissa Liguori**  
Old Dominion University



**Claire Malcomb**  
Cornell University



**Oluwadara Dahunsi**  
Texas Tech University

## **Perpetrator Perspective of Workplace Mistreatment: Whys and Hows (Symposium - 140758)**

🕒 9:00 AM - 10:20 AM, Apr 20

📍 Hynes-Room 210

Authors: Hunt, A., Yang, L.-Q. & Baker, N.M., (Co-Chairs, October 2022). Perpetrator Perspective of Workplace Mistreatment: Why's and How's. Symposium submitted to the annual conference of Society for Industrial and Organizational Psychology, Boston, MA.

Workplace mistreatment consists of behaviors that go against social norms specific to any workplace environment. Despite extensive research on mistreatment from the target's perspective, less is known regarding the antecedents and consequences of workplace mistreatment from the perpetrator's perspective. This symposium focuses on the perpetrator perspective of mistreatment, and emphasizes mistreatment experiences in modern work that have rarely been examined at previous SIOP symposia. Insights from this symposium help us to better understand the processes underlying mistreatment perpetration.

## 📣 Speakers



**Alison Hunt**

Portland State University



**Chu-Hsiang (Daisy) Chang**

Michigan State University



**Nathan Bowling**

University of Central Florida



**Liu-Qin Yang**

Portland State University Ph.D. in I-O Psychology



**M. Sandy Hershcovis**

University of Calgary



**Jun Yang**

Bryan Building



**Kaitlin Busse**

The Graduate Center/Baruch College



**Nathan Baker**

Michigan State University



**Fernanda Wolburg Martinez**

## Alliance: “Crossing the Line”: Best Practices in Cross-Cultural Research (Special Event - 142698)

🕒 9:00 AM - 10:20 AM, Apr 20

📍 Zoom 1

**SIOP Curated**

**Virtual and Streaming**

Authors: Hu, X. (Co-Chair), Jang, S. (Co-Chair), Baranik, L., Gabrenya, W. K., Glazer, S., Ion, A., Jiang, L., Fila, M., Smith, R. W., & Wang, Y.-R. (2023). Crossing the Line without Crossing the Line: Best Practice in Cross-Cultural Research [Panel Discussion]. So

This session will discuss challenges and best practices in incorporating culture into I-O psychology research. Attendees will hear from five experts in cross-cultural research and also have an opportunity to connect with international scholars via small-group discussions. Topics will range from conceptualizing culture in research questions, methodological concerns or challenges in multicountry data collection efforts, and ethical issues in cross-cultural research.

## 🚩 Speakers



**Xinyu Hu**

Roger Williams University



**Sharon Glazer**

The University of Baltimore



**Lisa Baranik**

University at Albany, SUNY



**William Gabrenya**

Florida Institute of Technology



**Lixin Jiang**

University of Auckland



**Andrei Ion**

University of Bucharest



**Seulki Jang**

University of Oklahoma

## Teams in the Wild: Exploring High-Fidelity Team Paradigms (Alternative Presentation - 141206)

🕒 9:00 AM - 10:20 AM, Apr 20

📍 Hynes-Room 302

Authors: Thayer, A. L. (Chair), Medrano, E. (Co-Chair), Gerkin, E. (Co-Chair), Warren, C. (Co-Chair). (2023). Teams in the Wild: Exploring High-Fidelity Team Paradigms [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conferen

Authors present a research incubator to expand team researchers' methodological "toolkits." By incorporating presentations on a variety of high-fidelity team research methods (field-study experiments, escape rooms, critical snapshots, and holistic qualitative paradigms), group discussions, and an interactive Q&A, authors aim to discuss the limitation of lower ecological validity in conventional research on teams and explore novel methods to address it. Content targets introductory to intermediate familiarity with research methods and team research.

#### Speakers



**Amanda L. Thayer**  
Florida Institute of Technology



**Emily Gerkin**  
Michigan State University



**Erica Medrano**



**Yichen Tang**



**Kyle Emich**  
Professor of Business Administration  
University of Delaware

### **I-O's Role in Pursuing the Triple Bottom Line: Boosting Our Green Game (Panel Discussion - 140213)**

🕒 9:00 AM - 10:20 AM, Apr 20

📍 Zoom 3

**Virtual and Strea...**

Authors: Carruth, N. (Co-Chair) & Stuhlmacher, A.F. (Co-Chair), Amel, E.L., Jones, D. A., Mason, C., Mock, L., & Stuhlmacher, A. F. (2023). I-O's Role in Pursuing the Triple Bottom Line: Boosting our Green Game [Panel]. Society for Industrial and Organizational

I-O psychologists have the knowledge, skills, and abilities as well as the formal and informal power to impact the triple bottom line relating to the planet, people, and profits. This panel of scientist-practitioners focuses on insights and inspiration to drive a more intentional role for I-O in addressing the climate crisis. Panelists will discuss experiences and research relating to environmental efforts, with particular attention to organizational change and culture, individual-level behavior and motivations, strategic human resource decisions, and resources.

#### Speakers



**Alice Stuhlmacher**  
DePaul University



**Elise Amel**  
Univ of St. Thomas



**David Jones**  
University of Vermont



**Christopher Mason**  
KeHE



**Landon Mock**  
U.S. Department of the Interior



**Nicholas Carruth**  
DePaul University

## Executive Assessments of Yesterday, Today, and Tomorrow: Will Some Things Never Change? (Panel Discussion - 140659)

🕒 9:00 AM - 10:20 AM, Apr 20

📍 Hynes-Room 304

Authors: Fernandez, J. (Chair), Dixon, R., Goldstein, H., Mayfield, D. L., Norris-Watts, C., Stehura, A., Burnett, C., & Freier, L. M. (2023). Executive assessments of yesterday, today, & tomorrow: Will some things never change? [Panel]. Society for Industrial and

Executive assessments have undergone little change over the past several decades in the tools and methodologies used. Assessments for lower level roles, however, have gone through much more change, particularly through the application of technologies such as gamification and AI. The proposed panel explores why this has occurred and challenges underlying assumptions about the need for change in executive assessments and why certain changes may or may not be successful. Implications for the future of executive assessments are discussed.

### 🗣️ Speakers



**John Fernandez**

Johnson & Johnson



**Harold Goldstein**

The Graduate Center & Baruch College, CUNY



**David Mayfield**

Korn Ferry



**Christina Norris-Watts**

Johnson & Johnson



**Aaron M. Stehura**

Korn Ferry



**Aurora J. Dixon**

Russell Reynolds Associates

## Will the Employee Market Bubble Pop? Revising Postpandemic Recruiting and Hiring (Panel Discussion - 141183)

🕒 9:00 AM - 10:20 AM, Apr 20

📍 Zoom 5

Virtual and Strea...

Authors: King, R.T. (Co-Chair), Antonik, C.W. (Co-Chair), Fields, L. E., McCarthy, J., Pryor, K., Solomonson, A., & Lahti, K. (2023). Will the employee market bubble pop? Revising post-pandemic recruitment and hiring [Panel]. Society for Industrial and Organizati

The recruiting world has evolved dramatically since the “Great Resignation.” During the pandemic, hiring became more candidate-centric than ever before to combat the labor shortage, demand for diverse and inclusive hiring, and candidate expectations of better pay, benefits, and flexible work arrangements. As the world adjusts to the postpandemic “new normal,” recruiters and hiring managers face more challenges as employee and employer expectations and behaviors evolve. Panelists will share updates on recruiting and hiring research, trends, strategies, solutions, and lessons learned.

## 🚩 Speakers



**Chantale Antonik**  
Amazon



**Andrew Solomonson**  
Delta Air Lines



**Julie McCarthy**  
University of Toronto



**Laura Fields**  
Spectrum



**Kristen Pryor**  
DCI Consulting



**Rachel King**  
Modern Hire



**Ken Lahti**  
Modern Hire

## Studying Leadership Through Big Data Methods (Symposium - 140708)

🕒 9:00 AM - 10:20 AM, Apr 20

📍 Hynes-Room 306

Authors: Elfeki, Y. (Chair) and Zhou, L. (Discussant). (2023). Studying Leadership Through Big Data Methods [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Cornett, K., Carlson, E., & Hernandez,

Big Data methods are powerful tools that enable us to extract meaningful insights from various types of available data, which can be leveraged to advance I-O research. This symposium highlights a number of Big Data analytics and ML applications to datasets of varying sizes, and demonstrates how these approaches offer new avenues for leadership research. The included papers present novel approaches to predicting followers' attitudes and perceptions, understanding the complexity of the leadership process, and identifying the underlying patterns involved in leadership perceptions and emergence.

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#### Speakers



**Yasmine Elfeki**  
Virginia Tech



**James Grand**  
Associate Professor  
University of Maryland



**Le Zhou**  
Carlson School of Management, University of Minnesota, Twin Cities




**Fuhe Jin**  
Binghamton University - State University of New York



**Kelsi Cornett**  
Virginia Tech

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### **I-O to the Rescue: Safeguarding Against Bad Data and Insights in the Field of HR (Panel Discussion - 139961)**

 9:00 AM - 10:20 AM, Apr 20

 Hynes-Room 309

Authors: Burlacu, G., Hunt, S., Granger, B., Krauss, A., Handler, C., & Garr, S.H. (April 2023). I-O to the rescue: Safeguarding against bad data and insights in the field of HR (a panel discussion). Society for Industrial and Organizational Psychology Annual Conf

HR leaders often review commercialized HR research as they make decisions. But much of this research lacks the rigor and validity that define organizational research studies and can mislead or even harm organizations. This panel brings together practitioners conducting research designed to educate HR professionals. They will discuss challenges and methods associated with collecting credible data and presenting insights in a way that is compelling without being misleading, as well as what I-O professionals can do to lessen the negative impact of poorly developed insights in the world of HR.

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#### Speakers



**Gabriela Burlacu**  
Accenture



**Charles Handler**  
Sova Assessment US



**Steven Hunt**  
SAP SuccessFactors



**Autumn Krauss**  
SAP SuccessFactors



**Benjamin Granger**  
Qualtrics



**Stacia Sherman Garr**  
RedThread Research

## Maximizing the Effectiveness of Inclusive Leadership Initiatives in Organizations (Alternative Presentation - 140907)

🕒 9:00 AM - 10:20 AM, Apr 20

📍 Hynes-Room 310

Authors: Stawiski, S., Bilotta, I., Ferdman, B. M. (2023). Maximizing the Effectiveness of Inclusive Leadership Interventions. [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Organizations have increasingly been making public commitments to improve diversity, equity inclusion, and belonging (DEIB). Developing and promoting inclusive leadership is one promising strategy to improve DEIB, yet organizations are not yet consistently demonstrating progress. This session will discuss how formal evaluation, evidence-based programs and connecting to organizational strategy can make inclusive leadership programs more effective.

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### 🗣️ Speakers



**Sarah Stawiski**

Center for Creative Leadership



**Bernardo M. Ferdman**

Principal & Founder  
Ferdman Consulting



**Isabel Bilotta**

DEUTSER

## Diversity, Equity, Inclusion, and Accessibility in Selection: Beyond Adverse Impact (Panel Discussion - 141496)

🕒 9:00 AM - 10:20 AM, Apr 20

📍 Hynes-Room 311

Authors: Lustenberger, D. E., Peddie, C. I., Anderson, A., Ferstl, K., Jones, K. P., Le Sante, D., Merlini, K. P., & Morgan, D. A. (2023). Diversity, equity, inclusion, and accessibility in selection: Beyond adverse impact [Panel]. Society for Industrial and Organ

Subgroup differences and adverse impact of selection tools tend to dominate discussion of diversity, equity, inclusion, and accessibility (DEIA) when it comes to personnel selection. This panel will cover other important but often overlooked DEIA topics in selection, including subgroups differences in applicant reactions to assessments, use of bias training and diverse panels to improve interviews, sensitivity reviews of assessment content, assessment accessibility and user experience, and “DEIA analytics.” Discussion will include best practices, current research, and future research needs.

## 📣 Speakers



**Donald Lustenberger**  
DCI Consulting



**Kerri Ferstl**  
Ivy Planning Group LLC



**David Morgan**  
Meta



**Chad Peddie**  
DCI Consulting



**Kristen Jones**  
University of Memphis



**Amanda Anderson**  
Fors Marsh Group



**Danilo Le Sante**  
Google



**Katrina Merlini**  
Society for Human Resource Management (SHRM)

## Authentic Allyship in the Workplace (Panel Discussion - 141309)

🕒 9:00 AM - 10:20 AM, Apr 20

📍 Hynes-Room 312

Authors: Woo, S. (Co-Chair), Robertson, M. M. (Co-Chair), Derricks, V., Jones, K., Perry, J., & Wessel, J. (2023). Authentic allyship in the workplace [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

This panel will bring together early- and midcareer researchers specializing in the area of workplace diversity, equity, inclusion, and belongingness to discuss an emerging topic of importance in this domain: authentic allyship. Panel will discuss key questions around the construct of authentic allyship and how it can and should be applied in real-life work settings.

## 🚩 Speakers



**Sang Eun Woo**  
Purdue University



**Kisha S. Jones**  
Florida International University



**Jennifer Wessel**  
Associate Professor of Psychology  
University of Maryland, College Park



**Jamie Perry**  
Syracuse University



**Melissa Robertson**  
Purdue University



**Veronica Derricks**  
Indiana University - Purdue University Indianapolis

## "The Great In-Between": Defining Effective Careers and Employment Post COVID (Panel Discussion - 140774)

🕒 9:00 AM - 10:20 AM, Apr 20

📍 Hynes-Room 313

Authors: Briscoe, J. (Chair), Burns, E., DeMuth, R. L. F., Masarech M. A., Michel, E., & Peeters, E. (2023). "The Great In-Between": Defining Effective Careers and Employment post COVID [Panel]. Society for Industrial and Organizational Psychology Annual Con

Careers and employment relationships are in flux in dramatic ways that will change how we work and live. The panel of academics and practitioners is especially equipped to consider the changing career and psychological contracts from the following perspectives: individual, social, organizational, leadership, and talent management.

## 🚩 Speakers



**Rachel Frautschy DeMuth**  
Right, Left, Forward Design, LLC



**Eric Michel**  
Northern Illinois University



**Jon Briscoe**  
Northern Illinois University



**Ellen Peeters**  
TIAS School for Business and Society



**Erin Wilson Burns**  
The RBL Group



**Mary Ann Masarech**  
Masarech Consulting, LLC

## Poster Session A: Leadership

🕒 9:00 AM - 9:50 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster

### 34 Subsessions

#### ● **Trauma-Informed Compassionate Leader Behaviors: Compassion for Employees With Trauma (Poster - 141253)**

🕒 9:00 AM - 9:50 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 1

#### ● **Widening the Bench: Comparing Corporate Entrepreneurs to Managerial Counterparts (Poster - 140288)**

🕒 9:00 AM - 9:50 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 2

#### ● **Transformational Followership: Leaders in Disguise? (Poster - 141228)**

🕒 9:00 AM - 9:50 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 3

#### ● **Leadership Accountability Practices (Poster - 140694)**

🕒 9:00 AM - 9:50 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 4

#### ● **Roots Run Deep: Leader-Like Parenting and Implicit Leadership Theories (Poster - 140585)**

🕒 9:00 AM - 9:50 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 5

#### ● **Identifying Antecedents and Boundary Condition of Empowering Leadership (Poster - 140365)**

🕒 9:00 AM - 9:50 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 6

#### ● **Measuring the Self-Efficacy of Virtual Leaders (Poster - 141383)**

🕒 9:00 AM - 9:50 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 7

#### ● **Using a Role-Based Approach to Develop a Comprehensive Follower Typology (Poster - 141592)**

🕒 9:00 AM - 9:50 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 8

#### ● **Leadership and Secure Base (Poster - 140333)**

🕒 9:00 AM - 9:50 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 9

● **A Meta-Analytic Review of Work–Family Conflict in Leaders (Poster - 140965)**

🕒 9:00 AM - 9:50 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 10

● **Agreeableness Leadership Advantage: Moderation by Collectivism, Communication, Gender (Poster - 141146)**

🕒 9:00 AM - 9:50 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 11

● **Effects of Leader Unethical Behavior on Engagement: Task Ambiguity as a Mediator (Poster - 141192)**

🕒 9:00 AM - 9:50 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 12

● **Comfort in Familiarity? The Effects of Shared Leader–Follower Political Views at Work (Poster - 140868)**

🕒 9:00 AM - 9:50 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 13

● **Team Social Network Versus Shared Variables as Explanatory Mechanisms of Leadership (Poster - 140486)**

🕒 9:00 AM - 9:50 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 14

● **Think Manager–Think Male Is Based on a Methodological Flaw (Poster - 138724)**

🕒 9:00 AM - 9:50 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 15

● **Predicting Nuclear Power Leadership Effectiveness With Personality Constructs (Poster - 141297)**

🕒 9:00 AM - 9:50 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 16

● **The Power Within Me: A Person-Centered Approach to Social Power Motives (Poster - 140748)**

🕒 9:00 AM - 9:50 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 17

● **Motivation and Leadership Development as Mechanisms of Class-Based Inequality (Poster - 140076)**

🕒 9:00 AM - 9:50 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 18

● **The Leadership Arena-Reputation-Identity (LARI) Model and Leader Effectiveness (Poster - 140075)**

🕒 9:00 AM - 9:50 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 19

● **Timber! How Interpersonal Motives Contribute to the Downfall of Narcissistic Leaders (Poster - 140625)**

🕒 9:00 AM - 9:50 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 20

● **Great Expectations: Go-To Heuristics, Their Cause, and Their Consequences (Poster - 140060)**

🕒 9:00 AM - 9:50 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 21

● **Formal Leadership in Virtual Teams (Poster - 140297)**

🕒 9:00 AM - 9:50 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 22

● **Dominance Penalty and Intersectional Invisibility for Women and Asian Americans (Poster - 140612)**

🕒 9:00 AM - 9:50 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 23

● **How Daily Leader-Follower Relationship Quality Impacts Daily Follower Well-Being (Poster - 141456)**

🕒 9:00 AM - 9:50 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 24

● **Linking Passive Leadership to its Outcomes: The Role of Supervisor Incivility (Poster - 141585)**

🕒 9:00 AM - 9:50 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 25

● **Curious Leaders: Leader Social Curiosity, Follower Feeling Trusted, and Work Behaviors (Poster - 140693)**

🕒 9:00 AM - 9:50 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 26

● **Construct Proliferation in Leadership Research: A Look at Sibling Constructs**

**(Poster - 140199)**

🕒 9:00 AM - 9:50 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 27

● **The Relationship of Character to Ethical Decision Making and Academic Behaviors (Poster - 140904)**

🕒 9:00 AM - 9:50 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 28

● **Understanding Leadership Challenges With Topological Data Analysis (Poster - 141489)**

🕒 9:00 AM - 9:50 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 29

● **Developing an Elaborated Measure of Leadership Style (Poster - 141107)**

🕒 9:00 AM - 9:50 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 30

● **A Mood Regulation Perspective of Abusive Supervision and Employee Alcohol Drinking (Poster - 140394)**

🕒 9:00 AM - 9:50 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 31

● **In The Right Place: How Charisma Influences Leader Social Capital and Performance (Poster - 140903)**

🕒 9:00 AM - 9:50 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 32

● **Blind Conformity: The Role of Advisor Loyalty and Leader Group Prototypicality (Poster - 140232)**

🕒 9:00 AM - 9:50 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 33

● **How Abusive Supervision Can Lead to OCBs and CWBs Through Discrete Emotions (Poster - 140617)**

🕒 9:00 AM - 9:50 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 34

**Under Armour: Unleash Leadership Strength (Sponsor: SHL)**

🕒 9:00 AM - 10:20 AM, Apr 20

📍 Hynes - 206

**Partner Show...**

With a new business strategy to drive growth, Under Armour has been committed to building its leadership strength to enable this strategy. In addition to defining core leadership expectations, UA leveraged SHL's validated models to measure current state, future potential, and readiness of its leaders to succeed in critical business challenges. This discipline has expanded to leader selection and onboarding and is focused on repurposing their leadership assessment data to inform succession planning. Join us for a discussion with UA's VP of HR and Talent Management to hear lessons learned, early success metrics, and what's next for this sportswear pioneer.

10:30 AM

**Research Incubator: Network Methods in Organizational Research (Alternative Presentation - 140941)**

🕒 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Ballroom A

Authors: Burns, G. N. & Duong, N. S. (Co-Chairs). (2023). Research incubator: Network methods in organizational research [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.  
Duong, N.

Authors provide an overview of network methodology and its diverse applications in organizational research. The presentations centered around the use of network methodology with 4 topics of application: (a) diversity, equity, and inclusion; (b) intragroup conflict; (c) leadership; and (d) psychometric measurement. Content targets introductory to intermediate familiarity with network research methods. Audience will participate in breakout group sessions where presenters will lead discussions brainstorming future network research studies.

#### Speakers



**Ngoc Duong**  
Florida Institute of Technology



**Gary N. Burns**  
Florida Institute of Technology



**Nathan T. Carter**  
Michigan State University



**Dorothy Carter**  
Michigan State University



**Priti Shah**  
University of Minnesota

### Measurement and Conceptualization of Identity and Diversity in the Workplace (Symposium - 140420)

🕒 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Ballroom B

Virtual and Strea...

Authors: Carmichael-Tanaka, N. (Co-Chair), Avery, D. R. (Co-Chair), & Roberson, Q. (Discussant). (2023). Measurement and Conceptualization of Identity and Diversity in the Workplace. [Symposium]. Society for Industrial and Organizational Psychology Annual Conferen

Scholarship on diversity has become increasingly prevalent in organizational research and particularly important for practitioners. This symposium highlights novel approaches to understanding and measuring the antecedents to and outcomes of justice, equity, diversity, and inclusion (JEDI) efforts, including considering the way identity is being captured, the specific facets of diversity climate, and the various dimensions of organizational diversity.

#### Speakers



**Nina Carmichael-Tanaka**



**Quinetta Roberson**  
Michigan State University



**Frances Hampton**  
Portland State University



**Tiffany Owens**



**Kristi Hatter**  
University of Houston

### Work and Women's Health: Exposures and Support for Fertility, Maternity, and Motherhood (Ignite - 140238)

🕒 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Ballroom C

Virtual and Strea...

Authors: Petery, G. A. (Co-Chair), Nigam, J. A. S. (Co-Chair), Ragsdale, J. (Co-Chair). (2023). Women, work & health: A look at work exposures and support for fertility, maternity, and motherhood. The 38th Annual Conference for the Society for Industrial-Organizat

The relationship between work and women's reproductive health is complex and overlooked. Reproductive-aged women (16–54 years) comprise 36% of the U.S. labor force, and 75% of working women overall. Yet research into workplace risks to reproductive health and well-being is sparse. Here, 6 IGNITE presentations discuss health challenges and concerns working women may experience over their reproductive life (e.g., work exposures, infertility and miscarriage, breastfeeding), and provide insights into promising supportive organizational policies and practices. A lively discussion will follow.

#### 🗣️ Speakers



**Gretchen Petery**

NIOSH/CDC



**Jeannie Nigam**

National Institute for Occupational Safety and Health



**Eden King**

Rice University



**Jennifer Ragsdale**

CDC/NIOSH



**Carolyn Winslow**



**Keaton Fletcher**

Georgia Institute of Technology



**Amy Pytlovany**

Center for Parental Leave Leadership



**Rebecca Clancy**

Colorado State University



**Carissa M Rocheleau**

National Institute for Occupational Safety and Health

#### **New Directions in Challenge-Hindrance Stress Research (Symposium - 140688)**

🕒 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Room 202

Authors: Ganster, M. L. (Co-Chair), Gabriel, A. S. (Co-Chair), & LePine, M. A. (Discussant) (2023). New directions in challenge-hindrance stress research [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States

For over 20 years, the challenge-hindrance framework has differentiated between stressors that motivate employees (challenge stressors) and those that demotivate employees (hindrance stressors). This symposium, across 4 papers and a discussant, advances understanding of the challenge-hindrance distinction and introduces new perspectives to how these stressors are appraised. Insights from this symposium challenge when and how stressors are appraised as challenges or hindrances, and tests how these distinct perspectives may facilitate employee motivation and strain.

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#### Speakers



**Mahira Ganster**  
University of Arizona



**Marcie LePine**  
Arizona State University



**Jennica Webster**  
Marquette University




**Nathan Podsakoff**  
University of Arizona



**Patrick Downes**  
University of Kansas

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### **Intersectional I-O Research: Studying Interlocking Systems of Identity and Experience (Symposium - 140852)**

 10:30 AM - 11:20 AM, Apr 20

 Hynes-Room 203

Authors: Rauvola, R. S. (Co-Chair), Nittrouer, C. L. (Co-Chair), & Salter, N. P. (Discussant) (2023). Intersectional I-O Research: Studying Interlocking Systems of Identity & Experience. [Symposium]. Society for Industrial and Organizational Psychology Annual Conf

This symposium presents 3 papers theorizing about, studying, and generating conclusions for various workplace phenomena through an intersectional lens. Specifically, these papers consider worker experiences in relation to 2 or more identities (e.g., gender, race, disability, sexual orientation, organizational status), framing their findings across organizational levels as shaped by workers' interlocking identities. A range of samples and methods are used for these studies, which are integrated to provide a diverse and representative example of intersectional research considerations in I-O.

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📣 Speakers



**Rachel Rauvola**  
DePaul University



**Nicholas Salter**  
Hofstra University



**Christine Nitttrouer**  
Texas Tech University



**Lorena Solis**  
University of Calgary



**Lora Bishop**  
DePaul University

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**Beyond Validity: Navigating AI Talent Intelligence and the Role of I-Os  
(Alternative Presentation - 141157)**

🕒 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Room 204

Authors: Green, K., (Co-Chair), Bane, M., (Co-Chair), Ospina, J., (Panelist), Zuloaga, L., Peterson, M. (Panelist). (2023). Beyond Validity: Navigating AI Talent Intelligence and the Role of I-O's [Alternative Session Type]. Society for Industrial and Organization

As the future of talent intelligence continues to take shape and drive value in a post-pandemic, quiet-quitting world, the promises to solve the people's challenges of tomorrow lie with these digital technologies. With the landscape growing vaster daily, this panel will discuss the criteria to look for when vetting these technologies. Discussions around ethical artificial intelligence, algorithmic transparency, cybersecurity, developing regulations, and the Whitehouse Blueprint for AI Bill of Rights will be examined, along with I-O's continued role while navigating this evolving landscape.

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📣 Speakers



**Katherine Green**  
HireVue



**Mitchell Peterson**  
Deloitte



**Javier Ospina**  
JetBlue Airways



**Lindsey Zuloaga**  
HireVue, Inc.



**Maria C. Bane**  
HireVue

## Overcoming the Data Collection Burden for Organizational Network Analysis (Alternative Presentation - 140869)

🕒 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Room 207

Authors: Modi, N. (Co-Chair & Panelist), Contractor, N. (Co-Chair), DeChurch, L. (Co-Chair), Furman, A. (Panelist), Jung, M. (Panelist), Lange, R. (Panelist), Polzer, J. (Panelist), Waber, B. (Panelist). (2023).

Overcoming the Data Collection Burden for Organizati

Network analyses yield fascinating insights for organizations, but collecting network data via surveys can be expensive, time consuming, and yield low response rates, and are rapidly obsolete. Panelists discuss creative ways that lower the burden of collecting innovative network data. Each panelist summarizes their work in 5 minutes in 1 presentation slide followed by an interactive panel discussion with the audience. The areas of panelist expertise include egocentric sampling, spot network probes, wearable computing, video coding, enterprise social media, and ambient sensors.

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### 🗣️ Speakers



**Neelam Modi**



**Malte F. Jung**  
Cornell University



**Alex Furman**  
Performica



**Benjamin Waber**  
Sociometric Solutions dba Humanyze



**Jeffrey T. Polzer**  
Harvard Business School



**Robin Lange**  
Volunteer Science

## The Power of Group Connection: Boosting Employee Engagement Through Group Psychology (Alternative Presentation - 141223)

🕒 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Room 208

Authors: Wegner, R., Bingaman, C. (2023). The Power of Group Connection: Boosting Employee Engagement Through Group Psychology [Workshop]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Humans crave social connection and yet people are more disconnected than ever, with 8 in 10 people feeling alone and unengaged at work where we spend nearly 30% of our lives. This introductory level workshop will present the case for bringing group counseling skills to the workplace to improve connection, motivation, engagement and retention. Clinical Psychologist Dr. Bobbi Wegner, Harvard lecturer, international speaker, and writer will lead a 50 minute presentation and interactive fishbowl focused on how group connection has the power to transform the modern workplace.

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#### Speakers



**Roberta Wegner**  
Harvard University / Groops



**Charlotte Bingaman**  
Groops

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### **Mood and the Creative Process: Diving Deeper Into the Mood–Creativity Relationship (Symposium - 140509)**

🕒 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Room 209

Authors: McKay, A. S. (Chair) (2023). Mood and Creative Process Dynamics: Diving Deeper Into The Mood-Creativity Relationship [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.  
Kripal, S. J., & Reit

Mood plays an important role in the generation of creative ideas. Yet, much of this research focuses on creativity or idea generation specifically rather than on specific creative process stages or by considering different conceptualizations of creative performance. In this symposium, authors focus on the role of mood and the creative process. That is, they consider mood at different stages of the creative process and its relationship with different creativity measures.

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#### Speakers



**Alexander McKay**  
Virginia Commonwealth University



**Shane Connelly**  
University of Oklahoma



**Sanaa Kripal**  
University of Nebraska, Omaha

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### **How Do We Define Success? Rethinking Effectiveness of Assessment and Selection Tools (Panel Discussion - 141385)**

🕒 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Room 302

Authors: Mu, F. (Co-Chair), Burleson, S. D. (Co-Chair), Bryant, S. E., Hess, J., Jacobson, C., Sawhney, E., & Scaduto, A. (2023). How do We Define Success? Rethinking Effectiveness of Assessment and Selection Tools [Panel]. Society for Industrial and Organizationa

Research on the effectiveness of assessment and selection tools tends to be narrowly focused on validity and diversity, to the exclusion of other organizational goals (e.g., branding, minimizing cost, attracting talent). As a result, I-O practitioners often struggle to define the effectiveness of assessments in ways that align with strategic goals and foster approval from other stakeholders. This panel brings together assessment experts across multiple industries to discuss how they have integrated scientific and strategic goals when defining and evaluating the effectiveness of assessments.

## 🚩 Speakers



**Frank Mu**  
CodeSignal



**Scott Bryant**  
DDI



**Anne Scaduto**  
The Hershey Company



**Ena Sawhney**  
Coinbase



**Caitlin Jacobson**  
Dell Technologies



**Seterra Burleson**  
CodeSignal



**Justin Hess**  
Capital One

## Psychological Safety in Context: Leadership, Innovation, Safety, and More (Symposium - 140866)

🕒 10:30 AM - 11:20 AM, Apr 20

📍 Zoom 3

Virtual and Strea...

Authors: Harmon, S. (Chair) & Allen, J. (Discussant). (2023). Psychological Safety in Context: Leadership, Innovation, Safety, and more [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Dai, G. (20

In today's business world, organizations depend on employees to share ideas to promote learning and innovation. Employees that feel psychologically safe speak up, which has a variety of positive impacts. This session compiles empirical studies to examine different antecedents, correlates, and outcomes of psychological safety in distinct contexts, such as leadership assessments, training, and employee surveys. This sessions' purpose is to provide insights to the conditions of the formation of psychological safety and the mechanisms through which it affects performance outcomes.

#### 🚩 Speakers



**Shanon Harmon**  
Southern California Edison



**Guangrong Dai**  
Korn Ferry



**Joseph Allen**  
University of Utah



**King Yii Tang**  
Medtronic



**Kiran Gafa**  
Wayne State University

### Reimagining Work One Lab at a Time (Panel Discussion - 140768)

🕒 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Room 304

Authors: Foster, L. (Chair), Richardson, N., Yost, A., Platt, M., & Duncan, M. (2023). Reimagining Work One Lab at a Time [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

The "future of work" is no longer in the future. It's here. And it needs to be reimagined. One way some organizations are reimagining it: internal labs focused on experimenting, researching, and publishing insights to inspire others to get curious as well. This diverse panel of practitioners and academics will discuss this exciting trend of corporate labs and how they are implementing and building cultures of learning, all in the pursuit of making work more human.

#### 🚩 Speakers



**Lori Foster**  
North Carolina State University



**Allison Yost**  
BetterUp



**Natalie Richardson**  
SLALOM Consulting



**Matthew Duncan**  
Microsoft



**Michael Platt**  
University of Pennsylvania

### Implementing Inclusive Paid Family Leave (Panel Discussion - 140452)

🕒 10:30 AM - 11:20 AM, Apr 20

📍 Zoom 5

Authors: Arena, D., Auriemmo, A., Brown-Meola, J., Hideg, I., Keim, A.C., Sanders, A.M.F., & Van Egdom, D. (2023). Implementing Inclusive Paid Family Leave [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, Unit

This panel offers practical, evidence-based solutions for implementation of inclusive family leave. Although the research on paid leave for employees, employers, children, and society is well known, this discussion aims to expand organizations' foci to include paid family leave to be as inclusive as possible to all individuals in need. The panel of experts offers practical directions for improving existing policies, improving inclusivity, and expanding resources and considerations in the expansion/implementation of paid leave programs, and offers scholars directions for future research.

#### 📌 Speakers



**Alaina Keim**

Bellarmino University



**Julianne Brown-Meola**

Deere & Co.



**Adriane Sanders**

Austin Peay State University



**Ivona Hideg**

York University



**Anthony Auriemmo**

Capri Holdings (Michael Kors, Jimmy Choo, Versace)



**David Arena**

The University of Texas at Arlington



**Drake Van Egdom**

University of Houston

### Leveraging Machine Learning to Enhance Criterion Space Development and Job Analysis (Symposium - 140750)

🕒 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Room 306

Authors: Amey, R.C. (Co-Chair) & Royston, R.P (Co-Chair) (2023). Leveraging Machine Learning to Enhance Criterion Space Development and Job Analytic Methods [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United Sta

This symposium highlights how analytic techniques from natural language processing (NLP) and machine learning (ML) can facilitate studying jobs and defining job criterion space by improving researchers' abilities to define and assess job requirements and related constructs. Authors demonstrate how these techniques provide new ways of understanding and assessing job requirements and criteria, and how institutions can leverage these tools to better understand what people do on the job, how well they do it, and what they know.

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📣 Speakers



**Ryan P. Royston**  
U.S. Army Research Institute



**Rachel Amey**



**Thomas Parker Malejko**  
U.S. Army



**Brian Moon**  
Perigean Technologies



**Terry Patten**  
Charles River Analytics

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**Learning From My Mistakes: A Series of Personal Case Studies (Alternative Presentation - 140413)**

🕒 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Room 309

Authors: Chambers, B., Bank, J., Campion, M., Cascio, W., Pulakos, E., & Shepherd, W. (2023). Learning from my mistakes: A series of case studies. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

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

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📣 Speakers



**Brad Chambers**  
BTS



**Michael Campion**  
Purdue University



**Wayne Cascio**  
University of Colorado Denver



**Elaine Pulakos**  
PDRI, an SHL Company



**William Shepherd**  
The Wendy's Company



**Jürgen Bank**  
BTS

## Beyond Compensation: Using Culture Solutions to Retain Workers (Panel Discussion - 141200)

🕒 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Room 310

Authors: Melillo, E., Giebe, C., Korbel, L., Kraus, A., Prior, M. (2023). Beyond compensation; using culture solutions to retain workers [Panel]. Society for Industrial Organizational Psychology Annual Conference, Boston, MA. United States.

This session will present a panel discussion around strategies and approaches to retain workers in a post-COVID world. Although some employers have focused on compensation, total rewards or alternative work arrangements for retention, the organizations highlighted will focus on the culture and developmental solutions they offered to retain workers.

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### 🗣️ Speakers



**Beth Melillo**

National Grid



**Elizabeth Korbel**

New Balance



**Aaron Kraus**

Liberty Mutual Insurance



**Chris Giebe**

Mentimeter AB



**Meaghan Prior**

Rockland Trust

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## Looking Under the Hood 2.0: Unpacking Bias Audit Regs and Implications for Selection (Panel Discussion - 141259)

🕒 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Room 311

Authors: Bayless, J. M., Duncan, M. L., Papinchock, J. M., Solomonson, A., Sydel, E., & Yost, A. B. (2023). Looking under the hood 2.0: Unpacking Bias Audit Regs and Implications for Selection [Panel]. Society for Industrial and Organizational Psychology Annual C

This session will provide guidance to consultants, practitioners, and researchers preparing for or involved in bias audits of automated employment decision tools (AEDTs) with focus on the selection context. Topics will include relevant legislation and legal issues, interpretation of key concepts (e.g., algorithms, artificial intelligence) at the center of bias audit requirements, role of auditors, employers, and assessment providers in the process, practical considerations in implementing bias audits, and what panelists have learned since the passage of NYC's AEDT law and similar statutes.

#### 🚩 Speakers



**Amy Yost**  
DCI Consulting



**Julia Bayless**  
APTMetrics



**Jone Papinchock**  
DCI Consulting



**Andrew Solomonson**  
Delta Air Lines



**Eric J. Sydell**  
Modern Hire



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

### **The Role of Idea Evaluation in the Creativity and Innovation Process (Symposium - 141211)**

🕒 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Room 312

Authors: Reiter-Palmon (Chair) (2023). The Role of Idea Evaluation in the Creativity and Innovation Process [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Identifying creative ideas is a critical aspect of the creative process but has received limited attention. In this symposium 4 papers will focus on the role of idea evaluation in the creative process, and the individual and contextual factors that influence it. Authors will also discuss the measurement of idea evaluation.

#### 🚩 Speakers



**Roni Reiter-Palmon**  
University of Nebraska, Omaha



**Rylee Linhardt**  
University of Texas at Arlington



**Amanda Terry**  
Middle Tennessee State University



**Shiyu Yang**

### **All Fun and Games? Creating Research-Backed Products and Tools That Are Enjoyable To Use (Panel Discussion - 141017)**

🕒 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Room 313

Authors: Garcia-Marquez, C., Ostrowski, B., Willford, J., Simmons, P., Gandara, D. (2023) All Fun And Games? Creating Research-Backed Products That Are Also Enjoyable To Use. [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston,

This session will present a rich discussion of how organizational psychologists building products can balance scientific rigor with user experience to create products and tools that are both supported by research and enjoyable to use. This panel will draw from its extensive expertise and experience across HR tech, gaming, and product to discuss learnings from building products that strike this elusive balance.

#### 🚩 Speakers



**Cintya Garcia Marquez**  
Humu



**Daniel A. Gandara**  
DDI



**Jon C. Willford**  
BetterUp



**Philip Simmons**  
Roblox



**Benjamin Ostrowski**

#### Poster Session B: Groups and Teams

🕒 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster

#### 33 Subsessions

##### ● **Team Monitoring and its Effect on Individual Perceptions of Team Viability (Poster - 141267)**

🕒 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 1

##### ● **Team Compassion and Team Integrative Complexity in Team Innovation Processes (Poster - 138821)**

🕒 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 2

##### ● **Social Anxiety: An Understanding of Gendered Participation Discrepancies in Teams (Poster - 141373)**

🕒 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 3

##### ● **Burnout Contagion and Veterinarians: Roles of LMX, Emotional Contagion, and PsyCap (Poster - 140835)**

🕒 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 4

##### ● **Anger in Meetings: Emotional Labor, Meeting Outcomes, and Hierarchical Position (Poster - 140466)**

🕒 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 5

##### ● **“Honey, I’m at Work”: An Exploration of “Work Spouse” as a Unique Work Relationship (Poster - 140719)**

🕒 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 6

##### ● **A Typology of Membership Change in Teams (Poster - 141213)**

🕒 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 7

● **Beyond Rank Attainment: How Dominance and Prestige Relate to Team Functioning (Poster - 141401)**

⌚ 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 8

● **What Do We Know About Team Resilience Triggers? Assessing the State of the Literature (Poster - 141261)**

⌚ 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 9

● **Implications of Team-Level Envy at Workplace (Poster - 140145)**

⌚ 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 10

● **A Multimodal Social Signal Processing Approach to Team Interactions (Poster - 141421)**

⌚ 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 11

● **Openness to Experience and Knowledge Integration in Knowledge-Diverse Teams (Poster - 141445)**

⌚ 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 12

● **Analysis of Communication in Teams: Leader Sex and Team Composition (Poster - 141444)**

⌚ 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 13

● **Effect of the After-Action Review and Sex Composition on Team Performance and Efficacy (Poster - 141011)**

⌚ 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 14

● **Motivated to Adapt: The Role of Need for Cognition in Driving Adaptive Team Processes (Poster - 140573)**

⌚ 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 15

● **When Performance Equals Satisfaction: Conflict, Voice, and Personality as Moderators (Poster - 140955)**

⌚ 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 16

● **Predictors of Peer Perceptions of Competence: A Field Study of Virtual Teams (Poster - 140720)**

⌚ 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 17

● **A Meta-Analysis: Deep-Level Team Composition Predicting Teamwork and Team Outcomes (Poster - 141037)**

⌚ 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 18

● **Communication, Leadership and Efficiency–Viability Tradeoffs in Teams (Poster - 139982)**

⌚ 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 19

● **Does Alignment of Team Conscientiousness and Interest Impact Team Error Management? (Poster - 141128)**

⌚ 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 20

● **There's No "I" in Zoom or Teams: Information Sharing in a Post-COVID Workplace (Poster - 141307)**

⌚ 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 21

● **Diversity and Team Enacted Leadership Structure: Mediators and Moderators (Poster - 141362)**

⌚ 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 22

● **Group Messaging Tactics: Social Identity Effects on Emotion, Recall, and Dissemination (Poster - 140434)**

⌚ 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 23

● **Unpacking the Effect of Functional Diversity (Poster - 140356)**

⌚ 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 24

● **Applying Multiteam Systems Theory to Perioperative Handoff Research (Poster - 140578)**

🕒 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 25

● **Examining the Effects of Task Interdependence on Ethical Decision Making (Poster - 140902)**

🕒 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 26

● **Self-Disclosure in Teams: Multilevel Effects on Performance (Poster - 140884)**

🕒 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 27

● **Social Status Uncertainty and Social Help Seeking: The Effect of Relationship Belief (Poster - 140268)**

🕒 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 28

● **Examining How the Demanding Nature of Volunteering Influences Work-Related Outcomes (Poster - 140806)**

🕒 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 29

● **A Network Perspective of Why Employees Engage in Voluntary Green Behavior in Teams (Poster - 140580)**

🕒 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 30

● **Control Over Care: The Social Cognitive Environment of the US Labor Market (Poster - 141316)**

🕒 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 31

● **When Doing Good Isn't Good Enough: Public Service Motivation and Loan Forgiveness (Poster - 140929)**

🕒 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 32

● **A Social-Symbolic Framework of Stigma Management Through the Lens of Motivation (Poster - 140419)**

🕒 10:30 AM - 11:20 AM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 33

**The Future of Workforce Optimization & Talent Mobility (Sponsor: Fuel50)**

🕒 10:30 AM - 11:20 AM, Apr 20

📍 Hynes - 206

**Partner Show...**

The most engaged employees are from organizations that prioritize career development, give employees access to career resources and learning, and provide access to learning opportunities. Join us to hear the Founder and CEO of Fuel50, skills-based AI Talent Marketplace solution, present their psychologist-led research study on Internal Talent Mobility and Workforce Reskilling; including identifying the significant drivers of Retention, Engagement and Talent Mobility today; the key imperatives for Talent Mobility in the coming decade; the power of Engagement through Development; the key levers that drive Employee Engagement, and the strategic actions that can be implemented in a fast-evolving workforce.

11:30 AM

**Women's Inclusion Network (WIN) Business Meeting**

🕒 11:30 AM - 12:30 PM, Apr 20

📍 Sheraton Boston Hotel - REPUBLIC BALLROOM

**Meeting**

Committee Members

**Local I-O Group Leaders Meet and Greet**

🕒 11:30 AM - 12:00 PM, Apr 20

📍 Sheraton Boston Hotel - BACKBAY D

**Meeting**

Open to All

**Midday Break**

🕒 11:30 AM - 1:00 PM, Apr 20

Break

Open to All

1:00 PM

## Regulating Assessment Technology: Vendor and Auditor Perspectives on New Laws (Panel Discussion - 141330)

🕒 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Ballroom A

Authors: Willis, C., Facteau, J., Fetzer, M., Gutierrez, S., Schmidt, D., Sydel, E. (2023). Regulating assessment technology: vendor and auditor perspectives on new laws. [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA,

Panelists representing assessment vendors and auditors will discuss the emerging regulatory landscape in the USA about using automated employment decision tools, which include both traditional and artificial intelligence-based selection procedures. By SIOP 2023, NYC's Local Law 144 of 2021 may have gone into effect and, as of this writing, other jurisdictions are considering their own regulations at the intersection of employment and technology. The panel will address questions related to AI, themes in regulations, how vendors and auditors are helping employers comply, and what comes next.

### 🗣️ Speakers



**Colin Willis**

HireVue, Inc.



**Jeffrey Facteau**

HackerRank



**Eric J. Sydel**

Modern Hire



**Michael Fetzer**

Aon



**David Schmidt**

DCI Consulting



**Sara Gutierrez**

SHL

## Strategic Diversity, Equity, Inclusion: IGNITing Solutions to Current Challenges (Ignite - 141440)

🕒 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Ballroom B

Virtual and Strea...

Authors: Fedorowicz, N. (Co-Chair), Kazmi, M. A. (Co-Chair), Alanis, J. M. (Panelist), Bueno, A. (Panelist), Colosimo, J. L. (Panelist), Le Sante, D. (Panelist), Maneethai, D. (Panelist), Silva, K. (Panelist). (2023). Strategic Diversity, Equity, Inclusion: IGNITE

Despite a vast amount of research in the diversity, equity, and inclusion (DEI) space, practitioners continue to face challenges when working with organizations to promote DEI across organizational functions. This IGNITE session offers data- and research-driven approaches to some of the more divisive and controversial issues in the DEI space, in particular, as they relate to different stages of the employee lifecycle. Topics will cover assessment, selection/hiring, compensation, DEI interventions, organizational socialization, and retention.

## 🚩 Speakers



**Dustin Maneethai**  
University of Houston



**Joanna Colosimo**  
DCI Consulting



**Kimberly T. Silva**  
Talogy



**Nikola Fedorowicz**  
Ivy Planning Group



**Maryam Ahmad Kazmi**  
University of Houston



**Danilo Le Sante**  
Google



**Josee Alanis**  
Michigan State University



**Ayline Bueno**  
Wayne State University

## **Make or Break: How to Make Onboarding Work in the Brave New World of Hybrid (Panel Discussion - 141308)**

🕒 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Ballroom C

Virtual and Strea...

Authors: Luna, N., Yu, H. (Chair), Conjar, E., Sabet, J., Maurath, D., & Scott, C. (2023). Make or Break: How To Make Onboarding Work in the Brave New World of Hybrid [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, Unit

In this session, 5 I-O psychologists will discuss their research and share findings on onboarding new hires in the hybrid context. The panel will integrate insights from 3 leading technology companies (Amazon, LinkedIn, Microsoft), as well as findings drawn from consulting across a wide range of industries (Perceptyx & independent consulting). Topics will include emerging trends in hybrid onboarding, novel measurement of onboarding process and outcomes, and evidence-based guidance on making hybrid onboarding work.

#### Speakers



**Natalie Luna**  
Microsoft



**Elizabeth Conjar**  
Amazon



**Charles P.R. Scott**  
UT Austin



**Daniel T Maurath**



**Hong Yu**  
LinkedIn



**Jason Sabet**  
Perceptyx, Inc.

### **COI: Developing Scientific Writing Skills for I-O Psychologists (Community of Interest - 142750)**

🕒 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Room 201

[SIOP Cura...](#)

Authors: Reeves, K. & Zhang, D.C. (2023). Theme Track: Developing Scientific Writing Skills for I/O Psychologists [Community of Interest]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

How do we develop scientific writing skills in ourselves and our students? This interactive session will ask faculty and students to discuss personal challenges, experiences, and lessons-learned in scientific writing. In addition to sharing tips and practices to how to improve as writers, participants will also share best practices on providing developmental feedback for graduate students. Finally, this CoI session will explore how I-O as a field can improve the effectiveness and persuasiveness of writing to enhance the impact of the work on policy and practice.

#### Speakers



**Don Zhang**  
Louisiana State University



**Katelyn Reeves**  
Louisiana State University

### **Invited: Making the Most of Your SIOP Membership. Insights From Member Engagement Data (Special Event - 142682)**

🕒 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Room 202

[SIOP Cura...](#)

Authors: Martin, J. (Co-Chair), Zhou, S. (Co-Chair), Cox, G., Goro, M., Kantrowitz, T., Poeppelman, T., Shen, W., (2023). How to Get the Most Out of Your SIOP Membership: Exploring Member Engagement Data [Panel Discussion]. Society for Industrial and Organizationa

Over the past year, the SIOP Membership Analytics Subcommittee engaged in a series of strategic analyses aimed at exploring how SIOP members engage with the society. The purpose of this EB Block session is to 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 engage the audience to interpret insights in line with SIOP's strategic goals, discuss critical focus areas, and develop ideas on how to enrich the future of SIOP membership.

#### Speakers



**Jaclyn Martin Kowal**

PDRI, an SHL Company



**Gena Cox**

Feels Human, LLC



**Winnie Shen**

York University



**Tracy Kantrowitz**

PDRI, an SHL Company



**Michelle Goro**

Infor



**Tiffany Poeppelman**


LinkedIn



**Steven Zhou**

Purdue University

### **Modern Interviewing Roundtable (Alternative Presentation - 140833)**

 1:00 PM - 1:50 PM, Apr 20

 Hynes-Room 203

Authors: Hartwell, C. (Moderator), Levashina, J. (Co-Chair), Morelli, N. (Co-Chair), & Sullivan, T. (Moderator). (2023). Modern Interviewing Roundtable [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA,

As the relative importance of structured interviews has increased in light of recent evidence (Sackett et al., 2021), I-O psychologists need to stay up to date with modern interviewing best practices. Rather than sampling a few best practices in a lecture-based format, this alternative roundtable discussion will invite academics and practitioners to share lessons learned from research and hands-on experience building modern interview programs that are precise, reliable, fair, and engaging. Table discussions will center around 3 key topics, hosted by experienced moderators.

## Speakers



**Neil Morelli**  
Codility



**Julia Levashina**  
Kent State University




**Taylor Sullivan**  
Codility



**Christopher Hartwell**  
Utah State University

## **Putting Complexity and Dynamics Back Into Teams Research: A Panel + Incubator Session (Alternative Presentation - 140450)**

 1:00 PM - 1:50 PM, Apr 20

 Hynes-Room 204

Authors: Wolf, V. A. (Co-chair), Johnson, E. M. (Co-chair), Shuffler, L. M., (Co-chair), Bell, T. S., (Panelist), Fiore, M. S. (Panelist), Goodwin, G. F. (Panelist), Mathieu, J. (Panelist), & Zaccaro, S. J. (Panelist). (2023). Bring Complexity and Dynamics Back in

Incorporation of complexity science approaches, such as dynamical systems theories, have the potential to further teams science research and practice. Authors have assembled a panel of team science experts to lead conversations to incubate ideas that may spark ideas for incorporating theories, methodologies, and analyses to understand teams as complex dynamic systems.

#### 📌 Speakers



**Anna Wolf**  
Clemson University



**John Mathieu**  
University of Connecticut



**Stephen Zaccaro**  
George Mason University



**Stephen M. Fiore**  
University of Central Florida



**Gerald Goodwin**  
U.S. Army Research Institute for the Behavioral and Social Sciences



**Suzanne T. Bell**  
NASA



**Marissa Shuffler**  
Clemson University



**Marlee Elizabeth Johnson**

### **The Future of I-O Licensing and Certification: Conversation With SIOP LCC Task Force (Alternative Presentation - 140484)**

🕒 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Room 207

Authors: Shoenfelt, E. L. & Schroeder, D. A. (2023). The Future of I-O Licensing and Certification: A Conversation with SIOP LCC Special Task Force. Alternative Session Type. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, Unite

Members of the SIOP Licensing, Certification, and Credentialing (LCC) Committee and the LCC Special Task Force hold an open discussion of current and future issues in licensing and certification for I-O psychologists. A key licensing issue is the fencing out of licensed I-O psychologists from the PSYPACT E.Passport interjurisdictional credential. One charge of the Special Task Force is to determine interest and applicability of certification/credentialing models and process for I-O psychologists. Certification will be discussed as an alternative or supplemental credential to licensing.

#### 📌 Speakers



**Elizabeth Shoenfelt**  
Western Kentucky University



**Daniel A. Schroeder**  
Organization Development Consultants, Inc.

## Turning Diversity, Equity, and Inclusion Data Into Sustainable Change and Action (Panel Discussion - 141368)

🕒 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Room 208

Authors: Pryor, K. (Co-Chair), Wilson, K. (Co-Chair), Ellerman, D., Mattingly, V., Tyman, A. (2023). Turning Diversity, Equity, and Inclusion Data into Sustainable Change and Action [Panel]. Society for Industrial and Organizational Psychology Annual Conference, B

Data are the foundation for tracking, reporting, and understanding progress made toward DEI commitments and initiatives. Given the importance of data to understanding diversity needs and inclusion barriers, authors gathered a panel of practitioners to share their experiences, insights, and lessons learned from working with companies across all industries. Session attendees will hear from experts how to incorporate DEI analytics within various considerations and constraints and will receive actionable recommendations from specific case studies shared by the panel.

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### 🗣️ Speakers



**Kristen Pryor**  
DCI Consulting



**Keli Wilson**  
DCI Consulting



**Victoria Mattingly**  
Mattingly Solutions



**Dan Ellerman**  
Amazon



**Annette Tyman**  
Seyfarth Shaw LLP

## To Disclose or Not to Disclose: Managing Understudied Concealable Identities at Work (Symposium - 140752)

🕒 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Room 209

Authors: Morris, K. M. (Co-Chair), Gardner, D. M. (Co-Chair) & King, E. B. (Discussant). (2023). To Disclose or Not to Disclose? Managing Understudied Concealable Identities at Work [Symposium]. Society for Industrial and Organizational Psychology Annual Conference

The antecedents and consequences surrounding the decision to disclose one's stigmatized concealable identity at work remain of theoretical and practical importance, particularly for identities less frequently represented within the literature (e.g. previous incarceration, menopause, and political identity). Accordingly, the purpose of this symposium is to advance understanding surrounding the personal and contextual factors relevant to identity disclosure and management decisions toward creating a nuanced view of when, how, and for whom stigma management strategies should be utilized.

## Speakers



**Danielle Gardner**  
Colorado State University



**Eden King**  
Rice University



**Hayden DuBois**  
The University of Texas at Arlington




**Kayley Morris**



**Didar Zeytun**

## **Science Shouldn't Be a Secret: Advancing I-O Psychology Science Communication (Alternative Presentation - 140401)**

 1:00 PM - 1:50 PM, Apr 20

 Hynes-Room 210

Authors: Perpich, R. A. (Co-Chair), Fisher, G. G. (Co-Chair), Brossoit, R. M. (Co-Chair), & Kath, L. (Co-Chair). Agars, M. (Presenter), Fletcher, K. (Presenter), Kath, L. (Presenter), Kring, C. (Presenter), Robles-Saenz, F. (Presenter), Rutigliano, P. (Presenter),

Science communication is important for ensuring that our work in I-O psychology has impact. The goal of this interactive session is to engage I-O psychologists across all career stages and settings in thoughtful discussions about different approaches to communicating our science with others outside the field. Experts/facilitators with experience in successful implementation of various forms of science communication in their own work will lead discussions about 4 communication types: pop culture connections, research translation, community conversations, and changing hearts/changing minds.

## 🚩 Speakers



**Rachel Perpich**

Colorado State University



**Mark D. Agars**

California State University, San Bernardino



**Lisa Kath**

San Diego State University



**Christiane Spitzmueller**

University of California Merced



**Gordon Schmidt**

University of Louisiana Monroe



**Peter Rutigliano**

Mercer



**Katina Sawyer**

University of Arizona



**Keaton Fletcher**

Georgia Institute of Technology



**Faviola Robles-Saenz**

Portland State University



**Camilla Kring**

Super Navigators ApS

## COI: Psychological Safety: What Are We Missing? (Community of Interest - 142739)

🕒 1:00 PM - 1:50 PM, Apr 20

📍 Zoom 1

SIOP Curated

Virtual and Streaming

Authors: Geller, D., & Hezlett, S. (2022) Community of Interest: Psychological Safety: What are we missing? Community of interest conducted at the annual meeting of the 37th Society for Industrial-Organizational Psychology, virtual.

Although psychological safety has been established as critical for creating high-performing organizations, there is still much to learn about this topic both from a scholarly perspective (e.g., measurement, context specificity), and from the perspective of practitioners (e.g., organizational practices that account for context in fostering psychological safety). This COI will explore questions and seek to identify other gaps in the understanding of creating psychologically safe organizations.

#### Speakers




**David S. Geller**  
Korn Ferry



**Sarah A. Hezlett**  
Korn Ferry Institute

### **Menstruation, Menopause, and Mental Health: Exposing Taboos of Women's Health at Work (Ignite - 140235)**

 1:00 PM - 1:50 PM, Apr 20

 Hynes-Room 302

Authors: Petery, G. A. (Co-Chair), Ragsdale, J. M. (Co-Chair), Nigam, J. A. S. (Co-Chair) (2023). Menstruation, menopause, and mental health: Exposing taboos of women's health at work [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference

Research on how women's reproductive health impacts their careers is limited. Although women occupy nearly half of the U.S. workforce (44.8%), and the majority are of reproductive age, their female-specific bodily experiences are socially considered taboo subjects. At work women hide and silently contend with their menstruation and menopause experiences. This session's presentations will discuss how women's reproductive health, particularly menstruation and menopause, are at odds with current ideal worker norms. Recommendations and opportunities for research and practice will be highlighted.

#### Speakers



**Gretchen Petery**  
NIOSH/CDC



**Alicia Grandey**  
Pennsylvania State University



**Jeannie Nigam**  
National Institute for Occupational Safety and Health



**Jennifer Ragsdale**  
CDC/NIOSH



**Haley Cobb**  
Saint Louis University





**Vanessa Burke**  
Louisiana State University



**Jenna Beltramo**  
Lodestone People Consulting

### **Machine Learning + Graphs = Fun (Master Tutorial - 141219)**

 1:00 PM - 1:50 PM, Apr 20

 Zoom 3

Virtual and Strea...

Authors: Hundley, N. A. (2023). Machine Learning + Graphs = Fun [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

This interactive session builds participant knowledge of graph theory, graph structure, and applying machine learning techniques to graph-structured data for node classification, relation prediction, and node clustering. The session aims to provide participants with foundational knowledge and a framework they can use as a starting point for their complex system problems.

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📣 Speaker



**Nathan Hundley**  
CodeSignal

## Learning in the “Matrix”: Understanding Workplace Learning in Different Modalities (Symposium - 140112)

🕒 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Room 304

Authors: Wu, F. Y. (Co-Chair), Beier, M. E. (Co-Chair), Davenport, M. K. (Co-Chair), & Kraiger, K. (Discussant) (2023). Learning in the “Matrix”: Understanding Workplace Learning in Different Modalities [Symposium]. Society for Industrial and Organizational Psychology

Trainings using technology such as online training, augmented reality, and games are becoming more popular. Support for the effectiveness of such technology typically assesses whether trainees learn better using the newer technology but does not consider the heterogeneity within technology types, or if training has capitalized on the full potential of the technology’s affordances. The symposium hopes to address these more fine-grained questions to guide technology-mediated training.

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📣 Speakers



**Felix Wu**



**Eric Day**  
University of Oklahoma



**Kurt Kraiger**  
University of Memphis



**Margaret Beier**  
Rice University



**Matt Howard**  
University of South Alabama

## AI Ethics and AI Legislation in the 21st Century Workplace: Ready, Set, Go! (Panel Discussion - 140417)

🕒 1:00 PM - 1:50 PM, Apr 20

📍 Zoom 5

Virtual and Strea...

Authors: Ruiz de Huydobro, G., Mondragon, N., Lisk, T., Hilliard, A., Harpe, L., Shuntich, S., & Qamar, A. (2023). AI Ethics & AI Legislation in the 21st century workplace: ready, set, go! [Panel]. Society for Industrial and Organizational Psychology Annual Confe

This panel brings together diverse practitioner perspectives to discuss organizational best practices to address AI Ethics and Legislation in the HR environment. They will explore strategies to safeguard human fundamental rights that can be at risk when AI based HR solutions are not appropriately implemented. Just as important, the panel will discuss how to foster users' confidence in AI based solutions and guide businesses regarding how to develop and/or implement them.

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#### Speakers



**Gema Ruiz de Huydobro**  
HireVue



**Lisa Harpe**  
DCI Consulting Group



**Nathan Mondragon**  
HireVue



**Timothy Lisk**  
Meta



**Airlie Hilliard**  
Holistic AI




**Savanna Shuntich**  
Fortney & Scott, LLC



**Asif Qamar**  
SupportVectors.io

### **Receiving Help at Work: The Good, the Bad, and the Unknown (Symposium - 140057)**

 1:00 PM - 1:50 PM, Apr 20

 Hynes-Room 306

Authors: Scotney, V. S. (Co-Chair), Batz-Barbarich, C. L. (Co-Chair), & Tay, L. (2023). Receiving Help at Work: The Good, the Bad, and the Unknown [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

The recipient's experience of helping in the workplace is a quickly growing area of research. There is increasing recognition that help does not purely "benefit" a recipient but can also have unintended negative consequences. This symposium examines both positive and negative consequences of help from the recipient's perspective, examining mediating mechanisms, and encourages researchers and practitioners to consider ways to promote positive experiences of receiving help.

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#### Speakers



**Victoria Scotney**  
Purdue University



**Cassandra Batz-Barbarich**  
Lake Forest College



**Seulki Jang**  
University of Oklahoma



**Remy Jennings**  
Florida State University



**Young Eun Lee**  
Florida State University



**Ian Michael Hughes**  
Bowling Green State University

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### New Advances in Our Understanding of Aging at Work (Symposium - 140036)

🕒 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Room 309

Authors: Laguerre, R. A. (Chair) (2023). New Advances in Our Understanding of Aging at Work [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.  
Laguerre, R. A., & Barnes-Farrell, J. L. (2023). Age-In

With the proliferation of research on aging at work, there have been advances in understanding of age diversity issues in the future workplace. Drawing on multiple methods, this symposium consists of studies that highlight new trends in our field: (a) the increased adoption of theory-driven approaches for understanding age-inclusive human resource (HR) practices, (b) the advent of new age-related measures that capture new age-related concepts, and (c) the development in our understanding of a blurring of boundaries, both in the digital age and in postretirement.

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#### Speakers



**Rick Laguerre**  
Montclair State University



**David Cadiz**  
Portland State University



**Courtney Baker**  
East Carolina University



**Jane Xin Yi Chong**  
Future of Work Institute



**Shona Smith**  
University of Texas at Arlington

## Improving Decision Making in Personnel Selection: Understanding and Reducing Noise (Symposium - 140816)

🕒 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Room 310

Authors: Neumann, M. (Chair). (2023). Improving Decision Making in Personnel Selection: Understanding and Reducing Noise [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Kirk, J.D., Wee, S., Dunlo

Improving decision making in personnel selection remains an intractable challenge. Decision makers in practice still often use invalid assessments, and they typically combine information from such assessments inconsistently based on their intuition and experience. This symposium highlights why hiring decisions are noisy, and what factors may explain why invalid assessments are still frequently used. Furthermore, the symposium discusses an intervention that may reduce noise in hiring decisions made by teams.

### 🗣️ Speakers



**Marvin Neumann**

VU Amsterdam



**Martin Yu**

HumRRO



**Jaymon Kirk**

The University of Western Australia

## Research Incubator: Understanding and Addressing the Employee Mental Health Crisis (Alternative Presentation - 141175)

🕒 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Room 311

Authors: Dieguez, T.A. (Chair). (2023). Research Incubator: Understanding and Addressing the Employee Mental Health Crisis [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Boston MA. United States.

Dieguez, T

Three research briefs on the topics of employee mental health as well as strategies for how to manage and address this issue will be presented. The audience will then break into groups to discuss the research themes and identify additional, innovative ideas for future research. Finally, the groups will reconvene to share insights and connect them back to these central questions: How can different research studies on employee mental health inform each other and be used to address the current employee mental health crisis, and what additional research is needed on these topics going forward?

### 🗣️ Speakers



**Tessly Dieguez**

Booz Allen Hamilton



**Erin Richard**

Louisiana State University



**Evan Pearson**

## Happily Ever After: Using I-O Psychology to Grow a Career in People Analytics (Panel Discussion - 140597)

🕒 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Room 312

Authors: Ferreras, A. C. (Chair), Napper, C. (Moderator), Cerasoli, C. P., Saboe, K., Markell-Goldstein, H., Collmus, A., (2023). Happily Ever After: Using I/O Psychology to Grow a Career in People Analytics [Panel]. Society for Industrial and Organizational Psych

This panel will explore career paths for I-Os in People Analytics (PA). Panelists will define the PA space and share their experiences. They will discuss: what it takes to succeed in leveraging I-O in PA; the competitiveness of today's I-O talent for PA roles; and gaps in I-O training. Panelists from leading organizations will share their experience in PA, potential value to their teams and organizations, the KSAOs needed to excel, and how they differ from traditional I-O training. The session will engage the audience throughout and leave time at the end for a formal Q&A.

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### 🗣️ Speakers



**Christopher Cerasoli**

Boehringer-Ingelheim USA, Inc.



**Kristin Saboe**

Google



**Anthony Ferreras**

Pinterest



**Cole Napper**

Orgnostic



**Andrew B. Collmus**

Facebook



**Hannah Markell-Goldstein**

Dropbox

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## Bringing Coachability to Life: A Deeper Look at Coachability Cases (Alternative Presentation - 141130)

🕒 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Room 313

Authors: Weiss, J.A. (Facilitator), Bell, A., Mockler, S., & Rose, D.S. (2023). Bringing Coachability to Life: A Deeper Look at Coachability Cases [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA., United States.

Panelists will apply real life experiences, theoretical frameworks, and in the moment consulting in response to 3 “coachability curveballs.” Based on actual cases, each panelist describes a circumstance in which the coach faced a challenging choice. After engaging the audience with live polling (“What would you do?”), panelists will share the choices they made in the moment as well as the positive or negative consequences of those choices for the leader they were coaching. This panel is for intermediate practitioners.

## 🚩 Speakers



**Jake Weiss**  
Coachability Consultants



**Dale Rose**  
3D Group



**Stefanie Mockler**  
The Violet Group



**Amanda Bell**  
Vantage Leadership Consulting

## Poster Session C: Staffing, Technology, & Withdrawal

🕒 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster

### 33 Subsessions

#### ● **Social Functions of Emotional Contagion: Social Goals Moderate the Spread of Emotions (Poster - 140259)**

🕒 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 1

#### ● **Reconsidering Cross Cultural Competence, Trust, and Performance in Teams (Poster - 141545)**

🕒 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 2

#### ● **Improving Sexual Harassment Prevention Training: A Culture-Based Intervention (Poster - 140010)**

🕒 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 3

#### ● **Differential Effects of Plasticity and Stability Metatraits on Cultural Intelligence (Poster - 140594)**

🕒 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 4

#### ● **Individual Difference and Social Factors Related to International Student Adjustment (Poster - 140805)**

🕒 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 5

#### ● **Cultural Similarity and Host Country Nationals' Support to Latin American Expatriates (Poster - 140024)**

🕒 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 6

#### ● **Psychological Reactions of Applicants to Technology-Mediated Interviews (Poster - 140324)**

🕒 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 7

#### ● **Practitioner Reactions to Brainteaser Interview Questions (Poster - 138778)**

🕒 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 8

#### ● **Applicant Reactions to the Narcissism Interview Scale for Employment (Poster - 140225)**

🕒 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 9

#### ● **LGB Applicant Reactions: The Relationship Between Sexuality and Fairness Perceptions (Poster - 141295)**

🕒 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 10

● **Don't Give Up on Great Expectations: Responding to Micro Concessions in Negotiations (Poster - 141244)**

⌚ 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 11

● **Recall and Retell: Exploring How Memory and Storytelling Affect Behavioral Interview (Poster - 141112)**

⌚ 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 12

● **Ageism on LinkedIn: Bias Toward Older Applicants During LinkedIn Screening (Poster - 141062)**

⌚ 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 13

● **Interviewer Emotional Intelligence Predicts Applicants' Intention to Accept Job Offer (Poster - 140621)**

⌚ 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 14

● **Faking Profiles of Job Applicants From Overclaiming and Social Desirability Scales (Poster - 141029)**

⌚ 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 15

● **Transparent Language in Selection Decisions (Poster - 141108)**

⌚ 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 16

● **Reducing Adverse Impact by Hiring on Vocational Interests: A Pareto-Optimal Approach (Poster - 140395)**

⌚ 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 17

● **Rater Perceptions of Malfunctions in Video Interviews: A Qualitative Analysis (Poster - 140877)**

⌚ 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 18

● **Achieving Interview Equilibrium: Reinstating Humans in Asynchronous Video Interviews (Poster - 141558)**

⌚ 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 19

● **Gamification of Employee Training and Development: A Systematic Review (Poster - 140363)**

⌚ 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 20

● **Can Machines That Learn Help Humans Learn? Algorithmic Advice and Individual Learning (Poster - 141482)**

⌚ 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 21

● **Predicting Game-Based Assessment Level/Item Difficulty From Game Design Elements (Poster - 141315)**

⌚ 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 22

● **Evaluations of Job Applicants who Disclose Anxiety and Depression on LinkedIn (Poster - 140739)**

⌚ 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 23

● **Game-Related Assessments in Personnel Selection: The Recruiters' Point of View (Poster - 140104)**

⌚ 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 24

● **Text Scoring Work Attitudes and Perceptions: A Performance Comparison of Procedures (Poster - 141365)**

⌚ 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 25

● **Enhancing Goal Achievement With a Mobile App: Role of Gender (Poster - 141345)**

⌚ 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 26

● **The Importance of Fit: Job Satisfaction and Retention In Early Childhood Educators (Poster - 140846)**

⌚ 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 27

● **Person-Level and Day-Level Antecedents of Daily Emotional Exhaustion**

### **Growth Curves (Poster - 140696)**

🕒 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 28

### **● How Do Performance Ratings Affect Turnover?: Emotional Stability as a Moderator (Poster - 140241)**

🕒 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 29

### **● Commitment as a Mediator Among Future Perceived Income Adequacy, Turnover, and OCB (Poster - 141042)**

🕒 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 30

### **● Themes in Discontent With Management in the Great Resignation: A Social Media Study (Poster - 140998)**

🕒 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 31

### **● The Grass Is Greener Elsewhere: Linking Self-Esteem, Workload, and Turnover (Poster - 138793)**

🕒 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 32

### **● Employee Autonomy and the Need for Trust and Support From Managers (Poster - 141071)**

🕒 1:00 PM - 1:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 33

### **How The Coca-Cola Company Supports Leaders and Teams At Scale (Sponsor: Valence)**

🕒 1:00 PM - 1:50 PM, Apr 20

📍 Hynes - 206

[Partner Show...](#)

Like many companies, the iconic Coca-Cola Company knows it can't simply rest on its laurels. Instead, in 2019 Coca-Cola undertook a large reorg designed to make their global workforce flatter, faster, and more interconnected. In this interactive Partner Showcase you'll hear firsthand how Coca-Cola navigated this transformation, built an assessment and resource toolkit to support it, and implemented programs that helped redefine how thousands of leaders and teams come together and collaborated.

2:00 PM

### **Sounds of Silence: Embracing Introversion in the Hum of the Modern Workplace (Panel Discussion - 138911)**

🕒 2:00 PM - 3:20 PM, Apr 20

📍 Hynes-Ballroom A

Authors: McCord, M. A. (Co-Chair), DiazGranados, D. (Co-Chair), Bell, S., Cruickshank, L., Nei, K., & Wilmot, M. (2023). Sounds of Silence: Embracing Introversion in the Hum of the Modern Workplace [Panel]. Society for Industrial and Organizational Psychology Annu

This panel provides a diverse and comprehensive discussion about introversion in the workplace. Five panelists who span academia, practice, business, psychology, the US, and Australia answer questions about introversion in the context of teams, assessments, measurement, work success, and mistreatment. The goal of this session is to shine light on the oft-neglected strengths of introversion in successful workplaces and fulfilling careers. Authors hope this discussion inspires deeper conversations on the issue, more research, and organizational initiatives.

## Speakers



**Mallory McCord**  
Old Dominion University



**Suzanne T. Bell**  
NASA



**Deborah DiazGranados**  
Virginia Commonwealth University



**Kimberly Nei**  
Hogan Assessments




**Michael Wilmot**  
University of Arkansas



**Lynne Cruickshank**  
Peter Berry Consultancy

## **New Perspectives on Experiencing, Perceiving, and Perpetrating Sexual Harassment (Symposium - 140481)**

 2:00 PM - 3:20 PM, Apr 20

 Hynes-Ballroom B

**Virtual and Strea...**

Authors: Stockdale, J. (Co-Chair) , Stockdale, M. S. (Co-Chair) & Cortina, L. M. (Discussant) (2023). New Perspectives on Experiencing, Perceiving, and Perpetrating Sexual Harassment [Symposium]. Society for Industrial and Organizational Psychology Annual Conferen

This symposium presents 4 papers examining new contexts of sexual harassment experiences (street harassment, restaurants) and perpetration (effects of masking, effects of stereotypes and threat on harassing Black women) and a contemporary replication of gender differences in harassment perceptions, guiding new research questions and practical implications to abate sexual harassment.

## 🚩 Speakers



**Johannah Stockdale**  
Penn State University



**Margaret Stockdale**  
Indiana University - Purdue University Indianapolis



**Lilia Cortina**  
University of Michigan



**You Zhou**



**Elizabeth D. Jenkins**  
Collective Capacity Consulting, LLC



**Cristina Gonzalez**



**Darius Washington**

## **Making Work, Work: A Multidisciplinary Approach (Alternative Presentation - 141407)**

🕒 2:00 PM - 3:20 PM, Apr 20

📍 Hynes-Ballroom C

**Virtual and Strea...**

Authors: Maneethai, D. (Chair), Banks, C. G. (Panelist), Cunningham, C. J. L. (Panelist), Hammer, L. B. (Panelist), and Witt, L. A. (Panelist). (2023). Making Work, Work: A Multidisciplinary Approach [Alternative Session Type without Multiple Papers]. Society for

Four panelists will share their interdisciplinary work on how I-O psychologists stand to contribute to the resolution of modern challenges. Panelists will discuss how to improve employee well-being and effectiveness through understanding total worker health, work redesign, the impact of physical space, and the design of buildings. After the presentations, panelists and audience members will engage in a lively discussion on how I-O psychologists can leverage their toolkits in tandem with other disciplines to address modern day challenges and make work, work for the common good.

#### 🚩 Speakers



**Dustin Maneethai**  
University of Houston



**Cristina Banks**  
University of California, Berkeley



**Leslie Hammer**  
Oregon Institute of Occupational Health Sciences



**Alan Witt**  
Professor  
University of Houston



**Christopher Cunningham**  
University of Tennessee at Chattanooga / Logi-Serve

### SIOP Machine Learning Competition (Special Event - 142714)

🕒 2:00 PM - 3:20 PM, Apr 20

📍 Hynes-Room 202

**SIOP Cura...**

Authors: Marin, S., Thompson, I., Keonig, N. (2023). SIOP Machine Learning Competition: A Review and Presentation of Winners [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

The SIOP Machine Learning Competition is a chance for the I-O psychology community to show their data science chops. Starting in 2018, the Machine Learning Competition has been a space where data professionals and students alike can come together and solve data science problems. In this session, the top 4 finalist teams will present on their solutions and experiences in the competition. The top team(s) will be recognized and presented with an award.

#### 🚩 Speakers



**Sebastian Marin**  
BetterUp



**Nick Koenig**  
Walmart Stores, Inc.



**Isaac Thompson**  
Modern Hire



**Georgi Yankov**  
DDI

### Finding and Securing External Funding: A Grant Proposal Writing Workshop (Alternative Presentation - 140745)

🕒 2:00 PM - 3:20 PM, Apr 20

📍 Hynes-Room 203

Authors: Kraimer, M. L. (Co-Chair), Ion, A. (Co-Chair), Ravid, D. M., Yuan, Z., Costanza, D. P., Dalal, D. K., LeNoble, C. A., & Liu., S. (2023) Finding and Securing External Funding: A Grant Proposal Writing Workshop [Alternate Session]. Society for Industrial an

This session aims to provide practical advice and hands-on feedback from experts to I-O psychologists interested in obtaining funding through external grants. Attendees will select into themed tables, each with experts who have successfully obtained funding or work for a granting agency. Themes will include grant writing feedback, grant writing practice exercise, and discussion about managing grant funded research projects.

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#### 📣 Speakers



**Maria Kraimer**

Rutgers University



**David Costanza**

George Washington University



**Songqi Liu**

National Science Foundation



**Dev Dalal**

University at Albany, State University of New York



**Andrei Ion**

University of Bucharest



**Chelsea LeNoble**

University of Central Florida MS Psychology

### Fair and Square: Squaring High-Stakes Testing Standards With Contemporary Advances (Panel Discussion - 141133)

🕒 2:00 PM - 3:20 PM, Apr 20

📍 Hynes-Room 204

Authors: Sanders, C. T. (Co-Chair), Tate, B. W. (Co-Chair), Byrum, C. N. (Co-Chair), Tsacoumis, S., Aiken, J., Sonya, S. (2023). Fair and Square: How High-Stakes Testing Standards Respond to Contemporary Advances [Panel]. Society for Industrial and Organizational

In this session, researchers and practitioners from public and private sectors will share their experiences with, and thoughts on, technologically oriented trends in high-stakes testing.

Attention will be paid to the implications of these trends for effective, fair, and legally defensible testing programs. Examples of trends to be addressed include automated item generation and remote proctoring. The session will have implications for academics researching technology in testing, practitioners applying technology, and test users/consumers of tests deciding on testing approaches.

## 📣 Speakers



**Suzanne Tsacoumis**  
HumRRO



**Juliet Aiken**  
Conducere



**Brian W. Tate**  
Jacobs



**Solomon Sonya**  
USAF

## **Future Analytics: Building a More Relevant Statistics Curriculum (Alternative Presentation - 141006)**

🕒 2:00 PM - 3:20 PM, Apr 20

📍 Hynes-Room 207

Authors: Islam, S. (Moderator), Chetta, M. H., Fleck, C. Leffler, C. Mishra, V., Samipour-Biel, S., Simonet, D., Tseng, S. (2022) Future Analytics: Building a More Relevant Statistics Curriculum [Alternative Session] Society for Industrial Organizational Psycholo

This session will explore the scientist–practitioner gap in the world of statistics by asking participants to build a more relevant statistics curriculum. Facilitators will help groups of students, practitioners, and academics to work together to create the statistics curriculum of the future.

## 🚩 Speakers



**Sayeedul Islam**  
Talent Metrics



**Vipanchi Mishra**  
West Chester University



**Christina Fleck**  
Deloitte



**Dan V. Simonet**  
Montclair State University



**Michael Chetta**  
Talent Metrics Consulting



**Steven Tseng**  
Salesforce



**Chelsea Leffler**  
Talent Metrics



**Sabina Samipour-Biel**  
West Chester University

## **Failure to Learn: I-O Taboos and Tripfalls (Panel Discussion - 141166)**

🕒 2:00 PM - 3:20 PM, Apr 20

📍 Hynes-Room 208

Authors: Cox, B., Page, N., Quesnell, T., Robinson, S., & Zajac, S. (2023, April). In M. Natali (Chair), Failure to learn: I/O taboos and tripfalls. (Panel presentation). Presented at the 38th annual conference for the Society of Industrial and Organizational

The SIOP Annual Conference is an educational venue that provides insights and discussion into new and promising research most often characterized as success stories. However, learning also occurs through challenging experiences, even failures, though rarely are these events discussed publicly. This session presents lessons learned through frustration and folly, concerning I-O taboos and tripfalls, with practical examples and guidance from panelists representing government, healthcare, and industry.

## 🚩 Speakers



**Michael Natali**

U. S. Navy



**Brennan Cox**

U.S. Navy



**Sean Robinson**

Goodyear Tire & Rubber Company



**Nathan D. Page**

Assessment Associates International



**Stephanie Zajac**

UT MD Anderson Cancer Center



**Tim Quesnell**

Qubed Insights

## Leveling the Playing Field: Practical Considerations for Testing and Accommodations (Panel Discussion - 141238)

🕒 2:00 PM - 3:20 PM, Apr 20

📍 Hynes-Room 209

Authors: Allen, A.D. (Co-chair), LoVerde, M. (Co-chair), Collins, M., D'Mello, S., Lambert, D., Michel, R.P., & Sady, K. (2023). Leveling the Playing Field: Practical Considerations for Testing and Accommodations [Panel]. Society for Industrial and Organizational

Title I of the Americans with Disabilities Act, passed in 1990 and amended in 2008, prohibits employment discrimination against qualified individuals with disabilities. These protections are applicable to employment opportunities as well as the processes that are used to select candidates. So, what does that mean in practice? Employers and testing professionals are expected to understand the implications of these requirements for selection procedures used to screen applicants, but there is still a general lack of professional guidance around the considerations needed to comply with the law.

#### Speakers



**Amanda Allen**  
DCI Consulting Group



**Mark LoVerde**  
DCI Consulting



**Robert Michel**  
Edison Electric Institute



**Dawn Lambert**  
Talogy



**Maggie Collins**  
Delta Air Lines



**Kayo Sady**  
Amazon



**Susan D'Mello**  
HumRRO

### **Data Storytelling: Taking Data to the Last Mile (Alternative Presentation - 141459)**

🕒 2:00 PM - 3:20 PM, Apr 20

📍 Hynes-Room 210

Authors: Nelson, M., Grubb, A.D., & Adler, S. (2023). Data Storytelling: Taking Data to the Last Mile [Alternate Session]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

This session aims to energize our I-O colleagues to go well beyond the traditional ways they present data 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 have participants cocreate their stories in small teams by narrowing in on key data points from a global engagement data set. Following this activity, teams will share the data stories they constructed, and the facilitators will draw out key lessons learned.

#### Speakers



**Miriam Nelson**  
Korn Ferry



**Seymour Adler**  
Kincentric



**Amy Grubb**  
Federal Bureau of Investigation

### **Neurodiversity in the Modern Workplace: What It Is and Why It's Important (Master Tutorial - 140691)**

🕒 2:00 PM - 3:20 PM, Apr 20

📍 Zoom 1

Authors: Jeff-Eke, E.G., Dawson, W., & Timmons, B. (2023). Neurodiversity in the Modern Workplace: What It Is and Why It's Important [Master Tutorial]. Society for Industrial and Organizational Psychology Conference, Boston, MA, United States.

This interactive session strengthens participants' understanding of neurodiversity in the workplace. Utilizing various interactive activities, authors explain what neurodiversity is, why it is essential in the modern workplace, and how organizations and practitioners can support neurodivergent employees. This master tutorial will provide practitioners with recommendations and resources related to promoting neurodiversity in the workplace.

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#### Speakers



**Evonzia Jeff-Eke**

Birkman International, Inc.




**Kelley J. Slack**

Birkman International & Minerva Work Solutions PLLC



**Alex Pearson**

### **Hot Topics in DEI: Research Based Takeaways for Practitioners (Alternative Presentation - 140751)**

 2:00 PM - 3:20 PM, Apr 20

 Hynes-Room 302

Authors: Bruk-Lee, V., Allen, K., Corby, S., Grelle, D., McFarland, J., Thomas, K. (Discussant), Allen, K. (Co-chair), & Specht, M. (Co-chair). (2023). Hot Topics in DEI: Research Based Takeaways for Practitioners [Alternative Session Type]. Society for Industrial

Organizations are increasing their commitment to provide equal opportunity for everyone, regardless of background. Within the DEI space, practitioners are constantly trying to keep up with the latest trends, but sometimes there are gaps in the understanding of best practices for how to implement these initiatives. This session aims to bridge this gap between research and practice by bringing together applied research on a variety of important topics, including disability inclusion, neurodiversity, nonbinary workers, LGBTQIA+, and lived experiences.

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#### Speakers



**Kecia Thomas**  
University of Alabama at Birmingham



**Valentina Bruk-Lee**  
Florida International University



**Darrin Grelle**  
SHL US LLC



**Kristin Sanderson Allen**  
SHL



**Nicholas Smith**  
Portland State University



**Jeremiah McFarland**  
County of Los Angeles

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### Research Incubator: Double-Edged Sword of Virtual Work for Women's Career Equality (Alternative Presentation - 140718)

🕒 2:00 PM - 3:20 PM, Apr 20

📍 Zoom 3

Virtual and Strea...

Authors: Villamor, I., Hill, N. S., Hincapie, M. X., & Burnett, L. O. (2023). Double-Edged Sword of Virtual Work for Women's Career Equality. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Although the growth in virtual work (interactions between dispersed employees using technology-mediated communication) can help women overcome persistent career challenges, it may also inhibit their success. There is an urgent need to better understand the implications of increased virtuality for women's career equality, including how to maximize its benefits and mitigate its detrimental effects. After presenting a brief literature review and organizing framework, participants will join different research themed breakout sessions and then return to the main room to share group insights.

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#### Speakers



**Isabel Villamor**  
IESE Business School



**Maria Hincapie**  
Universidad de los Andes



**Sharon N. Hill**  
George Washington University, School of Business



**Lauryn Burnett**  
George Washington University, School of Business

## From Disruptors to Tech Titans: How Are I-Os in Big Tech Helping Change the World? (Panel Discussion - 141565)

🕒 2:00 PM - 3:20 PM, Apr 20

📍 Hynes-Room 304

Authors: Handler, C.H. (Chair, Discussant), Armstrong, M.B, Bremner, N.L., Downey, S.M., Fink, A.A., Sawheny, E.K. (2023). From Disruptors to Tech Titans- How Are I-Os in Big Tech Helping Change the World? [Panel] Society for Industrial and Organizational Psychol

This panel brings together 5 I-O practitioners working for the biggest and most disruptive companies in the world, as well as a moderator/discussant who has extensive experience working with disruptive technologies. Through the storytelling of the I-Os who work for them, this panel seeks to explore the reasons why companies with high stakes missions of change seem to value I-Os so heavily, determine if there is a common thread in how disruptive tech companies use I-Os to support their mission, and explore the similarities and differences between the roles and work of I-Os at these firms.

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### 🚩 Speakers



**Charles Handler**

Sova Assessment US



**Alexis Fink**

Meta



**Ena Sawhney**

Coinbase



**Nicholas Bremner**

Uber



**Stephanie Downey**

Glint



**Michael B. Armstrong**

Google

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## All About Perception: How Perceptions of Female Leaders Contribute to the Broken Rung (Symposium - 140799)

🕒 2:00 PM - 3:20 PM, Apr 20

📍 Zoom 5

Virtual and Strea...

Authors: Sendra, C. (Chair) (2023). All about perception: How perceptions of women leaders contribute to the broken rung [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA. United States.

Sendra, C. & Brown, S. (20

Research has long demonstrated that female leaders can be perceived differently than their male counterparts, and that those perceptions can create additional challenges in allowing those women to be seen as effective leaders or in gaining the support mechanisms necessary to continue to grow in their careers. This symposium brings together a group of research papers all detailing how perceptions of female leaders can contribute to the broken rung.

## 📣 Speakers



**Caitlynn Sendra**  
SAP Success Factors



**Martin Lanik**  
Pinsight



**Stefanie Mockler**  
The Violet Group



**Katie Badura**  
Georgia Institute of Technology



**Michael Schwendeman**  
Heidrick & Struggles

## Keeping the Skill Revolution Equitable: Ensuring Women Don't Get Left Behind (Panel Discussion - 141119)

🕒 2:00 PM - 3:20 PM, Apr 20

📍 Hynes-Room 306

Authors: Romain, R. (Co-Chair), Mikalowski, L. (Co-Chair), Monahan, K., Murphy, S., Park, L.S., Robertson, T.E., & Stomski, L. (2023). Keeping the Skill Revolution Equitable: Ensuring Women Don't Get Left Behind [Panel]. Society for Industrial and Organizational P

With the rise in demand for workers in digital roles, the need to skill workers is top of mind for leaders. OECD estimates, 1.1. billion jobs will be liable to undergo large scale transformation in the next decade due to accelerating advances in technology. The current workforce is not on pace to meet the future needs of organizations and women are most likely to be left behind—particularly Black and Hispanic women. This session will discuss how company leaders can ensure that their efforts to skill are equitable and leverage all employees to meet future demands.

## 📣 Speakers



**Reggie Romain**  
Accenture



**Lorraine Stomski**  
Walmart



**Stephanie Murphy**  
University of Texas at Austin



**Kelly Monahan**  
Upwork



**Lauren Park**  
SAP SuccessFactors



**Laurel Mikalowski**  
Accenture



**Tchicaya Robertson**  
Accenture

## Acquiring and Thriving as a Faculty Member at Teaching-Oriented Universities (Panel Discussion - 140156)

🕒 2:00 PM - 3:20 PM, Apr 20

📍 Hynes-Room 309

Authors: Nandi, S. (Chair), Howes, S., Tubré, T., Tran, N. M., Henning, J. B., Smith, N. A. (2023). Acquiring and Thriving in Faculty Jobs at Teaching-Oriented Universities [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA

This panel discussion will shed light on how doctoral students and faculty career aspirants can find and succeed in faculty positions at teaching-oriented universities. The discussion will focus on providing knowledge about the expectations and requirements of working as a professor for a teaching-oriented (versus research) academic institution and how to prepare for careers in such institutions.

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#### Speakers



**Sampoorna Nandi**  
The University of Texas at Arlington



**Travis Tubre**  
University of Wisconsin-River Falls



**Satoris S. Howes**  
Oregon State University



**Jaime Henning**  
Eastern Kentucky University



**Ny Mia Tran**  
Springfield College



**Nicholas Smith**  
Portland State University

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### **Coping With Maternity-Related Challenges at the Intersection of Work (Symposium - 141442)**

🕒 2:00 PM - 3:20 PM, Apr 20

📍 Hynes-Room 310

Authors: Waiwood, A.M. (Co-Chair) & Allen, T.D. (Co-Chair) (2023). Coping with Maternity-Related Challenges at the Intersection of Work [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.  
Waiwood, A

As the maternity literature rapidly develops, authors advance its scope and implications by bringing together 5 empirical studies that both cover the unexamined and often stigmatized elements of maternity, and also highlight person- and organization-driven strategies and attitudes for overcoming maternity bias in its various forms. This symposium will suggest ways forward in managing challenges at the intersection of maternity and work while also furthering the conversation on these sometimes uncomfortable, yet commonplace, work experiences.

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#### Speakers



**Aashna Waiwood**  
University of South Florida



**Allison Gabriel**  
University of Arizona



**Samantha Paustian-Underdahl**  
Florida State University



**Jamie Ladge**  
Northeastern University



**Patricia Guerrero**  
University of Texas at Arlington

## Exploring the Space of Critical Work Psychology: Implications for Research and Practice (Panel Discussion - 141191)

🕒 2:00 PM - 3:20 PM, Apr 20

📍 Hynes-Room 311

Authors: Bazzoli, A. (Chair), Shoss, M. K. (Co-chair), Alliger, G. M., Blustein, D. L., McEachern, P. J., & Saxena, M. (2023). Exploring the Space of Critical Work Psychology: Implications for Research and Practice [Panel]. Society for Industrial and Organizationa

This session highlights several perspectives on critical work psychology, as well as the opportunities for the research and practice in I-O psychology to take a critical perspective. In doing so, authors aim to uncover and unpack several assumptions that are embedded within research and practice in I-O psychology. Topics that will be discussed include anti-work, future of I-O psychology and reimagining the future of work, workplace dignity, precarious work, workers in poverty, and unionized work. Resources to participants for getting started with a critical perspective will be provided.

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### 🗣️ Speakers



**Andrea Bazzoli**

Washington State University



**George Alliger**



**Mahima Saxena**

University of Nebraska at Omaha



**Mindy Shoss**

University of Central Florida MS Psychology



**Peter McEachern**



**David Blustein**

Boston College

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## Welcome to the Jangle! Confronting Construct Proliferation in I-O Psychology (Panel Discussion - 140028)

🕒 2:00 PM - 3:20 PM, Apr 20

📍 Hynes-Room 312

Authors: Sessa, V. (Chair), Bowling, N.A., Banks, G.C., Cole, M.S., Highhouse, S., Shaffer, J.A., & Tett, R.P. (April, 2023). Welcome to the Jangle: Confronting Construct Proliferation in I/O Psychology [Panel]. Society for Industrial and Organizational Psycholog

This panel session raises awareness about what construct proliferation is and why it is a problem, provides advice on how to identify construct proliferation, identifies criteria to judge if a given measure is redundant with other measures, offers recommendations to researchers to help them avoid wasting time and resources introducing a “new” construct redundant with existing constructs, and discusses how editors and reviewers can prevent the introduction of redundant constructs.

#### Speakers



**Valerie Sessa**  
Montclair State University MA Psychology



**Scott Highhouse**  
Bowling Green State University



**Robert Tett**  
University of Tulsa



**Michael Cole**  
TCU



**Nathan Bowling**  
University of Central Florida



**George Banks**  
UNC Charlotte



**Jonathan Shaffer**  
West Texas A&M University

### **Modern Qualitative Methods of Employee Sensing: A Reproducible Approach (Master Tutorial - 140304)**

🕒 2:00 PM - 3:20 PM, Apr 20

📍 Hynes-Room 313

Authors: Pelosi, E. M., & Osborne, D. (2023). Leveraging Modern Methods of Employee Sensing: A Reproducible Approach [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

This interactive session builds participant knowledge for conducting qualitative analyses on employee engagement using data from large-scale employee surveys (>10,000 people). Using data science tools (i.e., Python, natural language processing) and qualitative research methods (i.e., grounded theory), authors demonstrate a process for synthesizing large qualitative datasets to deepen understanding of the employee experience. This session contributes to I-O research and practice by providing tools for leveraging modern methods of employee sensing to advance our knowledge of employee engagement.

#### Speakers



**Emily M. Pelosi**  
Intuit



**Derek Osborne**  
Intuit

### **Poster Session D: Safety I**

🕒 2:00 PM - 2:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster

● **Altruistic Motivation and Workplace Safety: The Role of Servant Leadership (Poster - 141216)**

🕒 2:00 PM - 2:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 1

● **Cross Validating the Recovery Experience Taxonomy: CFA and Weekend Recovery (Poster - 141088)**

🕒 2:00 PM - 2:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 2

● **Leader Sense of Behavioral and Opioid Risks: Comparing Public Versus Private Sector (Poster - 140809)**

🕒 2:00 PM - 2:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 3

● **Sick, but Still Serving: Presenteeism and Workplace Accidents and Injuries (Poster - 140928)**

🕒 2:00 PM - 2:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 4

● **Work Recovery Theorizing Through a Nontraditionally Scheduled Lens (Poster - 140983)**

🕒 2:00 PM - 2:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 5

● **Trajectories of Anxiety and Occupational Health Outcomes Among Healthcare Workers (Poster - 141594)**

🕒 2:00 PM - 2:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 6

● **The Moderating Effects of Mastery-Approach Goal Orientation on Perfectionism (Poster - 141468)**

🕒 2:00 PM - 2:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 7

● **The Influence of Employment Quality on Employee Health: A Parallel Mediation Model (Poster - 141065)**

🕒 2:00 PM - 2:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 8

● **Does Counterproductive Behavior Induce Helping Others? A Moral Cleansing Mechanism (Poster - 141012)**

🕒 2:00 PM - 2:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 9

● **Positive-Expectancy Factors as a Buffer of the Trauma Exposure–PTSD Relationship (Poster - 141536)**

🕒 2:00 PM - 2:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 10

● **Investigating the Relationship Between Occupational Callings and Citizenship Fatigue (Poster - 141265)**

🕒 2:00 PM - 2:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 11

● **Safety Perceptions and Physical School Security: A Multisource Investigation (Poster - 141293)**

🕒 2:00 PM - 2:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 12

● **Breaks at Work: Review of the Literature and Directions for Future Research (Poster - 141180)**

🕒 2:00 PM - 2:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 13

● **The Mixed Feelings About Having a Workaholic Supervisor: Appraisal as a Moderator (Poster - 141013)**

🕒 2:00 PM - 2:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 14

● **Using Machine Learning to Predict Occupational Accident Rates From O\*NET Data (Poster - 140959)**

🕒 2:00 PM - 2:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 15

● **Examining the Relationship Between Customer Incivility and Unhealthy Eating Behaviors (Poster - 141563)**

🕒 2:00 PM - 2:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 16

● **Do Safety Practices Matter? The Impact of Safety Reporting on Workplace Incidents (Poster - 141314)**

🕒 2:00 PM - 2:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 17

● **To Return or Not to Return: Motivations For and Against Returning to the Office (Poster - 140961)**

🕒 2:00 PM - 2:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 18

● **The Development and Validation of a Multidimensional Perceived Work Ability Scale (Poster - 141048)**

🕒 2:00 PM - 2:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 19

● **A Two-Wave Examination of the Multifacet Organizational Constraints Scale (MOCS) (Poster - 141182)**

🕒 2:00 PM - 2:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 20

● **Showing That You Care: Current Organizational Trends for Employee Well-Being (Poster - 141511)**

🕒 2:00 PM - 2:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 21

● **A Meta-Analytic Investigation of Financial Stress and Employee Job Experiences (Poster - 141202)**

🕒 2:00 PM - 2:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 22

● **The Psychological Characteristics of Stressful Work Events (Poster - 141583)**

🕒 2:00 PM - 2:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 23

● **Ruminating About Work: The Role of Appraisals of Challenge and Hindrance Stressors (Poster - 141131)**

🕒 2:00 PM - 2:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 24

● **Rudeness and Recovery: The Effect of Microbreaks in Reducing Consequences of Incivility (Poster - 140937)**

🕒 2:00 PM - 2:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 25

● **Dynamic View of Challenge-Hindrance Stressors: Meta-Analysis of Daily Diary Studies (Poster - 141274)**

🕒 2:00 PM - 2:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 26

● **Classroom Meditation During a Pandemic: A Way for Teachers to Escape the Dark Times? (Poster - 141123)**

🕒 2:00 PM - 2:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 27

● **The Seasonality of Wasting Time: Seasonal Depression and Performance (Poster - 141044)**

🕒 2:00 PM - 2:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 28

● **Development and Validation of the Three-Dimensional Illegitimate Tasks Scale (Poster - 141312)**

🕒 2:00 PM - 2:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 29

● **Antecedents of Hazard Reporting: Exploring Safety Climate and Safety Stigma (Poster - 141084)**

🕒 2:00 PM - 2:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 30

● **The Effect of Perceived Union Support as a Resource on Burnout and Engagement (Poster - 141347)**

🕒 2:00 PM - 2:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 31

● **The Double-Edged Role of Workplace Gossip in Predicting Employees' Well-Being (Poster - 141122)**

🕒 2:00 PM - 2:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 32

● **Too Meaningful to Detach: The Dark Side of Meaningful Work During COVID-19 (Poster - 140967)**

🕒 2:00 PM - 2:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 33

**SHL Mobilize: A Groundbreaking Solution to Support Agile and Data-driven Talent Planning (Sponsor: SHL)**

🕒 2:00 PM - 3:20 PM, Apr 20

📍 Hynes - 206

Tech Dem...

Over one-third of businesses continue to pull talent data from four or more systems to support talent analytics and workforce planning. SHL Mobilize is a multi-award-winning solution (SIOP, HR Tech, Brandon Hall Group) to support talent planning and decision making while reducing bias. Fueled by SHL’s objective and valid assessment data and models, HR Stakeholders or Managers can access on-demand talent insights to understand individual/aggregate strengths and potential gaps, to identify HIPO nominees, to discover “hidden gems” and to build a leadership bench. Join us for an engaging demonstration of how top organizations are leveraging this science-backed talent planning tool.

3:30 PM

### Coffee Break with the Exhibitors

🕒 3:30 PM - 4:00 PM, Apr 20

📍 Hynes - Exhibit Hall D

Break

Open to All

### Ambassador Program: Coffee + Connections

🕒 3:30 PM - 4:00 PM, Apr 20

📍 Hynes - Auditorium

Meeting

Ambassador Program Participants

4:00 PM

### Skill-Based Practices: Experiences and Lessons From Development to Implementation (Panel Discussion - 140988)

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Ballroom A

Authors: Trevino, S. (Co-Chair), Rege, G. (Co-Chair), Curnow, C., Calderón, R., Heil, M., & Labrador, J. (2023). Skill-based practices: Experiences and lessons from development to implementation [Panel]. Society for Industrial and Organizational Psychology Annual

In an era where new technologies drive ever-changing job requirements, the historical model of résumé- and education-based approaches to selection, development, and promotion are giving way to skill-based practices (SBP) that evaluate individuals on the skills they can contribute. In this panel discussion, practitioners share experiences and lessons learned on developing and implementing these new practices. Topics include incorporating SBP into an organization, impacts on job analysis, considerations for selection and promotion, and measuring SBP effectiveness.

#### Speakers



**Sara Trevino**

Human Resources Research Organization (HumRRO)



**Gauri Rege**

American Institutes for Research



**Robert Calderon**

Fors Marsh Group



**Michael Heil**

JPMorgan Chase & Co.



**Christina K. Curnow**

American Institutes for Research



**Jeffrey Labrador**

UnitedHealth Group

### **Novel Approaches to Exploring and Explaining Remote Worker Well-Being (Symposium - 141541)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Ballroom B

**Virtual and Strea...**

Authors: Garcia Prieto Palacios Roji, R. (Chair) (2023). Novel Approaches to Exploring and Explaining Remote Worker Well-Being [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Remote worker well-being has increasingly become an important area in organizational research. This symposium highlights how researchers and practitioners can explore the links between remote work and different facets of well-being, including work–family conflict, belongingness, and workaholism. Additionally, this symposium expands the scope of antecedents previously used to understand remote worker well-being by including contemporarily relevant constructs such as virtual activities, virtual competence, and technology-induced stress, and does so through introduction of novel methodologies.

#### Speakers



**Renata Garcia Prieto Palacios Roji**

PepsiCo



**Nora Reilly**

Fielding Graduate University



**Kristen Shockley**

University of Georgia



**Christine Seitz**

## Making Sense of Qualitative Data: Noteworthy and Novel Approaches (Ignite - 141231)

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Ballroom C

Virtual and Strea...

Authors: Weglarz, E. (Co-Chair), Fleyshmakher, D. (Co-Chair), Cohen-Charash, Y. (Co-Chair), Bazzoli, A., Dinh, J.V., Gonzalez, M.F., Omansky, R., & Pesner, E.(2023). Making Sense of Qualitative Data: Noteworthy and Novel Approaches [IGNITE]. Society for Industrial

Qualitative methods have remained seemingly underutilized in industrial-organizational (I-O) psychology. Thus, this IGNITE! panel will highlight interesting uses for qualitative data for I-Os in academia and practice to inspire more use of qualitative methods. Panelists will discuss their experiences with applying qualitative methods. Topics will range from research on diversity and envy to leveraging data to promote healthier communication at work. Presentations will showcase methods such as training needs analysis, metasyntesis, and content analysis.

### 🗣️ Speakers



**Dina Fleyshmakher**

The Graduate Center/Baruch College



**Erik Pesner**

Contemporary Leadership Advisors



**Manuel Gonzalez**

Seton Hall University



**Rachel Omansky**

ADP



**Andrea Bazzoli**

Washington State University



**Julie V. Dinh**

Baruch College & The Graduate Center, CUNY



**Joseph Meyer**

Meta



**Elizabeth Weglarz**

Baruch College & The Graduate Center, CUNY

## COI: Building Solidarity Among Racially Marginalized Groups in I-O (Community of Interest - 142747)

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Room 201

SIOP Cura...

Authors: Cheng, S. K. (Chair), Cheeks, M., Holman, S., Hsu, A., Magana, Z., & Ochoa, A. (2023). Community of Interest: Building solidarity among racially marginalized groups in I/O. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA

This session will explore what solidarity means among racially marginalized groups in I-O. Many conversations around allyship or positive intergroup relations are often centered on the relationship between dominant and marginalized groups; however, there are fewer conversations about the relationships among different marginalized groups. This session will focus on the relationship among racially marginalized groups, the history of these groups' relations, the benefits and challenges of building solidarity, and what solidarity could look like both in the workplace and within the field of I-O.

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#### Speakers



**Shannon Cheng**  
McKinsey & Company



**Macy Cheeks**  
DCI Consulting



**Alexander Hsu**  
Beam-Suntory



**Shavonne Holman**  
Executive Office of the President




**Zytlaly Magana Corona**  
Federal Deposit Insurance Corporation (FDIC)



**Alexandra Ochoa**  
Gothic Landscape

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#### **Invited: A World Without Assessments: Rolling the Dice on Candidates? (Special Event - 142691)**

 4:00 PM - 4:50 PM, Apr 20

 Hynes-Room 202

**SIOP Cura...**

Authors: Solomon, J., Winterberg, C., Casillas, A., & Ferrell, B. (2023, April). A World Without Assessments: Rolling the Dice on Candidates? [Panel]. Society for Industrial Organizational Psychology Annual Conference, Boston.

This session reviews and tries to understand deteriorating organizational, political, and social attitudes toward employment testing. Authors will identify likely causes of this change in attitudes, discuss its effects, and will review similar shifts seen with educational and certification/licensure testing. The final goal for this session is to identify ways test publishers and test users can begin to rehabilitate testing's reputation, combining what test users in other fields have learned and acknowledging what test critics get right.

#### Speakers



**Cicek Svensson**  
Caveon Test Security



**Alex Casillas**  
ACT, Inc.



**Harrison Kell**  
Educational Testing Service



**Brandon Ferrell**  
Hogan Assessments



**Chase Winterberg**  
Hogan Assessments



**Joanna Solomon**  
Multi-Health Systems Inc

### **Bias Measurement and Mitigation Using Pareto Optimization (Master Tutorial - 141471)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Room 203

Authors: Andrews, J. S. (2023). Bias Measurement and Mitigation Using Pareto Optimization [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

This interactive session builds participants knowledge for conducting bias measurement and mitigation in Python using the FairLearn library. Using this library, author will demonstrate how to conduct a Pareto (multi-objective) optimization method that can accept many types of popular machine learning models. Pareto optimization techniques have gained in popularity in recent years, and this tutorial aims to broaden it utility to I-O research and practice by increasing visibility and accessibility.

#### Speaker



**Joshua S. Andrews**  
Verizon

### **Organizational Interventions for Mental Health: Integrated and Holistic Approaches (Symposium - 140142)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Room 204

Authors: Cham, B. S. (Co-Chair) & Jorritsma, K. (Co-Chair) (2023). Organizational interventions for mental health: Integrated and holistic approaches [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States. The spotlight on employee mental health and well-being has never been brighter. However, practical, useful, and effective organizational interventions to prevent stress and improve wellbeing are still challenging to research and implement. This symposium aims to advance both research and practice by examining how holistic and integrated organizational intervention approaches can prevent harm and enhance employee well-being. Four intervention programs addressing different aspects of the mental health continuum (i.e., from ill health to well-being) will be discussed.

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#### Speakers



**Belinda Cham**  
Curtin University



**Krista Brockwood**  
Oregon Health & Science University



**Jennifer Dimoff**  
University of Ottawa



**Anupama Jolly**  
Curtin University

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### No I-O Is an Island: Collectively Identifying and Acquiring Key Skills for Practice (Alternative Presentation - 141140)

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Room 207

Authors: Woo, V. A. (Chair), Islam, S. (Panelist), Lahti, K. (Panelist), Melloy, R. (Panelist), Leffler, C. (Panelist)  
No I-O is an Island: How to Acquire the Skills of an Effective Practitioner [Alternative Session Type] Society for Industrial Organizational Psyc

Effective practice of I-O psychology in applied settings requires a broad set of professional skills, far more comprehensive than those listed in SIOP's Guidelines for Education and Training. But what skills are needed? And how can you go about learning them? This alternative session will crowdsource answers to these questions from 3 different I-O perspectives (students, academics, and practitioners) to create a comprehensive resource that can be utilized by any who seek to enter into the practitioner side of I-O.

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#### Speakers



**Sayedul Islam**  
Talent Metrics



**Ken Lahti**  
Modern Hire



**Vivian Woo**  
Lead People Science Analyst  
Culture Amp



**Robert C. Melloy**  
Culture Amp



**Chelsea Leffler**  
Talent Metrics

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### New Innovations and Advancements in Personality Assessment (Round 2) (Ignite - 140571)

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Room 208

Authors: Foster, J. F., Connelly, B. S., Delgado, K., Du, Y. Y. L., Guterrez, S., Harms, P., Mayfield, D., Stone, T., Lewis, J., & Rounds, J. (2023). New innovations and advancements in personality assessment (Round 2) [Ignite]. Society for Industrial and Organiz

This Ignite 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, forced-choice techniques that overcome traditional limitations of such an approach, applying techniques traditionally used for assessing personality to other content areas, and nontraditional approaches such as implicit methods for modern personality assessment.

#### Speakers



**Jeff Foster**

Missouri State University



**David Mayfield**

Korn Ferry



**Sara Gutierrez**

SHL



**Brian S. Connelly**

University of Toronto



**Kristin Delgado**

Talogy



**Peter Harms**

Frank Schultz Professor of Business  
University of Alabama



**Yan Yi Lance Du**

University of Illinois, Urbana-Champaign

### **Putting the I-O in CIO: Chief Information Officers as Agents of Behavioral Change (Panel Discussion - 141156)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Room 209

Authors: Betancourt, K., Dube, M., Eskew, T., Garcia-Marquez, C., Kraus, A., & Ross, K. (2022). Putting the I/O in CIO: Chief Information Officers as Behavioral Change Agents [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston,

Given that most large-scale transformations fail due to neglecting the “people side” of change, CIOs are increasingly focused on learning how to become agents of behavioral change in their organizations. Their interest has grown not only because of the enabling role that technology now plays in organizational change initiatives but also due to the proliferation of digital transformation efforts. This panel provides a platform to discuss the CIO’s growing interest in behavioral change and what I-O as a field can and should do in response to this shift.

#### 🚩 Speakers



**Thomas Eskew**  
Humu



**Aaron Kraus**  
Liberty Mutual Insurance



**Kelsie Ross**



**Cintya Garcia Marquez**  
Humu



**Kian Betancourt**  
Humu



**Mahluli Dube**

### **COI: Humanitarian Work Psychology 2.0: Goaling Sustainable Livelihoods? (Community of Interest - 142742)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Zoom 1

**SIOP Curated**

**Virtual and Streaming**

Authors: Carr, S. C., & Saxena, M. (2023). Humanitarian Work Psychology 2.0: Goaling Sustainable Livelihoods? [Community of Interest]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Sustainable livelihoods is what most people want from working, so why not broaden our own focus as a discipline and profession, by focusing on them? Livelihoods are inclusive of gigs, informal work, career portfolios, community participation, and platform work; they become sustainable once they support others not just oneself, protect people from crises, safeguard future generations, and protect ecosystems. This interactive session cowrites a manifesto that calls on the United Nations to introduce a new Sustainable Development Goal from 2030.

#### 🚩 Speakers



**Stuart Carr**  
Massey University



**Mahima Saxena**  
University of Nebraska at Omaha

### **Wellness Initiatives in Organizations: Follow the Science, Not the Fad (Panel Discussion - 141245)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Room 302

Authors: Baytalskaya, N., Silva, K., Eschleman, K., Grabarek, P., & Horan, K., (2023). Wellness Initiatives in Organizations – Follow the Science, Not the Fad. [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States

In recent years, organizations have invested considerable resources into implementing wellness programs. Although some programs have shown benefits to employees, many of these initiatives fail to demonstrate meaningful results, do not take science-based approaches into account, or have poor utilization. This panel will address many wellness initiative factors including separating data-driven components from fads, discussing reasons for why many programs fail, and recommending specific science-based solutions to ensure future success.

#### 📌 Speakers



**Nataliya Baytalskaya**

Talogy



**Kevin Eschleman**

San Francisco State University



**Patricia Grabarek**

Workr Beeing



**Kimberly T. Silva**

Talogy



**Kristin Horan**

Kennesaw State University

### **A Force for Good: How Organizations Can Help I-Os Change the World (Alternative Presentation - 140891)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Zoom 3

Virtual and Streaming

Authors: Baker, T. R. (Chair), Urs, L. (Panelist), Watson, J. (Panelist), DiGirolamo, J. (Panelist), Scott, D. (Panelist), Payne, H. S. (Panelist), and Stevens, J. (Panelist) (2023). Pro Bono I-O: A Force for Good: How Organizations Can Help I-O's Change the World

Many who are drawn to the I-O field have an underlying desire to help others, yet generally the work is focused on helping organizations. This session will expand the concept of pro bono I-O work lead by individuals in an independent manner by focusing on several organizations' coordinated volunteer programs and explore how they are helping the broader community benefit from I-O knowledge and skills.

## 🚩 Speakers



**Tonya Baker**  
SHL



**Donald Scott**  
DDI



**Holly Payne**  
SHL



**Joel DiGirolamo**  
International Coaching Federation (ICF)



**Lalitha Urs**  
Medtronic



**Jeremy Watson**  
Vaya Group



**Julie Stevens**  
SHL

## Evaluating Well-Being Intervention Effectiveness (Symposium - 140810)

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Room 304

Authors: Vasquez, C. (Co-Chair), Nielsen, K. (Co-Chair), & Peiró, J. M. (Discussant). (2023). Evaluating well-being intervention effectiveness: Need analysis, intervention implementation process, and cost-effectiveness. Society for Industrial and Organizational Ps

Employees' poor mental health and well-being are critical issues in organizations. This symposium presents a comprehensive assessment of interventions directed to promote employee mental health and well-being, including the evaluation of contextual factors represented in the existence of policies and programs to foster employee mental health (Paper 1); the implementation process, including intervention activities and training transfer (Paper 2); and economic factors (Paper 3) to assess intervention cost effectiveness.

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#### Speakers



**Cristian Vasquez**  
University of Sheffield



**Jose Peiro**  
University of Valencia



**Karina Nielsen**  
University of Sheffield



**Siw Tone Innstrand**  
Norwegian University of Science and Technology



**Emmanuel Aboagye**  
Karolinska Institutet

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### **Networking as a Career Professional Development Competency for Women (Panel Discussion - 141189)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Room 306

Authors: Prete, D.P. (Co-Chair), Thomas, A. (Co-Chair), Karnes-Padron, A., Wright, C., Ireland, L. (2023). Networking as a Career Professional Development Competency Rather than a “Golden Rule” for Women in the Workforce: Perspectives from Military-Connected Women

This session will present research-grounded advice to women on networking as a career professional development competency rather than just a “golden rule” in various phases of their career in the workforce, including entry or re-entry (after motherhood) into the workforce. Topics will include literature on networking and gender, practical networking advice on engaging in networking, and the breakdown of barriers to career competence.

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#### Speakers



**Destinee Prete**  
PG Strategies Group



**Catherine Buria**



**Alanna Thomas**



**LaTasha Ireland**  
iRe Land Consulting



**Angela Karnes Padron**  
Olympus Strategies

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### **Looking Inward: Elevating Student Voices to Increase Graduate Student Success (Panel Discussion - 141520)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Room 309

Authors: Zalewski, J. M., (Co-Chair), Brown, S. B. (Chair), Bueno, A. (Co-Chair), Mufllahi, Z. A. (Co-Chair), Roberson, A., Yu, S., Hampton, F., Furrow, E., Fragsoso, Z., & Begerowski, S. (2023). Looking Inward: Addressing Barriers to Graduate Student Success. [Pan

This session will create a space for a productive conversation around graduate student issues and discuss potential solutions to such challenges rooted in the industrial-organizational (I-O) literature. This panel discussion will be informed by a graduate student survey administered at the beginning of 2023, with panelists speaking to lessons learned from current practices as well as suggested efforts that can increase academic success. The goal of this session is to equip attendees with resources and recommendations they can use to continue this conversation and action beyond this session.

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#### 🗣️ Speakers



**Ayline Bueno**  
Wayne State University



**Zachary L. Fragosso**  
Wayne State University



**Sydney Begerowski**  
Clemson University



**Frances Hampton**  
Portland State University



**Sabrina Yu**  
Bowling Green State University



**Jessica Zalewski**  
Wayne State University



**Anthony Roberson**



**Ziyad Mufllahi**  
Wayne State University



**Elizabeth Furrow**

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### **The Neglected Essential Worker: Lessons From the Pandemic Era (Panel Discussion - 141586)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Room 310

Authors: Leisten, J. (Chair), Kamen, S. (Panelist), Kern, M. (Panelist), Osicki, M. (Panelist), Zimmer, S. (Panelist), Scymcyk, J. (contributor). (2022). The Neglected Essential Workers: Lessons from the Pandemic Era [Panel]. Society for Industrial and Organizatio

Four individual presenters will share their experience during the COVID-19 pandemic applying I-O principles to enable leaders to navigate complex and dynamic challenges. The stories shared will cover perspectives across multiple industry settings. The session chair will then ask panelists questions to dive deeper into their stories, followed by a QA session with the audience. The session is intended to address broad interests within the field of I-O through the lens of employee engagement, psychological safety, leadership, and wellness.

#### Speakers



**Jessie Leisten**  
Kincentric



**Seth Kamen**  
EG America



**Seth Zimmer**  
AT&T



**Mathian (Mat) Osicki**  
embecta




**Michael Kern**  
Citi



**Jacklyn Scymcyk**  
Florida Institute of Technology

### **Boston Methods Tea Party: Steeping our Science in Methodological Advancements (Symposium - 141350)**

 4:00 PM - 4:50 PM, Apr 20

 Hynes-Room 311

Authors: Albritton, B. H. (Co-Chair), Tonidandel, S., (Co-Chair) & Bliese, P. D. (Discussant). (2022). Boston methods tea party: Steeping our science in methodological advancements. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference

Advancements in research methods beget advancements in theory and theory testing. Yet, I-O science faces a replication crisis with concerns arising regarding reproducibility, reporting practices, and the quality and rigor of certain methods. This intermediate symposium will review current practices for improving the reproducibility of our science and increasing methodological rigor in both multilevel and automated text analysis contexts. The benefits and constraints of these strategies will be highlighted, and the symposium will conclude with opportunities for future research.

#### Speakers



**Betsy Albritton**  
UNC Charlotte




**Jose Cortina**  
Virginia Commonwealth University



**Amanda Moeller**  
Pennsylvania State University

### **The Future of Work: How I-O Psychology Advances Science and Practice (Ignite - 140532)**

 4:00 PM - 4:50 PM, Apr 20

 Hynes-Room 312

Authors: Chao, G. T. (Chair), Landers, R. N., Nittrouer, C., Ravid, D., Shoss, M. The Future of Work: How I-O Psychology Advances Science and Practice [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

The purpose of this IGNITE session is to brief the audience on distinct ways in which the future of work will identify new directions for research and practice in I-O psychology. Three presentations describe specific technologies: artificial intelligence, exoskeletons, and electronic performance monitoring, in relation to assessment or performance. In addition, 2 presentations take general perspectives on how future workers may require changes in how work or education is designed, and how workers are likely to perceive the quality and security of their future jobs.

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#### Speakers



**Georgia Chao**  
University of South Florida



**Richard Landers**  
University of Minnesota



**Mindy Shoss**  
University of Central Florida MS Psychology



**Christine Nittrouer**  
Texas Tech University



**Daniel Ravid**  
University of New Mexico

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### **AI Applications, Issues, and Opportunities in Assessment (Panel Discussion - 138880)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Room 313

Authors: Weiner, J. A. (Chair), Tippins, N., & Camara, W. (2023). AI Applications, Issues, and Opportunities in Assessment [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

This session will examine various issues in the use of artificial intelligence in assessment. As AI is increasingly used in work, learning and daily life, it has become a lightning rod issue in the media, social advocacy groups, and legal and regulatory arenas. In the assessment context, concerns are being raised about validity, fairness, bias, privacy, and ethical use of AI. A panel of experts in employment, credentialing and higher education testing will explore these potential concerns and implications for AI-based assessment.

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#### Speakers



**John Weiner**  
Lifelong Learner Holdings / Talogy parent co.



**Wayne Camara**  
Law School Admissions Council



**Nancy Tippins**  
The Nancy T. Tippins Group

### 33 Subsessions

● **Development and Validation of a Measure of Relational Intelligence (Poster - 140980)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 1

● **Does Giving Leadership Development to Additional Managers Boost Follower Outcomes? (Poster - 140664)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 2

● **Coaching as an Intervention to Improve Service Member Mission Readiness (Poster - 140650)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 3

● **Examining a Practitioner's Model of Potential (Poster - 141515)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 4

● **Data-Driven Leadership Development: Exploring Post-Pandemic Challenges With AI (Poster - 140295)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 5

● **A Taxonomy of Leadership Development Activities: Design and Validation (Poster - 140804)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 6

● **A Systematic Review of Indigenous Occupational Well-Being (Poster - 141572)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 7

● **The Power of Belonging in the Workplace (Poster - 141337)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 8

● **LGBTQ+ Inclusion Cues in Recruitment: Effect on Applicant Perceptions (Poster - 140958)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 9

● **The More You Know: Knowledge-Based Training Improves Attitudes Toward Breastfeeding (Poster - 141070)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 10

● **Predicting Inclusion With Social Desirability and Interpersonal Trust (Poster - 141083)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 11

● **Antiracism in Academic Advising: Enhancing DE&I in High-Stress Contexts (Poster - 141139)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 12

● **Can Women of Color “Just Say No” to Diversity Service? Reactions to Their Refusals (Poster - 141561)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 13

● **Authentic Behavior: Women of Color in the Workplace (Poster - 141262)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 14

● **Disparities in Career Self-Efficacy Among Underrepresented Trainees in the Biomedical (Poster - 141233)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 15

● **Latinx Leadership Perceptions (Poster - 141226)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 16

● **Intersectional Experiences of Transgender and Gender Expansive Employees of Color (Poster - 141169)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 17

● **Weight Discrimination and Social Pain Minimization in the Workplace (Poster - 141363)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 18

● **Gender as a Moderator of the Effect of Supervisor Support on Citizenship Behavior (Poster - 140909)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 19

● **Predictors of LGBT Employees' Turnover Intentions (Poster - 141398)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 20

● **Day-to-Day Identity Management Among Workers With Autism: The Role of Social Support (Poster - 140547)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 21

● **Why Should I Be a Good Citizen? Abusive Supervision, Inclusion, and Diversity Values (Poster - 141395)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 22

● **Overlap and Differences Between Psychological Safety and DEI Competencies for Leaders (Poster - 140934)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 23

● **Effects of Borderline Personality Disorder Symptoms on Workplace Relationships (Poster - 141394)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 24

● **Respondent Reactions to Demographic Survey Questions (Poster - 140849)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 25

● **Diving Deeper: Employee's Perceptions of Diversity, Leader Behaviors, and Inclusion (Poster - 141525)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 26

● **Appropriateness of Anger at Work: Do Race and Gender Matter? (Poster - 140352)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 27

● **On Disability Inclusion, and Organizational Expectations: A Meta-Analysis (Poster - 141469)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 28

● **Predicting Openness to Diversity: Exploring the Role of Personality (Poster - 141564)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 29

● **Masculine Identity Threat: Effects on Ideological Beliefs and Inclusive Policy Support (Poster - 140985)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 30

● **Reframing Menstrual Leave: Perceptions of Fairness and Organizational Attractiveness (Poster - 141432)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 31

● **Assessing Stereotypes of East and South Asian Leaders (Poster - 141113)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 32

● **Social Class and Job Search Persistence: The Role of Employment Mastery-Approach Goal (Poster - 140543)**

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 33

**Affiliate Member Meeting**

🕒 4:00 PM - 5:00 PM, Apr 20

📍 Sheraton Boston Hotel - BACKBAY D

Meeting

### Future-proof Your Organization with the Right Talent (Sponsor: Plum)

🕒 4:00 PM - 4:50 PM, Apr 20

📍 Hynes - 206

[Partner Show...](#)

Discussion on how the science of I/O psychology and scalable technology provides data that informs enhanced talent decisions, including the impact predictive science has on helping Whirlpool engage, attract and retain high-performing talent. Also provide insight into understanding how a candidates' human potential can unlock opportunities for their organizations and add value to their talent strategies.

5:00 PM

### It Takes Two: How I-O Psychology and Data Science Can Shape the Future of HR Analytics (Panel Discussion - 140677)

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Ballroom A

Authors: Markell-Goldstein, H.M. (Chair), Collmus, A., Green, J. P., Kirkland, J. K., C.P., Semmel, S., & Wong, C. (2023). It takes two: How IO Psychology and Data Science can shape the future of HR Analytics [Panel]. Society for Industrial and Organizational Ps

Applied industrial-organizational (I-O) psychology has grown increasingly aligned with the field of data science. In this panel discussion, 5 I-O professionals will define data science along with its various applications to the exploration of I-O content areas such as assessment and attrition. The symbiotic relationship between the 2 fields will be explored as well as best practices for bridging the gap between them.

#### 🗣️ Speakers



**Hannah Markell-Goldstein**  
Dropbox



**Sarah Semmel**  
Stripe



**Andrew B. Collmus**  
Facebook



**Jennifer Green**  
Amazon



**Jordan Kirkland**  
Capital One



**Carol Wong**  
George Mason University

### Structured Interview and Interviewer Training: How Can We Do it Right and Better? (Panel Discussion - 141268)

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Ballroom B

[Virtual and Strea...](#)

Authors: Zhang, Y. (Chair), Winter, J., Levashina, J., Roberts, A., & Teale, L. (2023). Structured Interview and Interviewer Training: How Can We do it Right and Better? [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, U

This session will present research-grounded advice and practical considerations for organizations to implement structured interviews and interviewer training. Topics will cover the latest research and best practices on promoting the use of more inclusive structured interviews and interviewer training. The discussion will focus on areas prone to bias even when structured interviews are used and what are effective approaches for training interviewers on identifying and mitigating the impact of bias. The panel represents experts from academia, consulting, and global organizations.

#### Speakers



**Yuyan Zhang**

APTMetrics



**Julia Levashina**

Kent State University



**Jamie L. Winter**

APTMetrics



**Ariel Roberts**


PepsiCo



**Leah Teale**

Walmart

### **Leveling the Playing Field: A Collection of Inclusive Approaches to Assessment (Symposium - 141348)**

 5:00 PM - 5:50 PM, Apr 20

 Hynes-Ballroom C

**Virtual and Strea...**

Authors: Griffith, J. (Chair) (2023). Leveling the playing field: A collection of inclusive approaches to assessment [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Cubrich, M., Sloan, M., Frost,

Organizations increasingly recognize the importance of emphasizing diversity, equity, and inclusion. However, there remains much work to do in the realm of organizational measurement across the performance management spectrum. This collection of work explores facets of the assessment space, including considerations around minimizing adverse impact, how to measure inclusive mindset, and a better understanding of differences in accuracy of self-ratings between genders, to help address unanswered questions in this realm.

#### Speakers



**Jennifer A. Griffith**  
University of New Hampshire



**Catalina Flores**  
Modern Hire



**Marc Cubrich**  
Modern Hire



**Yimeng Dai**  
Sapia.ai

### **Graduate Admissions Practices: What Role Can I-O Psychologists Play? (Panel Discussion - 140264)**

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Room 202

Authors: Kell, H. J., Martinez, L. R., McAbee, S. T., Ruggs, E. N., & Song, Q. C. (2023). Graduate admissions practices: What role can I-O psychologists play? [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United State

In this intermediate-level panel, 2 “O-side” and 2 “I-side” faculty members will identify key topics typically studied by I-O psychologists that are relevant to graduate admissions practices and discuss how I-O psychology as a discipline could—and if it should—contribute to making effective decisions about admissions to graduate programs. The panel will provide insights that can aid faculty members in their own admissions processes and launch a wider discussion about how the expertise of I-O psychologists can be more fully utilized to improve graduate admissions practices writ large.

#### Speakers



**Harrison Kell**  
Educational Testing Service



**Enrica Ruggs**  
University of Houston



**Larry Martinez**  
Portland State University



**Samuel McAbee**  
Bowling Green State University



**Q. Chelsea Song**  
Purdue University

### **Leveraging I-O Psychology to Improve Law Enforcement Practices (Symposium - 140471)**

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Room 203

Authors: Tarantino, D. M. (Chair), Reichin, S. L. (Co-Chair), & Jacobs, R. (Discussant). (2023). Leveraging I-O Psychology to Improve Law Enforcement Practices [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United

I-O psychologists have been called upon to use their expertise to provide evidence-based recommendations for law enforcement agencies. This symposium includes 3 main topics: personality testing in personnel selection, recruitment of women officers, and police–civilian relations. A variety of perspectives, including those of I-O psychologists, management scholars, and practitioners, are presented on how to improve recruitment and selection of officers. Additionally, research discussing how civilians’ perceptions of policing behavior may negatively affect their job performance is presented.

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#### Speakers



**Danielle Tarantino**

Pennsylvania State University



**Rick Jacobs**

Pennsylvania State University



**Kristin Delgado**

Talogy



**Jennifer Rineer**

RTI International



**Lars Johnson**

The University of Texas at Arlington



**Sydney Reichin**

Pennsylvania State University



**Zollie Saxon**

RTI International

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### **Can’t Take a Compliment? The Nature of Benevolent Discrimination in the Workplace (Panel Discussion - 140686)**

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Room 204

Authors: Warren, C. (Co-Chair), Steelman, L.A. (Co-Chair), Wildman, J.L., Wax, A., Quraishi, N., & Wu, F.Y. (2023). Can’t Take a Compliment? The Nature of Benevolent Discrimination in the Workplace. Society for Industrial and Organizational Psychology Annual Confer

This session will present and integrate a variety of perspectives on benevolent discrimination. Through this panel discussion, authors aim to discuss benevolent sexism and expand the conversation to include benevolent racism, benevolent homophobia, and benevolent ableism. Topics will include elaborating on the impact of benevolent discrimination in the workplace by bringing experts together to integrate the literature, discuss unique perspectives from each form of benevolent discrimination, and expand on the future of benevolent discrimination research and interventions in the workplace.

#### Speakers



**Catherine Warren**  
Florida Institute of Technology



**Jessica Wildman**  
Florida Institute of Technology



**Amy Wax**  
California State University, Long Beach



**Nisha Hafeez Quraishi**  
Florida Institute of Technology



**Felix Wu**

### **Sustainable Leadership: Adopting ESG Principles (Panel Discussion - 141078)**

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Room 207

Authors: Keinanen, M. (Chair), Fuller, J. Harrison, K., Jay, J., Valerio, A. (2023). Sustainable Leadership: How organizations and leaders respond to ESG [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Solving climate crises requires unprecedented action from organizations and leaders. ESG takes a holistic view of sustainability that extends beyond just environmental issues. Given the urgency and complexity of the situation, great pressures and expectations are being put on leaders to ensure sustainability and ESG is not an add-on to business strategy, but that it is the business strategy. A panel of academic, external, and internal consulting experts will respond to questions about their experiences with how leaders are embracing ESG concerns with adequate urgency.

#### Speakers



**Mia Keinanen**  
Russell Reynolds Associates



**Anna Marie Valerio**  
Executive Leadership Strategies, LLC



**Julie Fuller**  
PVH Corp



**Kurt Harrison**  
Russell Reynolds Associates



**John Stermann**

### **Working on Purpose: Current Research and Future Directions of Meaningful Work (Alternative Presentation - 141210)**

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Room 208

Authors: Russell, D.P. (Co-Chair, Panelist), Samo, A. (Co-Chair, Panelist), Betts, M.J., Bromley, T., Choi, J., Johnston, S.C., Hong, Q., Kim, K., Lim, R., & Sohn, Y.W. (2023). Working on Purpose 2.0: Discussing Meaning & Purpose in the Workplace. [Alternative Ses

Meaningful work is an important part of good work, and even a good life. Today, organizations are realizing that workers are prioritizing purpose over paychecks, but recent reviews are highlighting little consensus over theories and measures of meaningful work. Here, this alternative session brings together scientist-practitioners to present recent empirically driven research and facilitate audience engagement: Authors want your input and are encouraging the audience to come with questions, anecdotes, and even be ready to share some of their own research!

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🗣️ **Speakers**



**Andrew Samo**

Bowling Green State University



**Daniel Russell**

RHR International



**Timothy William Bromley**

Seattle Pacific University



**Jinsoo Choi**

University of Illinois at Urbana-Champaign

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### **Ethical Considerations in Workplace Assessments: An Interactive Discussion (Alternative Presentation - 141500)**

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Room 209

Authors: Brown, P. & Guentert, K. (2023). Ethical considerations in workplace assessments: An interactive discussion. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

With limited guidelines or consensus on how leaders should choose, administer, and debrief their employees using workplace assessments, practitioners and academics alike are in need of a code of ethics. However, having a code of ethics in place is not enough. Practitioners and academics need a comprehensive understanding of how to use this code of ethics when using workplace assessments. This session will be an interactive discussion for practitioners and academics, in all job levels, who are interested in using workplace assessments in an ethical manner.

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🗣️ **Speakers**



**Paige Brown**

Hogan Assessments



**Kasey Guentert**

Airbnb

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### **Implementing Individual and Leader Interventions In Organizations: EU H-WORK Approach (Symposium - 141056)**

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Room 302

Authors: Pelzer, V. (Co-Chair) & Muschalla, B. (Co-Chair), & Sorensen, G. (Discussant). (2023). Implementing Individual & Leader Interventions In Organizations: The EU H-WORK Approach [Symposium]. Society for Industrial and Organizational Psychology Annual Confere

Organizations continue to strive for creating healthy workplaces. This symposium discusses health-related workplace initiatives on the individual and leader levels, including individual-level coaching (Paper 1) and stress management (Paper 2) interventions, a multilevel assessment of leader-level interventions (Paper 3), and an example of implementation of a combined individual- and leader-level intervention (Paper 4).

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#### Speakers



**Vince Pelzer**  
University of Amsterdam



**Cristian Vasquez**  
University of Sheffield



**Marco De Angelis**  
University of Bologna



**Beate Muschalla**  
Technische Universität Braunschweig




**Lilly Werk**



**Glorian Sorensen**  
Harvard T. H. Chan School of Public Health

### **Where Did They Go? Assessment Dropout Factors and Trends (Panel Discussion - 141534)**

 5:00 PM - 5:50 PM, Apr 20

 Zoom 3

**Virtual and Strea...**

Authors: Levitt, M. (Chair), Skinner, J., Solberg, E., & Urs, L., (2023). Where Did They Go?: Assessment Dropout Factors and Trends [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Throughout this session, panelists will share experiences as well as data related to what affects candidate dropout at the online assessment stage in the hiring process. Presenters will discuss how assessment dropout compares to dropout at other stages of the hiring process, share trends they have seen over time, and will present data regarding interventions implemented and their effects on candidate dropout.

#### Speakers



**Emily Solberg**  
SHL



**John Skinner**  
United Airlines



**Lalitha Urs**  
Medtronic



**Merrill Levitt**  
The University of Minnesota

### **I-Os as Chief HR Officers: Leading HR's Partnership With the Business (Panel Discussion - 140554)**

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Room 304

Authors: Stevenson, M.A., Barger, E., Cober, R., Evans, S. (2023). I/Os as Chief HR Officers: Leading HR's Partnership with the Business [Panel]. Society for Industrial and Organizational Psychology Annual Conferences, Boston, MA, United States.

SIOP has identified 4 primary I-O career paths (industry, consulting, academia, government). But there is an important career path missing: a career as a human resources leader. There is an opportunity for SIOP to build connections between I-O and HR professionals, which the organization has recognized through its CHRO Advisory Board. In this session, members of that CHRO Advisory Board will discuss how their I-O skills facilitate learning about businesses, making data-based decisions, and being able to connect dots between the tools that can be leveraged to make a business impact.

#### Speakers



**Maura Stevenson**  
MedVet



**Richard Cober**  
Gartner



**Sarah Evans**  
Ocean Spray

### **Nudges That Work: New Challenges and Technologies for Timely and Targeted Nudges (Panel Discussion - 140897)**

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Zoom 5

Virtual and Strea...

Authors: Liao, H. (Chair), Callan, R., Pollak, R., Weintraub, J., Xu, X., & Yang, T. (2023). Nudges that Work: New Challenges and Technologies for Timely and Targeted Nudges. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States

This session will present research and practice-based advice to I-O practitioners who are designing and implementing nudge interventions, especially large-scale rollouts, in the workplace. Panelists will discuss how to deliver timely, targeted, and efficient nudges to different levels and functions of the organization at an expanded scale. Topics will include making nudges less disruptive in the flow of work, designing personalized nudges, implementing nudges innovatively with data science and technological tools, assessing nudge effectiveness, and mitigating the potential downsides of nudges.

#### Speakers



**Hui Liao**

University of Maryland



**Rick Pollak**

Glint, now a part of LinkedIn



**Rachel C. Callan**

Humu



**Jared Weintraub**

Deloitte




**Yang Taoyuan**



**Xiaojing Xu**

Tencent Technology (Shenzhen) Company Limited

### **Machine Learning for I-O 5.0: Best Practices and Reactions to Algorithmic Assessments (Symposium - 140360)**

 5:00 PM - 5:50 PM, Apr 20

 Hynes-Room 306

Authors: Hickman, L. (Co-Chair), Liu, M. (Co-Chair), & Tay, L. (Discussant). (2023). Machine Learning for I-O 5.0: Best Practices and Reactions to Algorithmic Assessments [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States

Machine learning (ML) is increasingly being used for organizational research and practice. This symposium presents 4 papers providing best practices for conducting organizational research using ML and addressing reactions to ML assessments. Specifically, the papers address data leakage issues when training ML models, best practices for reporting ML research, how applicant suitability impacts their perceptions of ML-based assessments, and perceptions of traditional survey-based versus ML chatbot-based personality assessments.

#### Speakers



**Louis Hickman**  
Virginia Tech



**Louis Tay**  
Purdue University



**Mengqiao (MQ) Liu**  
Amazon



**Hanyi Min**  
The Pennsylvania State University



**Tianjun Sun**  
Kansas State University



**Markus Langer**  
Universität des Saarlandes



**Chen Tang**  
University of Illinois, Urbana-Champaign

### **From Snapshots to Video: Toward Capturing Work–Family Processes (Symposium - 141323)**

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Room 309

Authors: French, K. A. (Co-Chair) & Shockley, K. M. (Co-Chair) (2023). From Snapshots to Video: Toward Capturing Work–Family Processes [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.  
Grant, R.,

A great deal of the work–family literature depicts static snapshots that are largely devoid of time and cropped from the surrounding context. In the pursuit to better understand workers’ work–family needs, I-Os must necessarily move toward instead capturing videos—data stories that show how processes unfold from beginning to end, across time and within the context of workers’ lived experiences. This symposium examines several work–family processes, including decision making, self-regulation, work–family balance, and parental involvement.

#### Speakers



**Kimberly French**  
Georgia Institute of Technology



**Joseph Regina**  
University of Southern Florida



**Rebecca Storey**  
Georgia Institute of Technology



**Ryan Grant**

## Skills First: What Is it, How Can We Get There, and Should We Go for It? (Panel Discussion - 141104)

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Room 310

Authors: Lyon, J. S. (Co-Chair), Poeppelman, T. (Co-Chair), McCoy, A., Goettsche, M., O'Neal, J., & Srivastava, S. (2023). Skills first: What is it, how can we get there, and should we go for it? [Panel]. Society for Industrial and Organizational Psychology Annual

This session will examine the skills-first trend in HR. Industry analysts like Josh Bersin are bullish on the potential for skills technology solutions to transform HR. When we talk about “skills-first” hiring, development, career mobility, and so forth, what does this really mean? How can I-O psychologists play a role?

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### 🗣️ Speakers



**Julie Lyon**

LinkedIn



**Justin O'Neal**

Amazon Web Services (AWS)



**Tiffany Poeppelman**

LinkedIn



**Alexis McCoy**

DaVita



**Michelle Goettsche**

DaVita



**Shweta Srivastava**

Microsoft

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## Malevolent Creativity as an Emerging Workplace Phenomenon: Laying the Foundation (Panel Discussion - 138746)

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Room 311

Authors: d'Amato, A. L. (Co-Chair), Hunter, S. T. (Co-Chair), Reiter-Palmon, R., Dahling, J. J., Mitchell, S. K., & Nguyen, T. L. (2022) Malevolent Creativity as an Emerging Workplace Phenomenon: Laying the Foundation [Panel]. Society of Industrial and Organizational Psychology Annual

This introductory session will distinguish malevolent creativity as a niche area of creativity and organizational science. Malevolent creativity and innovation are the generation and subsequent implementation of novel and intentionally harmful ideas. Although traditionally researched in the context of crime and terrorism, these behaviors are ubiquitous. Panelists will help shed stereotypes of creativity only being benevolent, discuss differences between malevolent creativity and established constructs (e.g., deviance), and identify why malevolent creativity ideation can be beneficial.

#### Speakers



**Roni Reiter-Palmon**  
University of Nebraska, Omaha



**Jason Dahling**  
College of New Jersey



**Kevin Mitchell**  
Nebraska Medicine



**Tin Nguyen**  
National Counterterrorism Innovation, Technology, and Education (NCITE) Center

### **Social-Emotional Skills in the Workplace: Conceptual, Taxonomic, and Assessment Challe (Symposium - 141551)**

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Room 312

Authors: De Fruyt, F. (2023). Social-emotional Skills in the Workplace: Conceptual, Taxonomic and Assessment Challenges [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Yoon, H. (2023). BESSI Obse

This symposium covers 3 presentations on how social-emotional skills can be utilized in the work place. Authors review the conceptual status, social-emotional skill taxonomies and discuss subjective and more objective ways to assess them.

#### Speakers



**Filip De Fruyt**  
Ghent University



**Matthew Brown**  
HumRRO



**Heejun R. Yoon**  
University of Minnesota



**Joyce Scheirlinckx**

### **Novel Approaches to the Measurement and Assessment of Teams (Symposium - 138912)**

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Room 313

Authors: Rockwood, J. (Co-Chair), & Fleming, A. C. (Co-Chair). (2023). Novel Approaches for the Measurement and Assessment of Teams [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.  
Vangrieken, K.

Team measurement is inherently complex with emergent, dynamic, and multilevel considerations. Many frequently used measures fail to capture these important aspects of teams, and significant challenges persist in measuring team-level constructs. This symposium addresses this research need by displaying novel and advanced methodologies for measuring and assessing team constructs, including measurement of team learning, wearable eye-tracking glasses, adapted scales for team-based work analysis, and optimization algorithms.

#### 📌 Speakers



**Justine Rockwood**  
University of Oklahoma



**John Mathieu**  
University of Connecticut



**Shannon Marlow**  
The University of Texas at San Antonio



**Alissa C. Fleming**  
U.S. Army Research Institute



**Alisha Tronetti**  
University of Maryland

#### Poster Session F: Testing and Analysis

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster

##### 33 Subsessions

#### ● Using O\*NET to Shed Light on the Changing Nature of Work (Poster - 140568)

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 1

#### ● Introducing the New Concept Job Crafting Preparation (Poster - 141465)

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 2

#### ● Perception of Work Demands and Resources: Does Sheer Volume Matter? (Poster - 141069)

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 3

#### ● On Developmental-Situational Judgment Tests, Unicorns, and Other Unlikely Creatures (Poster - 140818)

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 4

#### ● How Digital Assistance Systems (DAS) Affect Motivational Work Design in Assembly (Poster - 138741)

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 5

#### ● Responsible AI: A Regulatory Review and Recommended Path Forward (Poster - 141510)

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 6

#### ● Reducing Group Mean Differences on Cognitive Tests Via Item Selection Strategies (Poster - 140276)

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 7

● **Comparing Approaches to Estimating Person Parameters for the MUPP Model (Poster - 140927)**

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 8

● **Selecting for Supertaskers: Multitasking Preferences and Ability (Poster - 141527)**

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 9

● **Score Differences Between Remote and Onsite Assessments (Poster - 140368)**

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 10

● **Autism Equity in Asynchronous Interviews: Text Analysis of Responses (Poster - 140885)**

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 11

● **Reactions and ATIC for the Conditional Reasoning Test for Workplace Psychopathy (Poster - 140956)**

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 12

● **Ranger Selection: Predicting Training Outcomes (Poster - 140381)**

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 13

● **Meta-Analytic Validity of Cognitive Ability for Hands-On Military Job Performance (Poster - 140964)**

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 14

● **Relative Importance of Numeracy and Cognitive Abilities Predicting Decision Making (Poster - 140790)**

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 15

● **New Insights Into Predictive Bias by Race and SES With Omitted Variables (Poster - 140994)**

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 16

● **Enhancing Selection Fairness: A Comparison Between Machine Learning and Regression (Poster - 141057)**

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 17

● **Linguistic Cues to Faking in Computer-Mediated Employment Interviews (Poster - 140725)**

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 18

● **Personality Testing and Discrimination Warning Before Hiring: A Policy-Capturing Study (Poster - 141451)**

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 19

● **Virtual Versus In-Person Assessment Centers: An Empirical Comparison (Poster - 140721)**

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 20

● **Does Mobile Matter? Examining Device Type and Method Factor Effects on SJT Outcomes (Poster - 141403)**

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 21

● **Toward the Prediction of Narcissistic Behavior at Work (Poster - 140561)**

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 22

● **Examining the Validity of Physiological Measures of Anxiety (Poster - 140992)**

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 23

● **The Scholarly Impact of I-O Psychologists: Norms Across Multiple Metrics of Impact (Poster - 140982)**

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 24

● **Determining Subgroup Differences in Performance and Perception on a Working Memory Test (Poster - 140608)**

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 25

● **Choosing the "Right" Adverse Impact Statistic(s) Across Selection Stages (Poster - 140130)**

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 26

● **Stereotype Lift and Stereotype Threat Effects on Subgroup Mean Differences for Cognit (Poster - 140098)**

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 27

● **Examining Personality and Cognitive Ability Correlates of Assessment Center Exercises (Poster - 141195)**

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 28

● **Changing to Match the Markets: The Impact of the Labor Market on Assessment Responses (Poster - 141318)**

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 29

● **Role Breadth and Self-Efficacy: Relationship With Self-Perceptions of Job Performance (Poster - 141388)**

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 30

● **Machine Learning and Hiring: An Integrative Approach for Personnel Decision Making (Poster - 139969)**

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 31

● **Does Test Time Affect Candidate Experience During Assessments? (Poster - 140589)**

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 32

● **Selecting for Emotional Intelligence: Validation of a Personality-Based Measure (Poster - 141546)**

🕒 5:00 PM - 5:50 PM, Apr 20

📍 Hynes-Exhibit Hall - Poster Position 33

**CEMA Meeting - (Committee on Ethnic Minority Affairs)**

🕒 5:00 PM - 6:00 PM, Apr 20

📍 Sheraton Boston Hotel - HAMPTON

Meeting

Committee Members and Interested Attendees

**Ramadan Meal Pick-Up**

🕒 5:00 PM - 6:30 PM, Apr 20

📍 Hynes - Registration

**SIOP Visibility Workshop & Reception: Help I-O Save the World**

🕒 5:00 PM - 7:00 PM, Apr 20

📍 Sheraton Boston Hotel - BACKBAY B

Reception

Open to All

**SIOP Foundation Reception**

🕒 6:00 PM - 8:00 PM, Apr 20

📍 Sheraton Boston Hotel - CONSTITUTION Hynes-Ballroom A

Reception

Invite Only

**Practitioner Networking Reception**

🕒 6:00 PM - 7:00 PM, Apr 20

6:00 PM

📍 Sheraton Boston Hotel - BACK BAY C

Reception

Open to All

### Beth Buchanan Memorial

🕒 6:00 PM - 7:00 PM, Apr 20

📍 Sheraton Boston Hotel - INDEPENDENCE BALLROOM WEST

Open to All

### Diversifying IO Psychology (DIP) Scholars Reception

🕒 6:00 PM - 7:00 PM, Apr 20

📍 Sheraton Boston Hotel - FAIRFAX

Reception

Open to All

### Women's Inclusion Network (WIN) Reception

🕒 6:00 PM - 7:00 PM, Apr 20

📍 Sheraton Boston Hotel - CONSTITUTION Hynes-Ballroom B

Reception

Open to All

### SIOP Community Room

🕒 6:00 PM - 10:00 PM, Apr 20

📍 Sheraton Boston Hotel - GARDNER B

Open to All

7:00 PM

### CEMA Reception - (Committee on Ethnic Minority Affairs)

🕒 7:00 PM - 8:00 PM, Apr 20

📍 Sheraton Boston Hotel - HAMPTON

Reception

Open to All

**Fri, Apr 21, 2023**

6:30 AM

### Frank Landy 5K Fun Run

🕒 6:30 AM - 8:00 AM, Apr 21

📍 Hynes - Boylston Street Entrance

Open to All - Pre-Registration Required

7:00 AM

### Continental Breakfast

🕒 7:00 AM - 8:00 AM, Apr 21

📍 Hynes-Auditorium

Open to All

### SIOP GREAT Breakfast

🕒 7:00 AM - 8:00 AM, Apr 21

📍 Sheraton Boston Hotel - BACKBAY A

Meeting

Invite Only

### Registration

🕒 7:00 AM - 5:00 PM, Apr 21

📍 Hynes- Exhibit Hall Foyer

Open to All

8:00 AM

### Ethical Decision Making: An Interactive Session Using Realistic Scenarios (Alternative Presentation - 141472)

🕒 8:00 AM - 8:50 AM, Apr 21

📍 Hynes-Ballroom A

Authors: Watts, L. (Co-Chair), Brown, P. (Co-Chair), Sahatjian, Z. (Co-Chair), & Blackman, G. (Co-Chair). (April, 2023). Ethical decision-making: An interactive session using realistic scenarios. Society for Industrial and Organizational Psychology Annual Confere

Authors propose an interactive session aimed at facilitating ethical decision making (EDM) using SIOP's Committee for the Advancement of Professional Ethics' (CAPE) Ethical Reflection Tool (CERT). Session participants will engage in reading and discussing brief ethical scenarios in small groups. Ultimately, groups will rate the overall ethicality of their proposed responses using an audience engagement platform, such as Mentimeter. Additional discussion will follow. At the end, participants will learn about resources available through CAPE (including the CERT) for teaching ethics.

#### 🗣️ Speakers



**Gabrielle Blackman**

Purdue University Global



**Logan Watts**

University of Texas at Arlington



**Zhanna Sahatjian**

California State University, Fresno



**Paige Brown**

Hogan Assessments

### Implicit Motive Research in I-O Psychology: New Findings and Developments (Symposium - 140587)

🕒 8:00 AM - 8:50 AM, Apr 21

📍 Hynes-Ballroom B

Virtual and Strea...

Authors: Runge, J. M. (Co-Chair), Galić, Z. (Co-Chair), Lang, J. W. B. (Discussant). (2023). Implicit Motive Research in WOP: New Findings and Developments [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United Stat

Research on implicit motives at work is alive and well. This symposium highlights research on validating a conditional reasoning-based measure for need for power including criterion data, a new innovative way to measure implicit motivations using computer-aided text analysis, a study showing the role of implicit achievement motives in job crafting, and a new meta-analysis on achievement motivation and various work outcomes.

## 🚩 Speakers



**J. Malte Runge**  
Oslo Metropolitan University



**William D. Spangler**  
Binghamton University



**Jonas Lang**  
University of Exeter



**Zvonimir Galic**  
University of Zagreb



**Sydney Reichin**  
Pennsylvania State University



**Caroline Manning**  
Pennsylvania State University

## **I-O Consulting to Technical Leaders, Teams, and Organizations: What, Why, and How? (Ignite - 140240)**

🕒 8:00 AM - 8:50 AM, Apr 21

📍 Hynes-Ballroom C

Virtual and Strea...

Authors: Connell, J. B., Lowman, R. L., Berman, B., Ferdman, B. M., & Baranov, V. (2023). I/O Consulting to Technical Leaders, Teams, and Organizations: What, Why, & How? [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA,

Four psychologists and a computer scientist will address important aspects of technical leaders, teams, and organizations to help psychological consultants and researchers to be better prepared to work with them. Topics include assessing technical people, coaching technical leaders, consulting to technical teams, and building inclusive leadership and cultures. This IGNITE session will be a highly interactive, fast-paced, applied presentation of evidence-based consulting techniques that the presenters have successfully used with technical leaders, teams, and organizations.

#### 🚩 Speakers



**Joanie Connell**  
Flexible Work Solutions



**Bernardo M. Ferdman**  
Principal & Founder  
Ferdman Consulting



**Rodney Lowman**  
Lowman & Richardson/Consulting Psychologists, PC



**William Berman**  
Berman Leadership Development



**Vladimir Baranov**  
SCOUT Space Inc

### **Behavioral Science Lessons 2020–2023: A Natural Experiment in the Workplace (Panel Discussion - 140960)**

🕒 8:00 AM - 8:50 AM, Apr 21

📍 Hynes-Room 202

Authors: Callan, R. C. (Chair), Hampton, C., Greco, V., Hollander, J., Tignor, S. (2023). Behavioral science lessons 2020-2023: A natural experiment in the workplace [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, Unite

The pandemic presented a unique opportunity to explore aspects of the workplace, and particularly work arrangements, as a natural experiment. This multidisciplinary panel will explore rigorous research conducted across a number of organizations on the impact of these work arrangements, including research methodologies, practical implications, and future directions for research.

#### 🚩 Speakers



**Rachel C. Callan**  
Humu



**Jacob Hollander**  
Deloitte



**Vincent Greco**  
Shopify



**Curtis Hampton**  
Workday



**Stefanie Tignor**  
Humu

### **Beyond Surface-Level Gender Composition: Understanding Women's Experiences in Teams (Symposium - 140731)**

🕒 8:00 AM - 8:50 AM, Apr 21

📍 Hynes-Room 203

Authors: Traylor, A. (Chair), Gerkin, E. (Co-Chair), & Warren, C. (Co-Chair). Beyond Gender Composition: Understanding Women's Experiences in Teams [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States. Prior literature on gender diversity in work teams has predominantly focused on the relation between surface-level gender and outcomes; however, this understanding neglects women's lived experiences. The purpose of this symposium is to explore the experiences of women in teams through a diversity, equity, and inclusion (DEI) lens and highlight potential solutions to mitigate gender discrimination.

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🗣️ **Speakers**



**Emily Gerkin**  
Michigan State University



**Abigail Corrington**  
Providence College School of Business



**Allison Traylor**  
Clemson University



**Catherine Warren**  
Florida Institute of Technology



**Rachael Pyram**  
Michigan State University



**Kyle Matthew Christenson**

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**PhDone, What Now? Considerations for Early Career Job Decisions (Panel Discussion - 140828)**

🕒 8:00 AM - 8:50 AM, Apr 21

📍 Hynes-Room 204

Authors: DiStaso, M. (Chair), Nakahara, W., Farago Morris, P., and Garcia Prieto Palacios Roji, R., (2022). Ph.Done, What Now? Considerations for Early Career Job Decisions. (Panel Discussion). Society for Industrial and Organizational Psychology Annual Conference

Early career I-O professionals often have little guidance about what they should expect from their postgraduation job. Many organizations employ internal I-Os, and there is a lot of variety even within internal consulting. The type of company one joins can drastically shape one's early career experiences. This fast-paced, interactive panel discussion brings together internal consultants to discuss important career issues such as work flexibility and professional development opportunities. Authors examine these topics through the lens of professionals who have recently settled into their roles.

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#### Speakers



**Michael DiStaso**  
University of Central Florida



**Pamela Farago**  
Twill



**Wheeler Nakahara**  
University of Central Florida



**Renata Garcia Prieto Palacios Roji**  
PepsiCo

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### **Adapting the Uniform Guidelines for Today's Workplace (Panel Discussion - 140684)**

🕒 8:00 AM - 8:50 AM, Apr 21

📍 Hynes-Room 207

Authors: Colosimo, J. (Chair), Lipnic, V., & Pinto, C. (2023). Adapting the Uniform Guidelines for Today's Workplace [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

There is heightened focus on organizations leveraging the Uniform Guidelines on Employee Selection Procedures, knowing they are outdated, but still eager to comply. The purpose of this panel is to update the I-O community on current practical challenges with UGESP and how employers are adapting them in today's workplace. The panel of experts includes legal, practitioner, and government agency perspectives.

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#### Speakers



**Joanna Colosimo**  
DCI Consulting



**Consuela Pinto**  
FordHarrison LLP



**Victoria Lipnic**  
Resolution Economics

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### **New Frontiers: Innovation in Modern Assessment (Symposium - 140802)**

🕒 8:00 AM - 8:50 AM, Apr 21

📍 Hynes-Room 208

Authors: Bennett, M.W. (Chair). (2023). New Frontiers: Innovation in Modern Assessment [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.  
Coughlin, C. (2023). Automating Scoring with Natural Language

The rapidly changing world of work demands new and innovative approaches to assessment. This symposium focuses on recent developments in talent assessment that utilize advanced technology and methodology to enhance competency measurement and the candidate experience. Presenters will discuss recent advances in assessment including unique applications of Thurstonian IRT, gamified assessment, and the use of natural language processing to assess candidate performance.

#### Speakers



**Darrin Grelle**  
SHL US LLC



**Chris Coughlin**  
DDI



**Jaclyn Martin Kowal**  
PDRI, an SHL Company



**Victor Ellingsen**  
SHL

### **Advances in Understanding the Impacts of Flexible Work Arrangements (Symposium - 140653)**

🕒 8:00 AM - 8:50 AM, Apr 21

📍 Hynes-Room 209

Authors: Kim, N. & Park, Y. (Co-Chairs) (2023). Advances in Understanding the Impacts of Flexible Work Arrangements [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Despite growing interest in flexible work arrangements (FWAs) in organizations, the effects of FWAs have been found to be inconsistent across empirical studies. This symposium aims to unpack these mixed findings by understanding (a) the unique impact of various types of FWAs (i.e., shiftwork, compressed workweek, reduce work) on important employee outcomes and (b) identifying personal (i.e., age) and contextual factors (i.e., job characteristics, job insecurity) that may determine the extent to which FWAs are associated with positive or negative outcomes among employees.

#### Speakers



**Nanhee Kim**



**YoungAh Park**  
University of Illinois, Urbana-Champaign



**Inchul Cho**  
University of North Georgia



**Greg Thrasher**  
Oakland University



**Alexa Rosenblatt**  
The George Washington University

### **Alliance: Engagement and Retention Strategies for Deskless Workers Across the Globe (Special Event - 142699)**

🕒 8:00 AM - 8:50 AM, Apr 21

📍 Zoom 1

**SIOP Curated**

**Virtual and Streaming**

Authors: Haas, J.B. (Chair), Downey, S. (Chair), Barry, M., Beechly, L., Clausen, M., & Terrell, L. (2023). Alliance: Engagement and Retention Strategies for Deskless Workers Across the Globe [Panel Discussion]. Society for Industrial and Organizational Psychology

Deskless workers represent the 3 billion workers who don't sit at a desk to perform their job. They work across a wide variety of industries and roles with varying degrees of skill level. In the midst of a global labor shortage, an estimated 37% of deskless workers plan to leave their job within 6 months. Therefore, I-Os need to rethink how they attract, retain, and engage this critical workforce. This panel includes internal and external HR experts who will share research and best practices for engaging and retaining global deskless workers, and will include time for Q&A.

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#### Speakers



**Julia Haas**  
University of Georgia



**Stephanie Downey**  
Glint



**Lauren Beechly**  
Perceptyx



**Muriel G. Clauson**  
University of Georgia




**Melissa Barry**  
Microsoft Viva



**Lori Terrell**  
CoorsTek

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### **Forgotten Minorities in the Workplace: Overlooked and Understudied (Symposium - 140563)**

 8:00 AM - 8:50 AM, Apr 21

 Hynes-Room 302

Authors: Lukaszewski, K.M.(Co-Chair), Stone, D. L. (Co-Chair), & Murray, B. (Co-Chair) (2023). Forgotten Minorities in the Workplace: Overlooked and Understudied. [Symposium] Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, Unite

Although research in diversity and inclusion has increased, there are a number of minority groups that have been overlooked in the workplace and understudied in the I-O psychology literature. This symposium highlights 4 groups of “forgotten minorities.” These groups include young adults with autism spectrum disorder, individuals with a criminal history, individuals with mild autism, and employees with depression. The importance of these groups will be discussed, and implications for future research and practice will be provided.

## 📣 Speakers



**Kimberly Lukaszewski**  
Wright State University



**Amy Hurley-Hanson**  
Chapman University



**Cristina M. Giannantonio**  
Chapman University



**Nicole Young**  
Franklin & Marshall College



**Dianna Krueger**  
Tarleton State University



**Catrina Johnson**  
Kent State University



**Daniela Petrovski**



**Amy Griffiths**

## **Vertical Development for Coaches: The Role of Others and Reflective Practice (Alternative Presentation - 140968)**

🕒 8:00 AM - 8:50 AM, Apr 21

📍 Hynes-Room 304

Authors: Drummey, K.C., Tardino, V.M., Hodgetts, W.H., Nemanick, R., Tennyson, S. (2023). Vertical Development for Coaches: The Role of Others and Reflective Practice [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conferen

This session will focus on supporting development for coaches that moves beyond horizontal, skills-training, and building expertise by focusing on practices that support vertical self-development, characterized by transformations in the way coaches understand themselves, the broader systems in which their clients sit, and their coaching practice. A panel of coaches will each share how they support their self-development in collaboration with others through activities including coaching supervision, mentor coaching, and peer coaching, followed by an open-space format for discussion groups.

## 📣 Speakers



**Kaeleen Drummey**  
Center for Leadership & Strategic Thinking



**William Hodgetts**  
William James College



**Richard Nemanick**  
Nemanick Leadership Consulting



**Vicki Tardino**  
Self-Employed



**Sarah Tennyson**  
Coaching Edge Global LLC

## Tackling Precarious Work: New Frontiers for I-O Psychology? (Alternative Presentation - 140398)

🕒 8:00 AM - 8:50 AM, Apr 21

📍 Zoom 5

Virtual and Strea...

Authors: Carr, S. C., Hopner, V., Hodgetts, D, and Young, M. (Eds). (2023). Tackling precarious work: Toward sustainable livelihoods. New York: SIOP New Frontiers/Routledge.

Contributors to a new SIOP Organizational Frontiers handbook (Q2-2023) will briefly present the chief practical recommendations from their chapter in the volume. Curated by the citation editors, this handbook is the first in I-O psychology to systematically address the 4 key facets of the UN's Decent Work Agenda, namely sustainable livelihoods, fair incomes, work security, and social protection. Audience commentary is invited throughout the session.

## 🚩 Speakers



**Stuart Carr**  
Massey University



**Jose Peiro**  
University of Valencia



**Donald Truxillo**  
Kemmy Business School, University of Limerick



**Rosalind H. Searle**  
University of Glasgow



**Katharina Naswall**  
University of Canterbury



**Mahima Saxena**  
University of Nebraska at Omaha



**Steven Toaddy**  
Louisiana Tech University



**Ines Meyer**  
University of Cape Town



**Darrin Hodgetts**  
Massey University



**Christian Seubert**  
University of Innsbruck



**Divya Jyoti**  
Aston University



**Anna Crawford**  
Louisiana Tech University



**Annamaria diFabio**  
University of Florence



**Maureen Kenny**  
Boston College



**Jeffrey Salzman**  
Maureen.Kenny@bc.edu

## Global Leadership Assessment Programs: Considerations for Design and Management (Panel Discussion - 141038)

🕒 8:00 AM - 8:50 AM, Apr 21

📍 Hynes-Room 306

Authors: Smith, A., Reiss-Carnow, A., Braley, L., Dijkema, F., Scrivani, J., & Crespo, M. (2023). Global Leadership Assessment Programs: Considerations for Design and Management [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Confer

Four panelists from 3 multinational organizations will share their experience, perspective, and insight on designing, implementing, and managing global leadership assessment programs. Representing the industries of agriculture, pharmaceuticals, and grocery, the panelists will describe unique and innovative solutions they have leveraged to implement global programs with wide impact across global leader populations for selection, development, and succession planning efforts.

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### 🗣️ Speakers



**Michael Crespo**

Cargill



**Abigail Reiss-Carnow**

Kincentric



**James Scrivani**

Novartis



**Laura Braley**

Ahold Delhaize



**Fenna Dijkema**

Ahold Delhaize

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## Open Space Discussion: Employee Listening for the Deskless Workforce (Alternative Presentation - 141149)

🕒 8:00 AM - 8:50 AM, Apr 21

📍 Hynes-Room 309

Authors: Cave, K., Hanscom, M., Nesnidol, S., Stelman, S., Witherspoon, C. (2023). Open Space Discussion: Employee Listening for the Deskless Workforce [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, Unite

Deskless workers are those that complete most of their work away from a desk. Despite deskless workers making up 80% of the global workforce, best practices in employee listening often overlook how to best engage this group. This session will bring together practitioners from a variety of industries that have experience with tailoring employee listening programs for deskless workers. Additionally, this session will provide a platform for the panelists and audience members to discuss challenges and identify best practices in this space. Audience participation will be highly encouraged.

## 🚩 Speakers



**Samantha A. Stelman**  
Coca-Cola



**Casey Witherspoon**  
Target



**Madison Hanscom**  
Newmeasures



**Samantha Nesnidol**  
Ford Motor Company



**Kelly A. Cave**  
Nordstrom

## **Forgotten Team Members: Closing the Science–Practitioner Gap in Human-Autonomy Teams (Alternative Presentation - 141457)**

🕒 8:00 AM - 8:50 AM, Apr 21

📍 Hynes-Room 310

Authors: Begerowski, S. R. (Chair), Zalewski, J. M. (Co-Chair), Fiore, S., Moore, K., Mears, L. Brown, S. G., & Shuffler, M. L. (2023). Forgotten team members: Closing the science-practitioner gap in human-autonomy teams [alternative session]. Society for Industri

Research on and integration of human-autonomy teams (HATs) is increasing at unprecedented rates. However, few studies account for the interdisciplinary nature of HATs, particularly when it comes to incorporating the worker perspective. Authors assembled a panel of experts from a variety of disciplines adjacent to HATs (i.e., I-O psychology, engineering, cognitive psychology), as well as a panelist who works directly with technology integration in the workplace. In doing so, the goal of this session is to foster ideas and practical next steps to closing the science–practitioner gap in HATs.

## 📣 Speakers



**Sydney Begerowski**  
Clemson University



**Stephen M. Fiore**  
University of Central Florida



**Marissa Shuffler**  
Clemson University



**Shanique Brown**  
Wayne State University



**Jessica Zalewski**  
Wayne State University



**Laine Mears**  
Clemson University



**Kevin MooreMS**  
Dearborn Midwest

## Do the Doable: Practical Tips for Implementing I-O Solutions in Federal Organizations (Panel Discussion - 141281)

🕒 8:00 AM - 8:50 AM, Apr 21

📍 Hynes-Room 311

Authors: Heinen, B., Salamone, J., Solook, K., Lee, D., Arnold, G., & Posin, R., & Alexander, A. (2023). Do the Doable: Practical Tips for Implementing I/O Solutions in Federal Organizations [Panel]. Society for Industrial and Organizational Psychology Annual Conf

This session will discuss the reality of balancing the pure I-O science with the practicality of implementing I-O within federal organizations. Organizations are not starting from scratch and likely have history, context, and pressures that influence the processes, constraints, and success of the I-O initiatives they try to implement. The panel consists of 3 federal client and consultant pairs that will discuss their experience, as well as tips, considerations, and guidance, on successfully implementing a wide range of I-O initiatives in federal organizations.

## 🚩 Speakers



**Beth Heinen**  
ICF



**Allison Alexander**  
ICF



**Grace Arnold**  
George Washington University



**Kathryn Solook**  
ICF



**Rachel Posin**  
Health Resources and Services Administration



**John Salamone**  
U.S. House of Representatives



**Darnell Lee**  
U.S. House of Representatives

## Unveiling the Future of Work Through Data Tech in an Era of Digital Transformation (Panel Discussion - 141562)

🕒 8:00 AM - 8:50 AM, Apr 21

📍 Hynes-Room 312

Authors: Brooks, L. (Co-Chair), Lyding, C. (Co-Chair), O'Malley, A., Massaquoi, M., Parker, B., & Smith, T., (2023). Unveiling the Future of Work Through Data Tech in an Era of Digital Transformation[Panel]. Society for Industrial and Organizational Psychology Ann

Whether it's modernizing old work practices or adopting new HR technologies and platforms, companies are looking for innovative ways to enhance organizational effectiveness. This presents a great opportunity for I-O psychology and HR professionals, as recent technological advancements have elevated and uniquely positioned them to address organizational issues. The following panel will discuss how I-Os and HR professionals can leverage synergies in data, AI, machine learning, and more to create sustainable impact in dynamic workplaces.

## 🚩 Speakers



**Tyrone Smith**  
Udemy



**Alison O'Malley**  
Mix Talent



**Brandy N. Parker**  
Wells Fargo



**Courtney Lyding**  
Coca-Cola Company



**LeVonte Brooks**  
Ohio University



**Mohamed J. Massaquoi**  
VESSOL

## **The Promise and Perils of a Skill-Based Organization (Panel Discussion - 140357)**

🕒 8:00 AM - 8:50 AM, Apr 21

📍 Hynes-Room 313

Authors: Acosta, J.D., Doyle-Nanny, A., Ellis, C., Kapnek, M., Madigan, H.J., McCance, A.S. (2022). The Promise and Perils of a Skill-Based Organization [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

The skills-based organization is a new model for defining work that centers on matching skills to work demands. It promises many benefits, including an agile talent model, ongoing employee development, and more equitable hiring practices. There are, however, significant challenges as well. This panel contains I-O psychologists with specializations across various talent life cycle points (e.g., recruiting/hiring, development, talent planning) who will engage in a discussion on the promise, the challenges, and keys to success in building a skills-based organization.

## 🚩 Speakers



**Jennifer Acosta**  
Allstate Insurance Company



**Harold Madigan**  
Allstate



**A. Silke McCance**  
Procter & Gamble



**Andrea Doyle**  
FedEx Express



**Melissa Kapnek**  
Centers for Disease Control



**Craig Ellis**  
HighMatch

## Employee Listening Technology to Enable People and Organizational Success (Sponsor: Perceptyx)

🕒 8:00 AM - 8:50 AM, Apr 21

📍 Hynes - 206

[Tech Dem...](#)

The voice of the employee is critical to addressing today's most pressing challenges, such as providing great experiences to remote workers and hybrid workforces in times of economic uncertainty, driving effective DEI initiatives, attracting, and retaining talent, and continuously enhancing employee well-being. Perceptyx provides the most comprehensive platform and in-house services to support continuous conversations with your people, and take meaningful action to help organizations thrive. Join us to learn how your organization can solve the most relevant challenges that you--and your people--are facing.

9:00 AM

## The Maintenance of Racism in Organizations (Symposium - 140475)

🕒 9:00 AM - 10:20 AM, Apr 21

📍 Hynes-Ballroom A

Authors: Wessel, J. L. & Rich, T. J. (co-Chairs). (2023). The Maintenance of Racism in Organizations [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA. United States.

Taylor, N., Weeks, K., & Moore, O. A. (2023).

Although certain legislation prohibits overt discrimination, BIPOC employees still face pervasive and challenging barriers to equal and inclusive participation in the workplace. Organizations maintain racism when employees prefer to avoid addressing racism and race-related topics, due to discomfort or resistance. This symposium includes 5 papers highlighting how organizations maintain racism through different individual-level (e.g., bystander appraisals, promotion evaluations, job seeking intentions) and system-level (e.g., managerial representation, response to "mega-threats") factors.

## 📣 Speakers



**Jennifer Wessel**

Associate Professor of Psychology  
University of Maryland, College Park



**Larissa Garcia**

University of Houston



**Nicolina Taylor**

University of Kentucky



**Elisa Fattoracci**

Rice University



**Johannah Stockdale**

Penn State University



**Tayana Rich**

The Pennsylvania State University

## Revisiting Meta-Analytic Validity: Implications of Sackett et al.'s 2021 Article (Panel Discussion - 141455)

🕒 9:00 AM - 10:20 AM, Apr 21

📍 Hynes-Ballroom B

Virtual and Strea...

Authors: Lambert, D. D. (Chair), Sackett, P. R., Abraham, J. D., Cucina, J. M., Dunleavy, E. M., Labrador, J. R., & Weiner, J. A. (2023). Revisiting Meta-Analytic Validity: Implications of Sackett et al.'s 2021 Article [Panel Discussion]. Society for Industrial an

A recent article by Paul Sackett and colleagues re-examined the long-accepted meta-analytic validity estimates originally compiled by Schmidt and Hunter (1998) on various personnel selection procedures. Sackett et al. proposed that the values established by Schmidt and Hunter employed systematic overcorrection for restriction of range and, therefore, represent overestimates of the meta-analytic validity of many common selection procedures. Practical implications of the propositions and revised validity estimates put forth by Sackett et al. (2021) will be discussed during the panel session.

#### Speakers



**Dawn Lambert**

Talogy



**Joseph Abraham**

Talogy



**Paul Sackett**

University of Minnesota



**John Weiner**

Lifelong Learner Holdings / Talogy parent co.



**Eric Dunleavy**

DCI Consulting Group, Inc



**Jeffrey Labrador**

UnitedHealth Group



**Jeffrey Cucina**

U.S. Customs and Border Protection

### **Conducting a Pay Equity Study (Master Tutorial - 141263)**

 9:00 AM - 10:20 AM, Apr 21

 Hynes-Ballroom C

**Virtual and Strea...**

Authors: Harpe, L., Mantoan, K., & Simpson, M. (2023). Conducting a Pay Equity Study. [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Analyzing pay equity in a dynamic environment requires cross-disciplinary expertise. This panel convenes an I-O psychologist, a labor economist, and an employment lawyer for a discussion of current challenges in conducting robust proactive pay equity studies. The discussion will include grouping employees for comparison, statistical techniques for identifying pay differences, and troublesome data issues. Additionally, presenters will discuss with the audience the differences between a pay equity and pay gap study and the critical importance of both preplanning and postplanning.


#### Speaker



**Lisa Harpe**

DCI Consulting Group

### **Friday Seminar: Inclusive Language and Disability in the Workplace (Friday Seminar - 142708)**

 9:00 AM - 12:00 PM, Apr 21

 Hynes-Room 200

Authors: Knott, M., & Linnabery, E. (2023). Friday Seminar: Inclusive Language and Disability in the Workplace. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Language evolves constantly, sometimes in ways that can be overwhelming and even intimidating. For example, people could avoid a topic completely with concerns over using the wrong words and not knowing how their language impacts others, like people with disabilities. In this session, participants will learn how language has changed over time, what inclusive language is, and how to have inclusive conversations around disability. Participants will have facilitated discussions using recorded exercises/presentations and participate in role-plays to practice having inclusive conversations.

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#### Speakers



**DaHee Shon**

Facebook



**Eileen Linnabery**

Vantage Leadership Consulting




**Michael Knott**

Medtronic

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### **How to Build a Coaching Culture in Organizations (Master Tutorial - 141208)**

 9:00 AM - 10:20 AM, Apr 21

 Hynes-Room 202

Authors: Eatough, E.M. & DiGirolamo, J. (2023). How to Build a Coaching Culture in Organizations [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

This interactive session builds participant understanding of how to cultivate and assess coaching cultures inside of the modern organization. Geared toward the applied I-O practitioner, this session will provide a summary of the latest research and knowledge on the value of coaching culture. This understanding is especially important given today's economic and social landscape where organizations are navigating continual change and uncertainty, often under dispersed work arrangements. The session will include interactive workshop-style activities and shared learning.

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#### Speakers



**Erin Eatough**

BetterUp



**Joel DiGirolamo**

International Coaching Federation (ICF)

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### **Igniting SIOP's Top Ten Workplace Trends With I-O Thought Leaders (Ignite - 140535)**

 9:00 AM - 10:20 AM, Apr 21

 Hynes-Room 203

Authors: Cave, K. A. & Stocks, M. (2023). Igniting SIOP's Top Ten Workplace Trends with I-O Thought Leaders [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Once again, 10 panelists consisting of SIOP's leaders and experts will bring the 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 A. Cave**  
Nordstrom



**Megan Stocks**  
Florida Institute of Technology

### **Training as a Multilevel, Emergent Phenomenon: A Systems Approach to Better Training (Symposium - 140560)**

 9:00 AM - 10:20 AM, Apr 21

 Hynes-Room 204

Authors: Bisbey, T. M. (Co-Chair), & Olenick, J. (Co-Chair). (2023). Training as a multilevel, emergent phenomenon: A systems approach to better training [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States

Research on training historically addresses a single level at a time (e.g., individual or team); but the context in which a training occurs involves all levels and their social context, making training effects multilevel and emergent over time. This symposium presents research illuminating training as a bottom-up, emergent process across levels, including trainees, their leaders, teams, and systems. Researchers and practitioners can apply findings using a systemic approach to design better interventions that account for the social context in which organizational learning takes place.

#### Speakers



**Tiffany Bisbey**  
The George Washington University



**Michael A. Rosen**  
Johns Hopkins University School of Medicine



**Stephanie Zajac**  
UT MD Anderson Cancer Center



**Jeffrey Olenick**  
Old Dominion University




**Molly Kilcullen**  
Rice University



**Blake Runnalls**  
University of Nebraska–Lincoln

### **SIOP/Oxford Handbook on I-O Practice: Highlights/Insights From Seasoned Practitioners (Alternative Presentation - 140402)**

 9:00 AM - 10:20 AM, Apr 21

 Hynes-Room 207

Authors: Brooks, S. (Co-Chair), Silzer, R. (Co-Chair), Adler, S., Smith, D., Gibby, R., Scott, J., Goldberg, E. (2023) SIOP/Oxford Handbook on Practice in Industrial-Organizational Psychology; Highlights/ Insights from Seasoned Practitioners, [Alternative Session]

Practice in I-O has greatly expanded over the last 30 years, and effective practice depends not just on quality, scientifically based deliverables, but the ability to make them fit and drive sustained change, development, or decisions within organizations. Chapter authors present leading edge I-O practices from just some of the topics in the upcoming SIOP/Oxford Handbook on Practice in I-O Psychology. Focusing on not just the I-O deliverables themselves, presenters will share what helps them have meaningful impact.

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#### Speakers



**Scott Brooks**  
OrgVitality LLC



**Seymour Adler**  
Kincentric



**Edie Goldberg**  
President  
E.L. Goldberg & Associates



**John Scott**  
APTMetrics



**Rob Silzer**  
HR Assessment & Development/ Baruch College, CUNY



**David Smith**  
E.A.S.I-Consult, LLC



**Robert Gibby**  
Meta

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### **Causes and Outcomes of Self–Other Rating Agreement in 360 Feedback (Symposium - 140690)**

 9:00 AM - 10:20 AM, Apr 21

 Hynes-Room 208

Authors: Yankov, G. P. (Chair), & Connelly, B. (Discussant). (2023). Causes and Outcomes of Self-Other Rating Agreement in 360 Feedback [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.  
Desson, S.,

This symposium presents 4 recent investigations into the causes and outcomes of self–other (dis)agreement in 360-degree assessments. The symposium is appropriate for both scientists and practitioners and requires intermediate understanding of the topic. The 4 studies explored self–other agreement on personality and behavior reports. A special feature of the symposium is the exploration of the impact of self–other rating (dis)agreement on diverse practical outcomes such as interpersonal behavior, leadership behavior, workplace performance and reputation, and counterproductive behavior.

#### 🚩 Speakers



**Georgi Yankov**  
DDI



**Brian S. Connelly**  
University of Toronto



**Ryne Sherman**  
Hogan Assessments



**Stewart Desson**  
Lumina Learning LLP



**Sebastian Marin**  
BetterUp



**Michael Shea**  
Bowling Green State University

### **ADVANCE-ing Gender Equity Among STEM Professors Through I-O Psychology (Symposium - 140761)**

🕒 9:00 AM - 10:20 AM, Apr 21

📍 Hynes-Room 209

Authors: Horvath, M. (Chair) (2023). ADVANCE-ing Gender Equity Among STEM Professors Through I-O Psychology [symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Quigley, N. R., Broussard, K. A., Grann

The National Science Foundation's ADVANCE program is designed to promote gender equity among STEM professors, a goal that I-O psychology is well poised to facilitate. This symposium provides an introduction to the NSF ADVANCE program. Authors then describe 4 universities where I-O and management professionals apply their skills to ADVANCE initiatives.

#### 🚩 Speakers



**Michael Horvath**  
Cleveland State University



**Christiane Spitzmueller**  
University of California Merced



**Narda Quigley**  
Villanova University



**Sonia Goltz**  
Michigan Technological University

### **Women Academic Leaders, Networking, and Careers: Storytelling and Roundtables (Alternative Presentation - 141283)**

🕒 9:00 AM - 10:20 AM, Apr 21

📍 Hynes-Room 210

Authors: Porter, C. M. (Co-chair), Woo, S.E. (Co-chair), Bauer, T. (Panelist), Beier, M. (Panelist), Chang, C.-H. (Panelist), Chao, G. T. (Panelist), Cortina, L. (Panelist), Eby, L. T. (Panelist), Erdogan, B. (Panelist), Grandey, A. (Panelist), & Thomas, K. (Panelist)

SIOP Fellows will speak about their lived experiences as female scholars in the field of I-O psychology, focusing on how they have developed, managed, and utilized their networks of collaborators, mentors, and students within their careers. Following their stories, participants will have an opportunity to join roundtable discussions with 1–2 panelists, where they can gain perspective on how these prominent scholars have crafted their careers. The goal of the proposed session is to inspire future scholars, increase exposure to role models, and develop connections within the SIOP community.

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#### 🗣️ Speakers



**Caitlin Porter**

University of Memphis



**Georgia Chao**

University of South Florida



**Lillian Eby**

University of Georgia



**Kecia Thomas**

University of Alabama at Birmingham



**Alicia Grandey**

Pennsylvania State University



**Talya Bauer**

Portland State University



**Lilia Cortina**

University of Michigan



**Margaret Beier**

Rice University



**Chu-Hsiang (Daisy) Chang**

Michigan State University



**Berrin Erdogan**

Portland State University



**Sang Eun Woo**

Purdue University

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### **Best Practices and the Development of Talent Management in the New US Space Force (Symposium - 140004)**

🕒 9:00 AM - 10:20 AM, Apr 21

📍 Hynes-Room 302

Authors: Bobko, P. (Chair) (2022). Talent Management and Best-Practices: Development of the New US Space Force. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.  
Lamb, J. (2022). An Introduction to Talent Mana

The Space Force (USSF) is the newest armed service. Its agile, relatively small size reflects its expansive, high-speed environment, and its talent management is based on best practices. Guiding principles in the USSF include a focus on team/mission, competencies, digital sophistication, and multisource assessment. The papers provide overviews of (a) the mission statement, (b) foundational competencies, (c) the on-demand, multisource appraisal, and (d) issues in digitization. Authors conclude with a commentary about how I-O training can best reflect needs of such organizations.

#### Speakers



**Philip Bobko**  
Gettysburg College



**Fred Oswald**  
Rice University



**Traci Sitzmann**  
University of Colorado Denver



**Katie Gunther**  
U.S. Space Force



**Alex Barelka**  
Illinois State University



**Richard Johnson**  
Washington State University



**Jason Lamb**  
U.S. Space Force

### **I-Os Working in Academic Spaces: We Can Impact Academia by Being More Than Faculty (Panel Discussion - 141377)**

🕒 9:00 AM - 10:20 AM, Apr 21

📍 Zoom 3

Virtual and Strea...

Authors: Price, N., Diaz, C., Healy, C., & Sullivan, B. (2023, April 20-22). I-Os working in Academic Spaces: We can impact Academia by being more than faculty. [Conference presentation]. Society for Industrial and Organizational Psychology Annual Conference, Bost

Although I-O theory, research, and practice permeate all areas of the workplace, I-Os tend to have a narrow scope on available career paths in higher education/academia. This perspective is reinforced by SIOP itself in its I-O Career Paths Website, which highlights teaching/research roles (e.g., professor) and roles that usually require professorship as an initial stepping stone (e.g., dean, provost, president). The purpose of this panel discussion is to broaden I-Os perspective of available careers in higher education/academia and how to effectively utilize the tools of I-O psychology.

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🗣️ Speakers



**Nathan Price**

University of Minnesota, Twin Cities



**Brandon Sullivan**

University of Minnesota



**Christine Healy**

Utah Tech University



**Clemente Diaz**

Baruch College, City University of New York

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**The “New” New Hire: Are Your Talent Practices Meeting Current Needs? (Panel Discussion - 140864)**

🕒 9:00 AM - 10:20 AM, Apr 21

📍 Hynes-Room 304

Authors: Boslet, S., (Co-Chair), Jolton, J. (Co-Chair), Adair, C., Friedrich, T., Grimaldi, E.M., Harms, M., Rosen, G., & Yumoto, T. (2023). The “New” New Hire: Are Your Talent Practices Meeting Current Needs? [Panel]. Society for Industrial and Organizational Psy

Prepandemic talent practices may no longer meet the needs of today’s new hires. Challenges making connections in a hybrid world and talent shortages mean that your hard-won hire may leave before they reach productivity. Today’s new joiners—including “boomerangs”—may require different experiences for engagement and retention. Join practitioners to discuss lessons learned and tips to design a more current and successful new hire experience.

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🗣️ Speakers



**Sharon Boslet**

Kincentric



**Christopher Adair**

General Motors



**Mackenzie Harms**

United Airlines



**Elizabeth Grimaldi**

Amazon



**Futoshi Yumoto**

Amazon



**Glenn Rosen**

Under Armour



**Thomas Friedrich**

Kincentric

## Bridging I and O Psychology II: A Two-Way Street (Symposium - 141286)

🕒 9:00 AM - 10:20 AM, Apr 21

📍 Zoom 5

Virtual and Strea...

Authors: Fleyshmakher, D. (Chair), Sutphin, D. J. (Chair), Cheban, Y. M. (Co-Chair), & Cohen-Charash, Y. (Co-Chair) (2023). Bridging I & O Psychology II: A Two-Way Street [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston,

Merging both the “I” and “O” psychology literature allows for a holistic approach to understanding various organizational concerns. Here, 5 papers use this grounded perspective, with “I” procedures being examined in “O” lenses and vice versa to ultimately inform selection, performance ratings, organizational culture, and justice perception outcomes in the workplace. This symposium facilitates a broader understanding of the interconnections between “I” and “O” psychology and demonstrates the symbiotic reliance on one another in research.

### 📣 Speakers



**Dina Fleyshmakher**

The Graduate Center/Baruch College



**Yochi Cohen-Charash**

The Graduate Center & Baruch College, CUNY



**Robert E. Ployhart**

University of South Carolina



**Benjamin Schneider**

University of Maryland and University of Southern California



**Michael A. Gillespie**

University of South Florida, Sarasota-Manatee



**Austin Attaway**

Life Source Training Institute, Inc.



**Meaghan Tracy**



**Jonas Sutphin**

City University of New York

## Talent Hackathon: Group Brainstorming for Critical Organizational Issues (Alternative Presentation - 140923)

🕒 9:00 AM - 10:20 AM, Apr 21

📍 Hynes-Room 306

Authors: Marcus-Blank, B. (Chair), Chamber, R. (Panelist), Congemi, P. (Panelist), Desrosiers, E. (Panelist), Dreyer, M. (Panelist), Ehret, M. (Panelist), Kamen, S. (Panelist), McCance, S. (Panelist). Talent Hackathon-Group brainstorming for critical organization

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 7 companies will present an issue they are experiencing and then lead roundtable solutioning discussions.

## 🚩 Speakers



**Brittany Marcus-Blank**  
Johnson & Johnson



**Seth Kamen**  
EG America



**Erica Desrosiers**  
Otsuka Pharmaceuticals NA



**Pamela Congemi**  
Medtronic



**A. Silke McCance**  
Procter & Gamble



**Richard J. Chambers**  
General Mills



**Matthew Dreyer**  
Prudential Financial



**Michael Ehret**  
Johnson & Johnson

## Addressing Challenges of Dirty Work in Service Jobs (Symposium - 141147)

🕒 9:00 AM - 10:20 AM, Apr 21

📍 Hynes-Room 309

Authors: Pitcher, B. D. (Co-Chair), Ravid, D. M. (Co-Chair), & Blustein, D. L. (Discussant). (2023). Examining Practical Challenges in Stigmatized Work [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Workers in service jobs often fulfill roles that involve dirty work, which is physically disgusting, socially degrading, or violates norms of moral legitimacy. The dirty aspects of service work pose unique challenges for workers, often leading to negative outcomes like worse job attitudes and well-being. Authors present research that addresses issues faced by workers in hospitality, law enforcement, nursing, and several other service jobs. Research aimed at developing evidenced-based solutions to issues faced by workers in these jobs is critical to improving work decency and worker well-being.

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📣 Speakers



**Bradley Pitcher**  
Purdue University



**Daniel Ravid**  
University of New Mexico



**Michael DiStaso**  
University of Central Florida



**Katherine Facticeau**  
University of Georgia



**David Blustein**  
Boston College

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**Applying Deep Learning Techniques to Answer Organizational Questions  
(Symposium - 141148)**

🕒 9:00 AM - 10:20 AM, Apr 21

📍 Hynes-Room 310

Authors: Min, H. (Chair) & Putka, D., (Discussant), (2023). Applying Deep Learning Techniques to Answer Organizational Questions [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Min, H., Guo, F.,

Deep learning (DL) techniques are relatively new to organizational researchers. This symposium presents 4 papers demonstrating how DL techniques can be used to answer organizational questions. The first paper provides background knowledge about DL techniques, such as, what they are, the categories of DL, and so on. The other 3 papers showcase how DL can be applied to answer organizational questions, such as, understand motivations and challenges of gig workers, develop career guidance chatbot, and understand item social desirability.

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📣 Speakers



**Hanyi Min**  
The Pennsylvania State University



**Dan Putka**  
HumRRO



**Amanda Moeller**  
Pennsylvania State University



**Chu Chu**  
University of Illinois, Urbana-Champaign



**Bao Ho**

## There Is Nothing so Stable as Change: Safety Climate Across Multiple Points in Time (Symposium - 140386)

🕒 9:00 AM - 10:20 AM, Apr 21

📍 Hynes-Room 311

Authors: Dumlao, S. V. (Co-Chair), Payne, S. C. (Co-Chair), & Beus, J. M. (Discussant). (2023). There is nothing so stable as change: Safety climate across multiple points in time [Symposium]. Society for Industrial and Organizational Psychology Annual Conference,

Safety climate, or employees' shared perceptions about the prioritization of workplace safety, is an important predictor of workplace accidents and injuries. Yet, there is still much not known about how much it changes over a given time period, or the effect any changes have on related constructs and behaviors. This symposium aims to advance understanding of the temporal nature of safety climate by presenting 4longitudinal and within-person studies of safety climate from multiple industries and will discuss implications for both theory and practice.

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### 📌 Speakers



**Stefan Dumlao**

Texas A&M University



**Stephanie Payne**

Texas A&M University



**Jeremy Beus**

Washington State University



**Jin Lee**

Kansas State University



**Rebecca Lindgren**

Washington State University



**Emily Haas**

National Institute for Occupational Safety and Health

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## Barriers to the Psychological Study of Labor Relations (Panel Discussion - 140747)

🕒 9:00 AM - 10:20 AM, Apr 21

📍 Hynes-Room 312

Authors: Levey, Z. J. (Co-Chair), Zickar, M. J. (Co-Chair), Hughes, I. M., Mellor, S., Vesper, D. (2023). Barriers to the Psychological Study of Labor Relations [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United Sta

Labor relations is a long neglected yet undoubtedly important topic within industrial-organizational psychology. This panel builds upon prior calls for further research by addressing critical barriers toward conducting labor relations research and discussing future directions in the psychological study of unionization. This dialogue provides interested researchers with the tools required to challenge the status quo within industrial-organizational psychology involving labor relations.

#### Speakers



**Zachary Levey**



**Michael Zickar**

Bowling Green State University



**Denise Vesper**

Saarland University



**Steven Mellor**

University of Connecticut

### **NLP in the Workplace: Enhancing Assessment, Selection, and Job Analysis (Symposium - 140730)**

🕒 9:00 AM - 10:20 AM, Apr 21

📍 Hynes-Room 313

Authors: Hyland, W. (Co-Chair), Liu, J. (Co-Chair), & Hernandez, I. (Discussant). (2023). NLP in the Workplace: Enhancing Assessment, Selection, and Job Analysis [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, Unite

Recently, natural language processing (NLP) and other machine-learning (ML) techniques have made their way into research and organizational practices. Because NLP is a relatively new tool, there are still many potential applications to research and practice that have not yet been explored. Further, many of these applications require further investigation before they can be successfully implemented. Therefore, this symposium presents 4 papers that propose novel applications of NLP methodology and consider implications for research and organizational practices.

#### Speakers



**Jiayi Liu**

Auburn University



**Gunnar Schrah**

Heidrick & Struggles



**Shane Lowery**

Amazon



**Ivan Hernandez**

Virginia Tech



**William Hyland**

Industrial/Organizational Psychology

### **Poster Session A2: Diversity, Equity, & Inclusion II**

🕒 9:00 AM - 9:50 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster

● **Collectivism as a Moderator of the Emotion Suppression to Strain Relationship (Poster - 138789)**

⌚ 9:00 AM - 9:50 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 1

● **Working Women's Attributions and Self-Perceptions After Experiences of Subtle Sexism (Poster - 141015)**

⌚ 9:00 AM - 9:50 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 2

● **Can I Do What I Want? Understanding Diversity Climate and Autonomy for LGBT Employees (Poster - 140338)**

⌚ 9:00 AM - 9:50 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 3

● **What Does Belonging Look Like? The Development of a Workplace Belonging Scale (Poster - 140374)**

⌚ 9:00 AM - 9:50 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 4

● **Assessment and Selection of Applicants With Disabilities: Implications of Automation (Poster - 138742)**

⌚ 9:00 AM - 9:50 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 5

● **The Role of Support Sources on Workplace Ostracism and Inclusion (Poster - 140389)**

⌚ 9:00 AM - 9:50 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 6

● **An Investigation of Gender, Status, and Framing in Judgments of Relational Practices (Poster - 140906)**

⌚ 9:00 AM - 9:50 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 7

● **The Role of Gender and Job Type on Perceptions of Hireability (Poster - 141533)**

⌚ 9:00 AM - 9:50 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 8

● **#Hertoo: Gender Differences in Perceptions of Quid Pro Quo Sexual Harassment (Poster - 141218)**

⌚ 9:00 AM - 9:50 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 9

● **Gender Bias in Evaluations of Female Professors: Mediating and Moderating Effects (Poster - 140316)**

⌚ 9:00 AM - 9:50 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 10

● **Learning From Machine Learning: Using NLP to Improve Sensitivity to Workplace Offense (Poster - 140453)**

⌚ 9:00 AM - 9:50 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 11

● **Bias in Medical Trainees' Evaluations of Faculty Clinical Teaching Effectiveness (Poster - 140342)**

⌚ 9:00 AM - 9:50 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 12

● **Influence of Diversity and BLM Statements on Applicant Attractiveness (Poster - 140757)**

⌚ 9:00 AM - 9:50 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 13

● **A Test of the Glass Cliff Phenomenon in the Hiring of Minority NFL Head Coaches (Poster - 140431)**

⌚ 9:00 AM - 9:50 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 14

● **Outgroup Trust as a Mediator Between Intergroup Contact and Muslimophobia (Poster - 140528)**

⌚ 9:00 AM - 9:50 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 15

● **Doing and Undoing Gender: Examining Nonbinary and Cisgender Expression at Work (Poster - 140161)**

⌚ 9:00 AM - 9:50 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 16

● **Training Landscape for Supervisors of Employees With Developmental Disabilities (Poster - 140411)**

⌚ 9:00 AM - 9:50 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 17

● **“It’s All for Show”: Performative Allyship as Saying One Thing but Doing Nothing (Poster - 140444)**

🕒 9:00 AM - 9:50 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 18

● **Authenticity, Support, and Identity Management Among Transgender Employees (Poster - 140822)**

🕒 9:00 AM - 9:50 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 19

● **“Robotic Asians”: Workplace Implications of Asian American Mechanistic Dehumanization (Poster - 140186)**

🕒 9:00 AM - 9:50 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 20

● **Organizational Diversity Regulatory Focus Scale (Poster - 140284)**

🕒 9:00 AM - 9:50 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 21

● **Young and Entitled? Early Socialization With Permissive Parents Matters (Poster - 140595)**

🕒 9:00 AM - 9:50 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 22

● **Development and Validation of the LGBTQ+ Meta-Stereotypes Scale (Poster - 140512)**

🕒 9:00 AM - 9:50 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 23

● **Hidden Targets: Racial Identity Management in Response to COVID-19 Discrimination (Poster - 140340)**

🕒 9:00 AM - 9:50 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 24

● **Subtle Sexism and Work Outcomes for Women: The Role of Cognition (Poster - 140948)**

🕒 9:00 AM - 9:50 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 25

● **When “Liberal and Progressive” Fosters “Biased and Oppressive” (Poster - 140029)**

🕒 9:00 AM - 9:50 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 26

● **Leaders’ Gender Stereotype Congruence and Followers’ Organizational Commitment (Poster - 138784)**

🕒 9:00 AM - 9:50 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 27

● **How Cues in Diversity Statements Are Affected by Diversity Reputation Information (Poster - 140523)**

🕒 9:00 AM - 9:50 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 28

● **How Inclusive Is Your Culture? Developing the Inclusive Culture Diagnostic (Poster - 140321)**

🕒 9:00 AM - 9:50 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 29

● **Implications of Pre-Employment Personality Assessments for Applicants with ADHD (Poster - 140446)**

🕒 9:00 AM - 9:50 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 30

● **Workplace Failures: Gender Influences Supervisor Causal Attributions and Responses (Poster - 140611)**

🕒 9:00 AM - 9:50 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 31

● **Illustrations of Discrimination in the Comic Arts (Poster - 141396)**

🕒 9:00 AM - 9:50 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 32

● **Mental Health Stereotypes of Military Personnel in Comic Arts Characters (Poster - 141021)**

🕒 9:00 AM - 9:50 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 33

● **The Negative Cascading Effect of Empowering Leadership to Abusive Supervision (Poster - 140635)**

🕒 9:00 AM - 9:50 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 34

## Tech Demo: Scaling Team Development and Manager Enablement with Valence (Sponsor: Valence)

🕒 9:00 AM - 10:20 AM, Apr 21

📍 Hynes - 206

Tech Dem...

The Valence digital team development platform productizes the best practices of top teams and team coaches to enable more leaders and teams to work better, together. Valence's tools help teams self-facilitate developmental conversations through personalized guidance, resources, and interactive discussion guides. Hear how leading organizations like The Coca-Cola Company, Vanguard, Wells Fargo, BMS, Nestlé, and Spanx are using Valence to help their teams and leaders develop at-scale.

10:30 AM

## Bringing Sexy Back: More Practical Selection Issues (Panel Discussion - 140666)

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Ballroom A

Authors: Hense, R. (Chair), Allen, J., Bologna, D., Frost, C., Hayward, J., & Walvoord, A. (2023). Bringing Sexy Back: More Practical Selection Issues (Panel Discussion). Society for Industrial and Organizational Psychology Annual Conference, Boston, MA United Sta

Some selection topics don't seem very exciting but are critically important to the design and execution of selection systems. These areas have significant practical implications and lead to frequent discussions in organizations. In a follow-up to last year's session, this panel brings together experienced selection practitioners in a fast-paced interactive discussion to highlight additional issues such as "rogue" assessments, responding to efforts to remove assessment, interview topics, and practical aspects of artificial intelligence in selection consulting.

### 🗣️ Speakers



**Rick Hense**  
Bank of America



**Jerilyn Hayward**  
Otsuka Pharmaceutical Companies- US



**Ashley A. Walvoord**  
Verizon



**Christopher Frost**  
Modern Hire



**Josh Allen**  
Senior Director, Store Learning  
Walmart



**Daniele Bologna**  
Procter & Gamble

## Bridging Disciplinary Barriers: Interdisciplinary I-O IGNITE (Ignite - 140468)

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Ballroom B

Authors: Brossoit, R. M., Kring, C., Leslie, J. J., Anderson, K., Green, S., Burke, V., & Smith, C. E. (2023). Bridging Disciplinary Barriers: Interdisciplinary I-O IGNITE [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA

Presenters will identify how I-O psychology can be strengthened by drawing from chronobiology, environmental psychology, criminology, Black studies, women and gender studies, and reproductive and sexual health. Presenters will highlight unique areas of interdisciplinary work in I-O and inspire audience members to think creatively about how to ask and answer research questions and solve practical workplace problems. The session will appeal to audience members across career stages (e.g., students to late-career professionals) and in both academic and practitioner roles.

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#### Speakers



**Rebecca Brossoit**  
Louisiana State University



**Kemol J. Anderson**  
Deloitte



**Vanessa Burke**  
Louisiana State University



**Claire Smith**  
University of South Florida



**Jordyn Leslie**  
Portland State University




**Sydney Green**  
Louisiana State University



**Camilla Kring**  
Super Navigators ApS

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### **Identity Management: Different People, Similar and Unique Experiences (Symposium - 141292)**

 10:30 AM - 11:20 AM, Apr 21

 Hynes-Ballroom C

Authors: Salter, N. P. (Co-Chair) & Melson-Silimon, A. (Co-Chair) (2023). Identity Management: Different People, Similar and Unique Experiences [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.  
For

Although identity management manifests differently across different minoritized groups, managing how identity is presented is a common occurrence for many. Research on this is often siloed and focuses on individual minority groups rather than common experiences shared universally. This symposium examines identity management across different minority groups (Jewish people, people with OCD, and people of color) to better understand the similar ways in which different groups manage their workplace identity as well as the unique ways it manifests among specific populations.

#### Speakers



**Nicholas Salter**  
Hofstra University



**Arturia Melson-Silimon**  
The University of Georgia



**Timothy Carsey**  
ICF International Inc.



**Jamie Forman**



**Nirupika Sharma**  
University of California, Berkeley

### **COI: Next Steps for Humanitarian Work Psychology in I-O Psychology (Community of Interest - 142744)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Room 201

**SIOP Cura...**

Authors: Brown, S. G. (Chair), Reichman, W., Godbout, J. (2023). Community of Interest: Next Steps for Humanitarian Work Psychology in I-O [Community of Interest]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

This session highlights humanitarian work psychology (HWP) and continues the conversation about the role of I-O psychology and SIOP in furthering HWP. The session will begin with a brief presentation to orient the audience to the status of HWP. Next, in small groups, audience members (including invited textbook authors, journal editors, and practitioners) will actively discuss the role of SIOP in advancing HWP through teaching, research, and employment opportunities. The session will conclude with a summary of clear action items to bolster the presence of HWP in I-O psychology.

#### Speakers



**Shanique Brown**  
Wayne State University



**Walter Reichman**  
OrgVitality LLC



**Jeffrey Godbout**  
ICF International

### **Invited: Advancing I-O Through Advocacy and Policy: Being the I-O in the Room (Special Event - 142685)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Room 202

**SIOP Cura...**

Authors: Saboe, K. (Chair), Goodman, J., Blacksmith, N., Reeves, K. (2023). Community of Interest: Advancing I-O through Advocacy and Policy: Being the I-O in the Room [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Bost

This session is for SIOP members wanting to enhance their understanding of current external affairs and advocacy efforts focused on advancing I-O expertise to nonscience audiences. Presenters will share past and ongoing federal advocacy and external affairs initiatives by SIOP and its members. A panel discussion will feature examples of I-O advocacy and 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.

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#### Speakers



**Kristin Saboe**

Google



**Nikki Blacksmith**

Blackhawke Behaviour Science



**Jack Goodman**


Lewis-Burke Associates LLC



**Kristine Monic Reeves**

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### **One Size Fits All? Maximizing Coaching Impact Across Contexts (Panel Discussion - 140425)**

 10:30 AM - 11:20 AM, Apr 21

 Hynes-Room 204

Authors: Dulac, G. R. (Co-Chair), Lin, L., Gorbato, S., Robinson, W., & Sandell, K. J. (2023). One Size Fits All? Maximizing Coaching Impact across Contexts [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States

Workplace coaching is a popular intervention for improving employee learning, development, and performance. Despite strong evidence supporting the efficacy of workplace coaching, little is known about the contextual factors that may play a role in the success of such programs. Four leader development experts with extensive experience with workplace coaching will discuss their use of coaching across various contexts and settings. Best practices and recommendations will be discussed on how to drive value from workplace coaching and important considerations when implementing coaching programs.

#### Speakers



**Gerard Dulac**  
Deloitte



**Lilly Lin**  
Russell Reynolds Associates



**Kyle Sandell**  
BetterUp



**Wayne Robinson**  
Deloitte



**Sergey Gorbатов**  
AbbVie

### **Religion at the Workplace: A Conversation on an Overlooked Aspect of Diversity (Alternative Presentation - 139978)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Room 207

Authors: Zimmer, S. (2023). Religion at the workplace: A Conversation on an overlooked aspect of diversity [Alternate Session]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Religion is a topic that is rarely discussed at SIOP's conference, except perhaps in informal settings. Yet a large percentage of workers around the globe have strong commitments to religious beliefs and practice that impact on their day-to-day work life. This Open Space session is intended to generate an active, respectful, and insightful conversation on diversity of religious belief and practice in organizations. The session organizer has secured the participation of colleagues from diverse religious faiths, and those who describe themselves as nonreligious, to assure a rich conversation.

#### Speakers



**Seth Zimmer**  
AT&T



**Elliot D. Lasson, Ph.D., SHRM-SCp**  
Professor of the Practice and I/O Graduate Program Director  
University of Maryland, Baltimore County



**Daniel Russell**  
RHR International



**Swadeep Patel**  
AT&T



**Sherif al-Qallawi**  
Boston Consulting Group

## Beyond the Report: How Organizations Can Create a Sustainable 360° Feedback Program (Panel Discussion - 140477)

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Room 208

Authors: Walter, C. (chair), Glatzhofer, P., Frizzell, J., Harrison, C., Hernandez, C., LaBat, L., Valentine, A., (2023). Beyond the Report: How Organizations can Create a Sustainable 360° Feedback Program [Panel]. Society for Industrial and Organizational Psychol

This session will offer a unique perspective on 360° feedback by focusing on topics beyond the survey and report content. Rather, it will focus on the implementation of the 360° feedback program and what happens after the recipient receives their report. Panelists will discuss strategies for gaining organizational buy-in and best practices for ensuring sustainable change is achieved. Panelists will also share their unique challenges they have encountered with 360° feedback programs and offer suggestions on how to avoid those obstacles.

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### 🗣️ Speakers



**Cassandra Walter**

Talogy



**Paul Glatzhofer**

Talogy



**Charmane Harrison**

Akron Children's Hospital



**Andrea Valentine**

Merck & Co.



**Jason Frizzell**

Northwestern Mutual



**Lauren LaBat**

Lowe's Companies, Inc.



**Christine Hernandez**

Tokio Marine

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## Rejecting the Dull: Teaching Students to Know and Love Statistics (Ignite - 140703)

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Room 209

Authors: Black, K.J. (Co-Chair), Brawley Newlin, A. (Co-chair), Bergman, S.M., Castille, A.R., Castille, C. M. Rosopa, P.J., (2023). Rejecting the dull: Teaching students to know and love statistics [IGNITE]. Society for Industrial and Organizational Psychology An

Statistics courses are often dreaded by undergraduate and graduate students in Psychology. Many students assume that they are “bad at math” and cannot possibly understand, while others’ eyes just glaze over when you work through the logic of null hypothesis significance testing. The good news is, teaching statistics can actually fun with the right attitude, resources, and a good dose of patience. Our IGNITE! talks by faculty from varied institutions and departments, and with students of different levels and majors, will cover perspectives and tips for how to teach students to love statistics.

#### Speakers



**Kristen Black**  
University of Tennessee at Chattanooga



**Patrick Rosopa**  
Professor  
Clemson University



**Shawn Bergman**  
Appalachian State University



**Christopher Castille**  
Nicholls State University




**Ann-Marie Castille**  
Nicholls State University



**Alice Brawley Newlin**  
Gettysburg College

### **Incubator—The Mourning After: Exploring Bereavement in the Workplace (Alternative Presentation - 141197)**

 10:30 AM - 11:20 AM, Apr 21

 Hynes-Room 302

Authors: Bergeron, D. M. (Chair). (2023). Research-Practice Incubator. The mourning after: Exploring bereavement in the workplace. [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference. Boston, MA, United States.  
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Despite the COVID-19 pandemic, bereavement (i.e., the loss of someone significant to death) is a seldom-explored topic in the organizational sciences. In this research-practice incubator, 4 research presentations cover pregnancy loss disclosure behaviors; the impact of bereavement on employee performance and coworkers; the state of bereavement leave benefits; and factors affecting employee bereavement leave decisions. This session includes audience participation in small group discussions and a plenary session to spark new ideas, uncover organizational challenges, and make connections.

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#### Speakers



**Diane Bergeron**  
Center for Creative Leadership



**Mark Smith**  
Society for Human Resource Management (SHRM)



**Stephanie Gilbert**  
Cape Breton University



**Jacquelyn M. Brady**  
San Jose State University

## Global Perspectives on DE&I Best Practice in Selection Assessment (Panel Discussion - 141080)

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Zoom 3

Virtual and Strea...

Authors: Schuchinsky, M. (Chair), Campbell, A. (Panelist), Passalacqua, P. (Panelist), To Dromgoole B. (Panelist), Scaduto, A. (Panelist), Allen, K. (Panelist), Caylor, J. (Panelist) (2022). Global Perspectives on DE&I Best Practice in Selection Assessment [Panel]

This session brings together global perspectives on DE&I best practice in the use of assessments in high-stakes employment contexts. Representing a variety of international organizations, panelists are experts in developing assessment processes that are fair, accessible, and lead to equitable outcomes. The panelists will engage in a lively discussion on navigating DE&I as a global firm, providing accommodations to candidates with special requirements, and going beyond legal defensibility for truly inclusive assessment practices.

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### 🗣️ Speakers



**Maria Schuchinsky**  
Aon Assessment Solutions



**Anne Scaduto**  
The Hershey Company



**Kristin Sanderson Allen**  
SHL



**Brenda To**  
Activision Blizzard



**Jesse Caylor**  
Procter & Gamble



**Alec Campbell**  
Aon



**Paula Passalacqua**  
HR Catalisis

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## Managing and Avoiding Ethical Conflicts in I-O Psychology Practice (Master Tutorial - 140140)

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Room 304

Authors: Lowman, R.L. (2023). Managing and avoiding ethical conflicts in I-O psychology Practice [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

As professionals, I-O psychologists are obligated to act consistently with their profession's ethics code. Yet not infrequently they face pressures to behave in ways that would be inconsistent with their ethics code (for SIOP, the APA Ethics Code). This Master Tutorial will provide guidance for IOPs navigating ethically complex real world situations such as those involving multiple relationships, role conflicts, and confidentiality. A practical decision making process is introduced to help manage threats to ethical behavior and a role play simulation is included.

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📣 Speaker



**Rodney Lowman**

Lowman & Richardson/Consulting Psychologists, PC

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**Service Sector Resilience to COVID-19: Empirical Insight and Implications for Leaders (Symposium - 141425)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Zoom 5

Virtual and Strea...

Authors: LeNoble, C.A., (Co-chair) McCallus, R. (Co-chair), & Shalfrooshan, A. (Discussant). (2023, April). Service sector resilience to COVID-19: Empirical insight and implications for leaders. [Symposium]. 38th Annual Conference of the Society for Industrial an

This symposium addresses indicators of resilience to adversity and disruption experienced within the service sector during the COVID-19 pandemic. With samples spanning healthcare, higher education, and leaders across service industries and levels of leadership, the 4 empirical papers collectively provide an intermediate review of resilience strategies and outcomes applicable to a mixed audience. Implications for organizational leaders during times of crisis and disaster are derived from experiences of employee and leader resilience and will be synthesized by the session discussant.

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📣 Speakers



**Chelsea LeNoble**

University of Central Florida MS Psychology



**Amie Lawrence**

Heidrick & Struggles



**Amy Buckett**

Heidrick & Struggles



**Riley McCallus**

Clemson University



**Ali Shalfrooshan**

Talogy

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**Closing Gaps and Creating Opportunities With the Power of Coaching Technology (Panel Discussion - 140530)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Room 306

Authors: McKenzie, L. (co-chair), Pavese, E. (co-chair), Haitoglou, A., Lall-Trail, S., & Tee, D. (2023). Closing Gaps and Creating Opportunities with the Power of Coaching Technology [Panel]. Society for Industrial and Organizational Psychology Annual Conference

Digital coaching technologies are the latest innovation wave for human resource technology. As the coaching profession grows and the demand for personalized development increases in organizations, the scalability of coaching is essential: scalability in administration, building coaching skills, and in ensuring the quality of coach practice. This session brings together practitioners from various digital coaching providers to explore the issues and opportunities that lay ahead with the promise that coaching technologies intend to deliver.

#### 🚩 Speakers



**Sana Lall-Trail**



**Laurel McKenzie**

CoachHub



**Alexander Haitoglou**

Ovida



**David Tee**

CoachHub

### **Improving DEI in Credentialing: Assessments and Beyond (Panel Discussion - 140845)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Room 309

Authors: Rege, G. (Chair), Myers, T., Mueller, L., White, C., Carroll, S., & Saiar, A. (2023). Improving DEI in Credentialing: Assessments and Beyond [Panel]. Society for Industrial and Organizational Psychology Annual Conference. Boston, MA, United States.

I-O psychologists have played a critical role in credentialing practices and the transparency of these practices have contributed to improving diversity, equity, and inclusion (DEI) within credentialed occupations. In this session, panelists will share promising strategies that support DEI in healthcare occupations.

#### 🚩 Speakers



**Gauri Rege**

American Institutes for Research



**Lorin M. Mueller**

Federation of State Boards of Physical Therapy



**Tara Myers**

American Nurses Credentialing Center



**Sarah Carroll**

National Board for Certification in Occupational Therapy



**Amin Saiar**

Board of Pharmacy Specialties



**Corinne White**

American Institutes for Research

### **Modelers Unite!: Guidance on Using Agent-Based Modeling in I-O Psychology (Panel Discussion - 138803)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Room 310

Authors: Torres, E. M. (Co-Chair), Coen, C. (Co-Chair), Grand, J., & Lungeanu, A. (2023). Modelers Unite!: Guidance on Using Agent-Based Modeling in I/O Psychology [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United

Agent-based modeling (ABM) is a computational modeling technique that can be used to facilitate understanding of complex, emergent patterns characteristic of many organizational phenomena. This session brings together experienced modelers who will share their guidance on ABM. Specifically, the panelists will discuss practical strategies for (a) theorizing, (b) designing and implementing, and (c) publishing research using ABM in I-O psychology. Audience members will also leave the session with a curated list of ABM resources to continue exploring this computational method.

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#### Speakers



**Elisa Torres**

George Mason University



**James Grand**

Associate Professor  
University of Maryland



**Corinne Coen**

Case Western Reserve University




**Alina Lungeanu**

Northwestern University

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#### **Award: Lisa Finkelstein-Distinguished Teaching Contributions Award (Special Event - 142712)**

 10:30 AM - 11:20 AM, Apr 21

 Hynes-Room 311

**SIOP Cura...**

Authors: Finkelstein, L. (2023). Distinguished Teaching Contributions Award [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

The Distinguished Teaching Contributions Award honors an individual who demonstrates in excellence in teaching, mentoring, and teaching-related professional activities. This year's winner, Lisa Finkelstein, will give a talk in honor of receiving this award.

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#### Speaker




**Lisa Finkelstein**

Northern Illinois University

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#### **Natural Language Processing (NLP) Applications: The Versatility of Text-Based Data (Symposium - 141358)**

 10:30 AM - 11:20 AM, Apr 21

 Hynes-Room 313

Authors: Huynh, C. (Co-Chair), Minton, B. (Co-Chair), & Sun, T (Discussant). (2023). Natural Language Processing Applications: Inferring Psychological States and Traits [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA

The continued development and implementation of natural language processing (NLP) techniques are paramount both for future organizational research as well as organizational applications. Such techniques offer the ability to replicate many language-based tasks that are considered to be inherently human, including sentiment analysis, text generation, and text summarization. This symposium presents a series of papers that utilize NLP techniques to explore various problems or questions that are of interest to organizational scholars and practitioners alike.

## 📣 Speakers



**Brandon Minton**  
Virginia Polytechnic Institute



**Tianjun Sun**  
Kansas State University



**Christopher Huynh**  
Industrial-Organizational Psychology PhD Student  
Virginia Tech



**Madhura Jayaratne**  
PredictiveHire

## Poster Session B2: Personality & Decision-Making

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster

### 34 Subsessions

#### ● **Discrimination Before Conception: Exploring Maybe Baby Bias (Poster - 141100)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 1

#### ● **Construct Validity Evidence for a Measure of Work-Related Decision-Making Style (Poster - 141391)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 2

#### ● **Exploring the "Why?": Antecedents of Illegitimate Task Perceptions (Poster - 140962)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 3

#### ● **Algorithm Use in Selection: Why Algorithms Are Rarely Used and How to Encourage Usage (Poster - 141094)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 4

#### ● **Applicant Reactions to Algorithmic Personnel Selection Methods (Poster - 140895)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 5

#### ● **Advice From Algorithms: An Integrative Conceptual Review and Practical Implications (Poster - 141096)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 6

#### ● **The Role of Deliberation Modality in Multiteam Decision Making: A Quasi-Experiment (Poster - 141512)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 7

#### ● **Person–Occupation Vocational Interest Congruence and Job Satisfaction (Poster - 141224)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 8

#### ● **Creating and Validating a Self-Report Measure of Personality Strength (Poster - 140110)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 9

#### ● **Development and Validation of a Sensitivity to Moral Intensity Scale (Poster - 140772)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 10

● **Visualizing Interests–Personality Relationships With Network Analysis (Poster - 138781)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 11

● **Medical Student Empathy Change: A Meta-Analysis (Poster - 141105)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 12

● **A Review of the Relationship Among Trait Mindfulness, Performance, and Satisfaction (Poster - 141198)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 13

● **Comparing Personality Scoring Options in Multiple Montexts: A Longitudinal Study (Poster - 141603)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 14

● **Personality and Mental Health in Disaster Response Workers: A Meta-Analysis (Poster - 141514)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 15

● **Can Communal Work Activities Buffer State Grandiose Narcissism in Supervisors? (Poster - 138651)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 16

● **Validity of Personality Tests Across Low-Stakes and High-Stakes Settings (Poster - 140893)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 17

● **No Risk no Reward: The Effects of Risk Propensity and Gender on Income Growth (Poster - 140695)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 18

● **The Dual Processes of Embeddedness and Networking Link Extraversion and Turnover (Poster - 140334)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 19

● **What's the Context? Comparing Contextualization Approaches in the Big Five (Poster - 138608)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 20

● **Affect Variability, Off-Task Attention, and Complex Task Learning (Poster - 140007)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 21

● **Clarifying the Structure of Openness to Experience (Poster - 140683)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 22

● **The Incremental Advantage of Personality Facets in Predicting State Work Engagement (Poster - 140829)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 23

● **Occupation-Specific Personality Profiles, Situations, and Job Characteristics (Poster - 141556)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 24

● **Using Multilevel Psychometric Network Analysis to Explore Personality Structure (Poster - 140269)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 25

● **Personality's Effects on Burnout via Workplace Support (Poster - 140227)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 26

● **Examining the Mechanisms for the Link Between Trait Humor and Adaptive Performance (Poster - 140266)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 27

● **Exploring the Validity of Within-Person Variability in Personality Using IRT Trees (Poster - 140551)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 28

● **Toward Personalized Happiness: An Idiographic Approach to Change in Satisfaction (Poster - 141552)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 29

● **A Meta-Analysis of Attachment at Work (Poster - 140362)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 30

● **Humor and Hogan: Examining Humor Styles and the Hogan Personality Inventory (Poster - 140728)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 31

● **Reputational Self-Awareness: Predicting How Others View Your Personality (Poster - 140698)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 32

● **Using Metaperceptions to Capture Criterion-Relevant Variance in Personality (Poster - 140679)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 33

● **Personality Aspects Predict Within-Person Academic Performance Variability (Poster - 138882)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 34

**Demo of Fuel50's Skills-Powered Talent Marketplace. (Sponsor: Fuel50)**

🕒 10:30 AM - 11:20 AM, Apr 21

📍 Hynes - 206

Tech Dem...

Fuel50 is the AI-powered talent marketplace that delivers skills insights, internal talent mobility and workforce agility. Here are three reasons to attend this session to preview Fuel50's software: (1) Fuel50 has been shortlisted for a Cloud Award in the Best Software as a Service (USA-Enterprise) category. The 2022-23 Cloud Awards celebrates organizations from across the globe and their shortlist features some incredibly creative cloud computing organizations. (2) Fuel50 has been named a gold winner (for the third year in a row) in the 2022 Brandon Hall Group Excellence in HR Technology Awards. The awards recognize organizations whose technology has measurably benefited their workforce in the areas of Learning and Development, Talent Management, Talent Acquisition, Human Resources, Sales Enablement, and Future of Work. (3) A recent 2023 Gartner for HR research study uncovered that the three most important HR technologies for the coming year are: skills management, learning experience platforms and internal talent marketplaces (Gartner for HR - HR Technology Planning Imperatives for 2023 and Beyond). Don't miss out on learning more about this unique software package.

11:00 AM

**Foundation Trustees Meeting & Lunch**

🕒 11:00 AM - 1:30 PM, Apr 21

📍 Sheraton Boston Hotel - HAMPTON

Meeting

Invite Only

11:30 AM

**SIOP IRC In-Person Meeting**

🕒 11:30 AM - 12:30 PM, Apr 21

📍 Sheraton Boston Hotel - CONF

Meeting

Committee Members

**Midday Break**

🕒 11:30 AM - 1:00 PM, Apr 21

Break

Open to All

11:45 AM

### **Faking Bad: An Interactive, Stand-up Comedy Show on Personality**

🕒 11:45 AM - 12:45 PM, Apr 21

📍 Hynes - Meeting Hynes-Room 210

Open to All

12:00 PM

### **Friday Seminar: Mentally Healthy Workplaces: Training Leaders and Developing Resources (Friday Seminar - 142703)**

🕒 12:00 PM - 3:00 PM, Apr 21

📍 Hynes-Room 200

Authors: Dimoff, J.K. & Hammer, L.B (2022). Leading toward Mentally Healthy Workplaces: Training Leaders and Developing Resource Systems [Friday Seminar]. Society of Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

The World Health Organization recently published best practice guidelines on "mental health in the workplace," 2 of which are focused on the roles of managers. In this interactive seminar, participants will learn actionable, evidence-based strategies that managers can use to (a) protect employee mental health, (b) intervene if mental health becomes compromised, and (c) provide accommodations. By showcasing best practices in workplace mental health and supportive leadership, this seminar will provide participants with practical suggestions on how to promote mental health and support workers.

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#### **📣 Speakers**



**David Mendelsohn**

McKinsey & Company



**Leslie Hammer**

Oregon Institute of Occupational Health Sciences



**Jennifer Dimoff**

University of Ottawa

### **Friday Seminar: Immigrant Employees Experiences: How to Build an Inclusive Workplace (Friday Seminar - 142702)**

🕒 12:00 PM - 3:00 PM, Apr 21

📍 Zoom 1

**Virtual and Strea...**

Authors: Sachdev, A. S., Dubrovina, M., & Williams, M. S. (2023). Immigrant Employee Experience [Seminar]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Although the number of immigrant workers in the workforce is rising, there is a lack of understanding of their unique experiences in the workplace. Immigrant employees experience very different challenges from other minorities (e.g., persistent insecurity, assimilation); however, their concerns have been largely absent from research and organizations' inclusion strategies. This seminar will dive deep into the experiences of immigrant employees, help incorporate systematic approaches to understand their challenges, and discuss evidence-based inclusion strategies for immigrant employees.

#### Speakers



**Myia Williams**  
Northwell Health




**Mariya Dubrovina**  
PepsiCo



**Aditi Sachdev**  
PIMCO

#### **TIP Editorial Board Luncheon**

 12:00 PM - 1:00 PM, Apr 21


 Sheraton Boston Hotel - BOARDROOM

**Meeting**

Invite Only TIP Editorial Board

1:00 PM

#### **I-Os Can Improve Academic Administration: Case Studies for Professional Development (Alternative Presentation - 140632)**

 1:00 PM - 1:50 PM, Apr 21

 Hynes-Ballroom A

Authors: Price, N., & Zhou, S. (2023, April 20-22). How I-Os can impact academic administration: Case study exercises for professional development [Conference presentation]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United

I-Os often assume that there are only two career paths: academic (i.e., lecturer or professor) or applied (i.e., consultant or applied researcher). There has been growing interest in a third path: academic administration, where individuals stay within academia yet function as a practitioner. This session explores ways that I-Os can apply their unique KSAOs to academic admin jobs such as student affairs, provost's office, and HR. Specifically, authors present case studies and invite audience members to come up with I-O-based solutions to real challenges in academic administration.

#### Speakers




**Steven Zhou**  
Purdue University



**Nathan Price**  
University of Minnesota, Twin Cities

#### **Invited: Taboo Talk: Should We Discuss Controversial Topics at Work? (Special Event - 142688)**

 1:00 PM - 1:50 PM, Apr 21

 Hynes-Ballroom B

**SIOP Curated**

**Virtual and Streaming**

Authors: Alonso, A., Kell, H. J., Mattingly, V., Munson, L. J., & Woodward, M. M. (2023). Invited: Taboo talk: Should we discuss controversial topics at work? [Debate]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United Stat

Most employees are party to conversations about divisive topics at work. As the political climate in the U.S. polarizes, the range of topics potentially considered taboo—and the discomfort they can elicit—is increasing (e.g., sneaker preferences, weather). Whether to encourage employees to speak their minds or avoid discussions that might lead to conflict is an open question. Participants in this debate will explore the pros and cons of discussing taboo topics at work, including the wide range of outcomes these discussions could impact (e.g., culture, justice, recruitment, satisfaction).

#### Speakers



**Harrison Kell**  
Educational Testing Service



**Liberty Munson**  
Microsoft



**Alexander Alonso**  
Society for Human Resource Management (SHRM)




**Michael Woodward**  
New York University



**Victoria Mattingly**  
Mattingly Solutions

### **RIP: Constructs and Concepts in I-O Psychology Whose Time Has Come (Alternative Presentation - 140737)**

 1:00 PM - 1:50 PM, Apr 21

 Hynes-Ballroom C

**Virtual and Strea...**

Authors: Costanza, D. P. & Rudolph, C. W. (Co-Chairs). (2023). RIP: Constructs and Concepts in I-O Psychology Whose Time has Come. [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.  
C

Science is grounded in the idea that theories are proposed, tested, revised, refined, and, when they no longer adequately explain or add understanding about phenomena, they are sometimes replaced. This process, however, also allows for disproven, unsupported, and unhelpful theories and concepts to stick around longer than they should. The purpose of this alternate session is to lay to rest 4 of these constructs and concepts in I-O psychology whose time has come.

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#### Speakers



**David Costanza**  
George Washington University



**Cort Rudolph**  
Saint Louis University




**Tanya Brubaker**  
Convatec



**Sarah Elizabeth Salvi**  
George Washington University

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### **COI: Navigating the Post-Dobbs World in the U.S.: What Supporting Role Can SIOP Play? (Community of Interest - 142740)**

 1:00 PM - 1:50 PM, Apr 21

 Hynes-Room 201

**SIOP Cura...**

Authors: Chawla, N. (co-chair), Wessel, J. L. (co-chair), & Cheng, S. K. (co-chair) (2022). Navigating the post-Dobbs world in the U.S.: What supporting role can SIOP play? [Community of Interest]. Society for Industrial and Organizational Psychology Annual Confer

This session will provide a brief overview of the documented impact of the Dobbs decision on employees' health and well-being, organizational recruitment and retention efforts, as well as employees' career choices. Authors will invite the audience to discuss the specific impact of restrictions to reproductive health on our members, from recruiting faculty and graduate students to restrictive states, to making decisions about conference travel. They will compile ideas for ways in which SIOP can support its members in dealing with concerns related to reproductive rights and restrictions.

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#### Speakers



**Jennifer Wessel**  
Associate Professor of Psychology  
University of Maryland, College Park



**Enrica Ruggs**  
University of Houston



**Katina Sawyer**  
University of Arizona



**Kristen Jones**  
University of Memphis



**Nitya Chawla**  
Texas A&M University



**Shannon Cheng**  
McKinsey & Company

## Beyond Cognitive Ability: New Directions in Assessment (Symposium - 141102)

🕒 1:00 PM - 1:50 PM, Apr 21

📍 Hynes-Room 202

Authors: Page, R. C. (Chair) & Murphy, K. R. (Discussant) (2023). Beyond Cognitive Ability: New Directions in Assessment [Symposium]. Society for Industrial & Organizational Psychology Annual Conference, Boston, MA, United States.

Nye, C. D. & Mullaney, K. (

The Schmidt and Hunter (1998) article on the validity and utility of selection methods has had a tremendous impact on I-O psychology. However, recent research suggests that some of the conclusions regarding GMA may need to be re-examined. This symposium addresses the application and incremental validity of noncognitive measures of human attributes.

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### 🗣️ Speakers



**Ronald Page**

Assessment Associates International



**Hennie Kriek**

TTS-Top Talent Solutions Inc. and UNISA



**Kevin Murphy**

University of Limerick



**Christopher D. Nye**

Michigan State University



**Michael Natali**

U. S. Navy

## Conversational AI in Recruiting: Practical and Theoretical Implications (Panel Discussion - 141280)

🕒 1:00 PM - 1:50 PM, Apr 21

📍 Hynes-Room 203

Authors: Gardner, C., Eisenberg, K., Preddy, K., Stewart Johnson, R., Mirza, C., McCarthy, J., (2023). Conversational AI in Recruiting: Practical and Theoretical Implications [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA

Conversational AI is increasingly being used at multiple stages in the recruitment process to attract, assist, and screen job seekers. Although these new technologies have the potential to meet applicant and organizational needs, they come with several challenges. Organizational, vendor, data scientist, and academic panelists will provide their perspectives on (a) applicant and organizational benefits and drawbacks of conversational AI, (b) implementation challenges, and (c) future research directions.

## 🚩 Speakers



**Cari Gardner**  
HireVue



**Julie McCarthy**  
University of Toronto



**Kathleen Preddy**  
HireVue



**Rachel Stewart Johnson**  
Paradox



**Cyrus Mirza**  
Paradox



**Kara Eisenberg**  
American Tire Distributors (ATD)

## **Novel Approaches to Overcoming Adversity: Multilevel Research on Workplace Resilience (Symposium - 141355)**

🕒 1:00 PM - 1:50 PM, Apr 21

📍 Hynes-Room 204

Authors: Moon, N. A. (Co-Chair) & Merlini, K. P. (Co-Chair) (2023). Novel approaches to overcoming adversity: Multilevel research on workplace resilience [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA. United States

Interest in resilience in organizational settings and how to build it has skyrocketed since the beginning of the COVID-19 pandemic. This symposium contains papers that target issues related to resilience by identifying and examining (a) novel ways of conceptualizing and measuring resilience at various levels and (b) new and practical approaches to fostering resilience at varying organizational levels. Authors present 5 papers that aim to advance organizational research and practice on resilience at multiple levels through these novel approaches.

#### Speakers



**Nicholas Moon**  
Florida Institute of Technology



**Sharon Glazer**  
The University of Baltimore



**Christopher Cunningham**  
University of Tennessee at Chattanooga / Logi-Serve



**Danielle D. King**  
Rice University




**Virginia Choi**  
University of Maryland, College Park



**Katrina Merlini**  
Society for Human Resource Management (SHRM)

### **Experienced I-O Women: Navigating Careers, Families, and Inequity (Panel Discussion - 140717)**

 1:00 PM - 1:50 PM, Apr 21

 Hynes-Room 207

Authors: Weiner, S. P., Allen, T. D., Cox, G., Fiaschetti, S., Fink, A. A. (2023). Experienced I-O Women: Navigating careers, families, and inequity [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Highly experienced women in the field of I-O who are practitioners and academics will share their own stories and answer questions that may help other professionals and graduate students to successfully navigate the responsibilities of their careers and families for greater fulfillment in both. Why a panel of women? Despite major strides, inequity in the workplace regarding pay and opportunities for women continues, plus women usually carry greater responsibilities at home. That said, this session may also be helpful to I-Os across the gender spectrum responsible for a family and a career.

#### Speakers



**Sara P. Weiner**  
Independent



**Tammy Allen**  
University of South Florida



**Gena Cox**  
Feels Human, LLC



**Alexis Fink**  
Meta



**Sandra Fiaschetti**  
Lodestone People Consulting

## Creating Sustainable Progress in Diversity, Equity, Inclusion, and Belonging: Open Space (Alternative Presentation - 141319)

🕒 1:00 PM - 1:50 PM, Apr 21

📍 Hynes-Room 208

Authors: Pires, T. (Chair), Knighten, J., Baltensperger, S., Jacob, A. (2023). Creating Sustainable Progress in Diversity, Equity, Inclusion and Belonging: Open Space [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conferenc

Addressing DEIB is intimidating for many organizations. It requires they take a long, hard look at their values, policies, and leaders to identify ways to create and sustain organizational equity. Because DEIB permeates every aspect of the business that involves people, that work means finding ways to strategically incorporate DEIB initiatives across the enterprise. The open space discussion will allow practitioners to come together to learn from several experts and each other while identifying new ideas for best practices for creating sustainable progress in their respective organization.

### 🗣️ Speakers



**Tiffany Pires**

Perceptyx



**Annalyn Jacob**

IPG Mediabrands



**Sasha Iliev**

Kincentric



**Jenni Knighten**

Coca-Cola Consolidated

## Making Use of 360 Ratings as a Criterion Measure in Validation Studies (Panel Discussion - 140794)

🕒 1:00 PM - 1:50 PM, Apr 21

📍 Hynes-Room 209

Authors: Matyasovszky, G. A. (Co-Chair), Natale, A. N. (Co-Chair), Foster, J. F. (Panelist), Brock, S. (Panelist), O'Neill, T. A. (Panelist), Mayfield, D. L. (Panelist), & Harms, P. D. (Panelist) (2023). Making Use of 360 Ratings as a Criterion Measure in Validati

This session will incorporate a discussion surrounding the use of 360 ratings as a criterion measure for validation studies in industry. The panelists will bring their unique perspectives into the discussion of implementing 360 ratings for this purpose and will provide best practice recommendations and points of concern when using 360 ratings as a criterion measure for validating assessments. Topics covered include a range of conceptual and measurement challenges that must be addressed in this context.

## 🚩 Speakers



**Gage Matyasovszky**



**David Mayfield**

Korn Ferry



**Jeff Foster**

Missouri State University



**Thomas O'Neill**

University of Calgary



**Peter Harms**

Frank Schultz Professor of Business  
University of Alabama



**Sarah Brock**

Johnson & Johnson



**Alessa Natale**

The Graduate Center CUNY & Baruch College

## **Invited: The 2022 SIOP Salary Survey: A Deeper Dive and Interactive Discussion (Special Event - 142686)**

🕒 1:00 PM - 1:50 PM, Apr 21

📍 Hynes-Room 210

**SIOP Cura...**

Authors: Hulett, A. L. (Co-Chair), Smith, R. W. (Co-Chair), Ellis, B. (Panelist), Richard, E. (Panelist), & Cunningham, A. (Panelist). (2023). The 2022 SIOP Salary Survey: A Deeper Dive and Interactive Discussion. [Alternative Session Type] Society for Industrial

This session will discuss the results of SIOP's 2022 Salary Survey. The session will begin with a live summary of the main findings, including major factors impacting income (e.g., employment type, highest degree obtained, tenure) and demographic variables (e.g., age, gender, race). An interactive roundtable approach will then be utilized, with each table led by one of the panelists, to allow audience members to ask questions and make suggestions for future Salary Survey efforts, which will be compiled and considered for future SIOP Salary Survey administrations.

#### 🚩 Speakers



**Anna Hulett**  
Qualtrics



**Erin Richard**  
Louisiana State University



**Brenda Ellis**  
Human Resources Research Organization (HumRRO)



**Rachel Smith**  
Georgia Southern University



**Ariana Cunningham**  
United States Air Force

### **Expanding Coaching With Internal Capabilities: Two Cases, One Goal, Many Choices (Symposium - 140025)**

🕒 1:00 PM - 1:50 PM, Apr 21

📍 Hynes-Room 302

Authors: Kaiser, R. B. (Chair) (2023). Expanding Coaching with Internal Capabilities: Two Cases, One Goal, Many Choices [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Dreyer, M., Byrd, D., & Gul

Mass disruptions over the last 3 years have accelerated organizations' use of coaching to enhance the development and performance of leaders and, increasingly, managers and employees. However, reliance on external, professional coaches has some downsides including significant expenses. This session explains how Prudential and Schneider-Electric developed internal coaching capabilities, systems, and processes to supplement their use of external coaches, make coaching more broadly available, and better leverage the contextual awareness of internal coaches.

#### 🚩 Speakers



**Matthew Dreyer**  
Prudential Financial



**Dana Byrd**



**Patrick Casseday**  
Director of Talent Development  
Schneider Electric



**Melissa Chapel**  
Schneider Electric

### **Accessible for Who? A Critical Discussion on the State of Accommodations (Panel Discussion - 140938)**

🕒 1:00 PM - 1:50 PM, Apr 21

📍 Zoom 3

Authors: Benson, A., Praslova, L., Colley, K., Menendez, J. & Nagel, J. (2023). Accessible for Who? A Critical Discussion on the State of Accommodations [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

The purpose of this panel is to provide best practices, advice, and foster discussion about accommodations in the workplace. Laws that mandate the option of accommodations to employees are vague, leaving interpretation up to the employer, and many individuals who request accommodations are often unaware of the options available to them. The lack of research in this space is detrimental to disabled workers who may have to work against preconceived notions about cost and productivity, as well as organizations who may be missing out on valuable talent who may benefit from accommodations.

#### 📌 Speakers



**Annika Benson**

Colorado State University



**Ludmila Praslova**

Vanguard University of Southern California



**Jaclyn Menendez**

Talogy



**Joshua Nagel**

The Graduate Center, CUNY & Baruch College, CUNY

### **Innovative I-O Psychology Research for Future Space Exploration (Symposium - 141382)**

🕒 1:00 PM - 1:50 PM, Apr 21

📍 Hynes-Room 304

Authors: Bell, S. T. (Chair), & Landon, L.B. (co-Chair). (2023). Innovative IO Psychology Research for Future Space Exploration. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Yoon, S., LePine,

Crewed space exploration is evolving. The commercialization of space includes private astronauts who interact with NASA astronauts on the International Space Station. Astronauts are scheduled to complete a variety of tasks within a fast paced timeline. Future exploration missions to Mars will include challenges such as a small crew living and working in an isolated and confined environment for up to 2 ½ years, with significant communication delays from Earth. This symposium brings together 4 innovative studies designed to mitigate the risks associated with space flight.

#### Speakers



**Suzanne T. Bell**  
NASA



**Lauren Landon**  
KBR - NASA



**Dorothy Carter**  
Michigan State University



**Soohyun Yoon**  
Arizona State University



**Sydney Begerowski**  
Clemson University

### **Leveling Up Your Storytelling and Data Visualization Skills (Master Tutorial - 140521)**

🕒 1:00 PM - 1:50 PM, Apr 21

📍 Zoom 5

Virtual and Strea...

Authors: Landowski, N., Liu, W., Brunner, J., & Goswami, A. (2023). Leveling Up Your Storytelling and Data Visualization Skills [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

This master tutorial explores the steps practitioners take to tell impactful stories with data by skillfully weaving storytelling into the entire analytics process. In this interactive tutorial, attendees can follow along as the speakers think out loud, visualize insights, and communicate the solution to a client problem. On the technical side, this beginner-friendly session will guide attendees to clean and visualize data in Power BI. Presenters showcase compelling storytelling built on theoretical foundations, inspiring attendees to take their analytics to the next level.

#### Speakers



**Weiwei Liu**  
Korn Ferry



**Ashita Goswami**  
Salem State University



**Nicole Landowski**  
Korn Ferry



**Jason Brunner**

### **Sisterhood of the I-O Pants: Unusual Career Paths of Women in Tech (Panel Discussion - 141097)**

🕒 1:00 PM - 1:50 PM, Apr 21

📍 Hynes-Room 306

Authors: Lacewell, J. (Co-Chair), Ennen, N. (Co-Chair), Lyon J. S., Ramesh, A., Sipe, M., & To Dromgoole, B. (2023). Sisterhood of the I/O pants: Unusual career paths of women in tech [Panel]. Society for Industrial and Organizational Psychology Annual Conference,

This panel session will share advice for female I-O practitioners interested in breaking into the technology industry. The panelists from Google, Activision Blizzard, Praxis Labs, and LinkedIn will share their career journeys and provide practical advice from women who have made the transition.

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#### Speakers



**Julie Lyon**

LinkedIn



**Mina Sipe**

Praxis Labs



**Anuradha Ramesh**

Google



**Nicole Ennen**

Google



**Brenda To**


Activision Blizzard



**Jennifer Lacewell**

Activision Blizzard

### **Incorporating Scholarship of Teaching and Learning Into Our Classrooms and Research (Panel Discussion - 140890)**

 1:00 PM - 1:50 PM, Apr 21

 Hynes-Room 309

Authors: Schmidt, G. B. (Chair), Ashkanasy, N.M., Caza, A., & Leigh, J (2023). Incorporating Scholarship of Teaching into Our Classrooms and Our Research Plans [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United Stat

This panel discusses the advantages of scholarship of teaching and learning for industrial-organizational psychology educators. Panelists will discuss how management education journals can provide relevant exercise and practices, and how I-O psychology educators can enrich the scholarship of teaching by engaging in and publishing scholarship of teaching.

#### Speakers



**Gordon Schmidt**  
University of Louisiana Monroe



**Neal Ashkanasy**  
University of Queensland



**Arran Caza**  
University of North Carolina Greensboro



**Jennifer Leigh**  
Nazareth College

### **Product Development in I-O Psychology: Designing Research to Get to Launch (Panel Discussion - 140673)**

🕒 1:00 PM - 1:50 PM, Apr 21

📍 Hynes-Room 310

Authors: Hansen, A.M. (Chair), (2023). Caplinger, J., DeKoekkoek, P., Ferguson, L., and Lanik, M., Product Development in I/O Psychology: Designing Research to Get to Launch [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, M

This panel brings together experienced researchers, product leaders, and company owners to provide practical strategies to building and launching successful research-based products.

#### Speakers



**Anne Hansen**  
Amazon



**Paul DeKoekkoek**  
SHL



**Julie Caplinger**  
Amazon



**Martin Lanik**  
Pinsight



**Laura Ferguson**  
Modern Hire

### **Taking a Political Stance: To Act, or Not to Act, That Is the Question (Debate - 140949)**

🕒 1:00 PM - 1:50 PM, Apr 21

📍 Hynes-Room 311

Authors: Mullins, M. W. (co-chair), Sabet, J. (co-chair), Murphy, G., & Shepard, S. (2022). Taking a political stance: To act, or not to act, that is the question [Debate]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United

In recent years, political shifts and social movements have put businesses in the impossible position of taking a position on specific issues or remaining silent. Although people have their own opinions on whether their employers should speak up, it's business leaders who ultimately must decide and manage the consequences of that choice. This debate will address the risks and benefits of either taking a stance or avoiding a stance, regardless of the ideology behind that stance.

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#### Speakers



**Michelle Mullins**  
Perceptyx



**Jason Sabet**  
Perceptyx, Inc.



**Gretchen Murphy**  
Service Express



**Sally B. Shepard**  
Exponent

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### **Leadership, Minority Identity, and Power: A Nuanced Intersection (Symposium - 141326)**

🕒 1:00 PM - 1:50 PM, Apr 21

📍 Hynes-Room 312

Authors: Salter, N. P. (Co-Chair) & Polavarapu, A. (Co-Chair) (2023). Leadership, Minority Identity, and Power: A Nuanced Intersection [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.  
Ready, E., M

Effectiveness of leadership relies heavily on how much influence a leader has; the level of influence afforded to leaders is based on their power. Issues of power, however, operate differently in the case of leaders with minority identities. A leader's minority identity can either enhance or inhibit a leader's power in the workplace, and just generally adds another layer of complexity to the role of being a leader. This symposium explores the intersection of power, leadership, and minority identity (specifically: women, people of color, and LGBTQ individuals) in organizations.

#### Speakers



**Nicholas Salter**  
Hofstra University



**Liana Bernard**  
Portland State University



**Kelly Gabriel**  
University of Arizona



**Emily Ready**  
Portland State University



**Aarti Polavarapu**

### **Reading the Room: Context and Perceptions of Workplace Sexual Harassment (Symposium - 141290)**

🕒 1:00 PM - 1:50 PM, Apr 21

📍 Hynes-Room 313

Authors: Mezzapelle, J. L. (Chair) (2023). Reading the Room: Context and Perceptions of Workplace Sexual Harassment [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Rawski, S. L., Monzani, L., Dju

Recent workplace sexual harassment research has identified organizational climate and culture, mostly as they relate to organizational policies, as important factors in the occurrence and handling of sexual harassment. This symposium explores contextual and environmental variables that have been understudied within sexual harassment research but have the potential to impact how workers think about sexual harassment. Understanding these perceptions is crucial, as they can affect reporting behaviors, the support given to targets, and future harassment incidents.

#### Speakers



**Jennifer Mezzapelle**



**Jennifer A. Griffith**  
University of New Hampshire



**Shannon Rawski**  
Ivey Business School, Western University



**Kelsey E. Medeiros**  
University of Nebraska, Omaha

### **Poster Session C2: Training & Organizational Performance**

🕒 1:00 PM - 1:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster

## 15 Subsessions

### ● **A Meta-Analytic Study of the Outcomes of HR Attributions (Poster - 141179)**

🕒 1:00 PM - 1:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 1

### ● **Telework Support, Vigor, and Turnover Intention: Applying the Job Demands-Resource Model (Poster - 140886)**

🕒 1:00 PM - 1:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 2

### ● **Linking HRM to Organizational Resilience and Performance in SMEs (Poster - 140441)**

🕒 1:00 PM - 1:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 3

### ● **A Longitudinal Study of Corporate Mergers and Acquisitions and Employee Turnover (Poster - 140669)**

🕒 1:00 PM - 1:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 4

### ● **How Adaptability Shapes Appraisals and Emotional Exhaustion During Times of Change (Poster - 141086)**

🕒 1:00 PM - 1:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 5

### ● **Job Insecurity as a Mediator Between Organizational Crisis and Knowledge Hiding (Poster - 140764)**

🕒 1:00 PM - 1:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 6

### ● **Ghosted? Preferences Between Ghosting and Rejection in Interpersonal Communications (Poster - 140643)**

🕒 1:00 PM - 1:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 7

### ● **Undergraduate Psychology KSAOs Fully Utilized in Up to 535 Benchmark Jobs (Poster - 141443)**

🕒 1:00 PM - 1:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 8

### ● **Problem-Solving Activities and Business Students' Writing and Performance (Poster - 140628)**

🕒 1:00 PM - 1:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 9

### ● **Top SIOP Volunteers Over the Past 20 Years (Poster - 138685)**

🕒 1:00 PM - 1:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 10

### ● **Using Situational Judgment Test for Teaching Justice, Fairness, and Diversity (Poster - 140976)**

🕒 1:00 PM - 1:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 11

### ● **Reconsidering the Role of Error Encouragement in Error Management Training (Poster - 140127)**

🕒 1:00 PM - 1:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 12

### ● **Self-Regulated Learning Dynamics and Training Transfer Outcomes (Poster - 141250)**

🕒 1:00 PM - 1:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 13

### ● **An Evaluation of an Active Shooter Training Video (Poster - 140583)**

🕒 1:00 PM - 1:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 14

### ● **The State of Sexual Harassment Training: Meta-Analysis and Critical Review (Poster - 141549)**

🕒 1:00 PM - 1:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 15

## **The Role of The Psychologist Behind the Camera in Reality TV: Where Assessment Meets Casting. (Sponsor: Multi-Health) Systems)**

🕒 1:00 PM - 1:50 PM, Apr 21

📍 Hynes - 206

[Partner Show...](#)

Psychologists have enjoyed expanding roles in the field of entertainment. When we think of psychologists in entertainment, we tend to think of Dr. Phil and other on-camera psychologists. However, a growing number of psychologists have begun working behind the scenes in both scripted and unscripted (reality) TV. Information based on 20 years of experience working in reality TV with dozens of shows including Big Brother Canada, Bachelor in Paradise, The Bachelor Canada, The Amazing Race Canada, MasterChef Canada, Scare Tactics, Blown Away, and many, many more will be shared. In this presentation I will outline the growing genre of reality TV, dispel some myths, and speak to the role of show psychologists. Relevant to organizational psychology is the psychologist's role in cast selection and the similarities/differences to assessment and selection in organizational settings at large. One difference, for example, is that you usually learn the success of your predictions in 10 weeks or less. The role reality TV plays in influencing audiences on social issues as well as some of the ethical and practical issues will also be discussed.

#### Key Takeaways:

Learn about candidate selection in a high-profile industry.

Discover how different branches of psychology interact in selection/casting

See the connection between social psychology field studies and reality TV

Find out how this genre of TV can influence millions of people on social issues

Explore some of the ethical issues involved in these high-stake selections

2:00 PM

## The Road Forward: Paving the Way in Advancing Commuting Science (Symposium - 141010)

🕒 2:00 PM - 3:20 PM, Apr 21

📍 Hynes-Room 304

Authors: Dosumu, F.A. (Co-Chair) & Li, Y. (Co-Chair) (2023). The Road Forward: Paving the Way in Advancing Commuting Science [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Rudolph, C. W., Zacher

This interactive session will involve timely and important topics related to AI-based assessments: theory, job analysis, applicant experience and reactions, reporting, reliability, machine learning (ML) algorithms, adverse impact, and selection ethics. Authors introduce these topics, facilitate group discussions around them, and then share findings from a recent related survey we conducted. This session will allow SIOP participants to inform, and be informed by today's research and practice on AI-based hiring.

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#### 🗣️ Speakers



**Fiyinfunjah Dosumu**

Virginia Polytechnic Institute and State University



**Cort Rudolph**

Saint Louis University



**Kristie McAlpine**

Rutgers University



**Yuhua Li**

## NLP for Inspiration: Applying Modern Text Methods to Offer Research Recommendations (Master Tutorial - 141301)

🕒 2:00 PM - 3:20 PM, Apr 21

📍 Hynes-Ballroom B

Authors: Chekili, A., & Hernandez, I. (2023). NLP for Inspiration: Applying Modern Text Methods to Offer Research Recommendations [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Attendees learn how to combine text embedding models and text generative models to help them explore their research interests in a structured way. Attendees will (a) learn about text embedding models, (b) learn how to apply text embedding models to predict preferences, (c) understand how generative NLP algorithms generally work, and (d) learn how generative models can be applied to create research ideas.

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🚩 Speaker



**Amel Chekili**

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## Nonverbal Behaviors in I-O Research: Automatic Facial Behavior Data Extraction (Master Tutorial - 141181)

🕒 2:00 PM - 3:20 PM, Apr 21

📍 Hynes-Ballroom C

Authors: Cannata, D. C., Kurttutan, M., & Huang, Y. (2023). Nonverbal Behaviors in I/O Research: Automatic Facial Behavior Data Extraction [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Nonverbal behaviors (NVBs) analysis is a major area in psychology research. Manually annotation of facial features is impossible on massive amounts of data. The tutorial introduces automatic facial analysis tools for behavioral research. The tools are OpenFace and OpenFaceR, an open-source software and our R package for the automatic analysis of facial behaviors from videos. The tutorial includes: (a) introduction to nonverbal behaviors, (b) A step-by-step tutorial of facial data extraction using OpenFaceR, and (c) examples of the extracted data for I-O psychology research (e.g., personality).

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🚩 Speakers



**Davide Cannata**  
University of Galway



**Yuyun Huang**  
Aon

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## COI: Exploring Allyship Within Organizations (Community of Interest - 142737)

🕒 2:00 PM - 3:20 PM, Apr 21

📍 Hynes-Room 201

**SIOP Cura...**

Authors: Katz, I.M., Egger, K.D., Murphy, L.D., & Sabat, I.E. (Co-Chairs) (2023). Community of Interest: Exploring Allyship within Organizations [Community of Interest]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, Un

This session brings together both researchers and practitioners to discuss allyship within organizations. In the workplace, allyship can take the form of advocacy, sponsorship, confronting prejudice and discrimination, and support for non-majority employees. Commonly, allyship is implemented in organizations through training. Most of the present research on allyship relies on ally perspectives and research on trainings is limited. This COI will present current trends in allyship research, including measurement and future directions.

#### Speakers



**Ian Katz**  
Old Dominion University



**Isaac Sabat**  
Texas A&M University



**Lauren Murphy**  
Saint Louis University



**Kristen Egglar**  
Old Dominion University

### **Putting the Success in Succession Planning: Why a Strategy for Succession Is Critical (Panel Discussion - 141470)**

🕒 2:00 PM - 3:20 PM, Apr 21

📍 Hynes-Room 202

Authors: Schnure, K. (Co-Chair), Wiita, N. (Co-Chair), Burns, A., Harrison, M.S., Mido, T. Williamson, J.A. (2023). Putting the success in succession planning: Why a strategy for succession is critical. Society for Industrial and Organizational Psychology Annual C

This session will present a panel of practitioners including human resources executives and leadership advisory consultants to discuss the challenges succession planning in the C-Suite and beyond. Succession planning efforts have received increased attention via both the pandemic and amplified efforts to expand equity and inclusion, necessitating that HR leaders amplify their focus on the topic.

#### Speakers



**Katherine Schnure**  
Spencer Stuart International



**Matthew S. Harrison**  
The Weather Channel



**Nathan Wiita**  
Spencer Stuart

### **Invited: I-Os for Social Good: Using Research and Evidence for Police Reform (Special Event - 142690)**

🕒 2:00 PM - 3:20 PM, Apr 21

📍 Hynes-Room 203

**SIOP Cura...**

Authors: Martin, M. (Chair), Goodman, J. Hall, D., Phase, A., Ruch, B., Winterberg, C. (2022). Invited: I/Os for Social Good: Using Research and Evidence for Police Reform [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference

According to the Washington Post, 1,047 people have been shot and killed by police in the last year and, unsurprisingly, Black Americans were killed at a higher rate. Many remember Michal Brown, killed in 2014; Philando Castile, killed in 2016; George Floyd, killed in 2020; and many others. How do we fix this? In this dynamic, action-oriented session, authors will start with a presentation of research on police personality traits followed by an interactive design thinking session led by an expert facilitator and transition to a presentation around how I-O can influence legislation.

## 📣 Speakers



**Meisha-Ann Martin**

Workhuman



**Chase Winterberg**

Hogan Assessments



**Deidre Hall**

Indiana University, Purdue University Indianapolis



**Bill Ruch**

Lewis-Burke Associates, LLC



**Jack Goodman**

Lewis-Burke Associates LLC



**Anuradha Phase**

## Advancements in Personality Assessment at Work (Symposium - 140591)

🕒 2:00 PM - 3:20 PM, Apr 21

📍 Hynes-Room 204

Authors: Wille, B. (Chair), & Tett, R. P. (Discussant). (2023). Advancements in personality assessment at work [symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Dupré, S., & Wille, B. (2023). PEAK:

This symposium brings together 4 presentations that extend understanding of personality in professional contexts. What ties these contributions together is that they each focus on the assessment of personality aspects that have largely remained under the radar so far. For this purpose, innovative assessment and/or modeling techniques are showcased and investigated that aim to isolate specific aspects of personality functioning with high relevance for occupational functioning.

#### 🚩 Speakers



**Bart Wille**

Ghent University



**Robert Tett**

University of Tulsa



**Michael Wilmot**

University of Arkansas



**Younsung Cho**



**Sofie Dupré**

Ghent University



**Cavan Bonner**

### **Advancing Research on Work Values: Measurement, Fit, and Links to Work Behavior (Symposium - 140261)**

🕒 2:00 PM - 3:20 PM, Apr 21

📍 Hynes-Room 207

Authors: Baker, N. B. (Co-Chair) & Nye C. D. (Co-Chair) (2023). Advancing Research on Work Values: Measurement, Fit, and Links to Work Behavior [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States. Many key constructs in organizational research have their roots in the concept of work values, yet scholarship advancing this area of work has been sparse and hampered by conceptual and methodological issues. To highlight research focused on advancing the study of work values, this symposium presents 5 papers that bring new insights to the study of work values. Specifically, these papers propose new ways of conceptualizing values in organizations, developing approaches to measuring values, and on examining how work values influence key organizational outcomes.

#### 🚩 Speakers



**Nathan Baker**

Michigan State University



**Chu-Hsiang (Daisy) Chang**

Michigan State University



**Georgi Yankov**

DDI



**Kevin Hoff**

Michigan State University



**Sherif al-Qallawi**

Boston Consulting Group

## Cutting-Edge Practice in Development Assessments (Symposium - 140626)

🕒 2:00 PM - 3:20 PM, Apr 21

📍 Hynes-Room 208

Authors: Collins, L. (Co-Chair) & Reynolds, D. (Co-Chair) (2023). Cutting-Edge Practice in Development Assessments. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Reynolds, D. (2023). Introdu

Organizations are increasingly using assessments for development purposes. This set of presentations focuses on bridging the gap between assessment tools and how assessment data can best be used to help drive individual insight. Beyond personal insight, papers in this session will also address innovations in assessments that help individuals develop new capabilities and organizations gain competitive advantage.

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### 🗣️ Speakers



**Lynn Collins**

BTS



**Matthew J. Paese**

DDI



**Douglas Reynolds**

DDI



**José David**

Merck & Co.



**Elena Auer**

BetterUp



**Sarah Stawiski**

Center for Creative Leadership

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## Messy Validation VIII: Don't Forget Your I-O Basics When Validating AI/ML Assessments (Panel Discussion - 140700)

🕒 2:00 PM - 3:20 PM, Apr 21

📍 Hynes-Room 209

Authors: Barr, K. R., Boyce, A. S., Cunningham, C. J. L., Drescher, D., Jarrett, S., & Schmidt, D. (2023). Messy Validation VIII: Don't Forget Your I/O Basics When Validating AI/ML Assessments [Panel]. Society for Industrial and Organizational Psychology Annual Co

With the surge in AI/ML based assessments, an increasing number of practitioners must tackle how to validate AI/ML solutions or how to evaluate the validation evidence for AI/ML solutions. Although there are some new issues to address, many of the most critical issues concerning the validation or AI/ML based assessments are rooted in foundational I-O considerations of research. This session brings together experienced I-O practitioners to explore both new considerations when validating AI/ML based assessments and their grounding in many of the foundational considerations core to the field.

## 🚩 Speakers



**Kristina Barr**  
Amazon



**David Schmidt**  
DCI Consulting



**Anthony Boyce**  
Amazon



**Christopher Cunningham**  
University of Tennessee at Chattanooga / Logi-Serve



**Steven Jarrett**  
Talogy



**Dara Drescher**  
Amazon

## **Bringing Learning Agility to Life: Science and Practice Based Applications (Alternative Presentation - 140376)**

🕒 2:00 PM - 3:20 PM, Apr 21

📍 Hynes-Room 210

Authors: Harvey, V. S. & De Meuse, K. (Chairs). (2023). Bringing Learning Agility to Life: Science and Practice Based Applications [Alternative Session Type]. Society for Industrial Organizational Psychology Annual Conference, Boston, MA, United States.

De M

The popularity of learning agility has grown as an approach to assist organizations with identifying and developing current and future leaders. Although more research has been devoted to the construct during the past few years, confusion remains regarding what learning agility is, how to measure it, and how to apply it. The purpose of this session is to share key themes and leading edge perspectives from recognized learning agility experts: the authors of a recently published journal issue focused entirely on the scientific underpinnings and practical applications of learning agility.

#### Speakers



**Veronica Harvey**  
Schmidt Harvey Consulting, LLC



**Kenneth De Meuse**  
De Meuse Leadership Group, LLC



**Anna Marie Valerio**  
Executive Leadership Strategies, LLC



**Christine Boyce**  
ManpowerGroup



**Tanya Andrews**  
UKG



**Janette Williams**  
Maven Consulting Inc.

### **Don't Rule Out Academia: Alternative Academic Careers (Panel Discussion - 140760)**

🕒 2:00 PM - 3:20 PM, Apr 21

📍 Hynes-Room 302

Authors: Fila, M. J. (Co-Chair), Morganson, V.J. (Co-Chair), Mazzola, J., Rotch, R. W., & Burch, K.A (2023). Don't rule out academia: Alternative academic careers [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United S

The purpose of the panel is to outline different “non-Research 1” modalities of working in academia and specifically the role that research can realistically take in each one; and to discuss how an academic career in one of several alternative types of institution to the traditional R1 university is both attainable and potentially very attractive for balancing research with diversified interests.

#### Speakers



**Marcus Fila**  
Hope College



**Joseph Mazzola**  
Meredith College



**Valerie Morganson**  
University of West Florida



**Katrina Burch**  
Western Kentucky University



**Rachel Whitman Rotch**  
Auburn University

## The Multidirectional Impact of Leadership Development Programs in Organizations (Panel Discussion - 141389)

🕒 2:00 PM - 3:20 PM, Apr 21

📍 Zoom 3

Virtual and Strea...

Authors: Hepperlen, M. (Co-Chair), Rafuse, E. (Co-Chair), Laughlin, J., Calamaio, N., Knutson, P., & Nielsen, P. (2023). The Multidirectional Impact of Leadership Development Programs in Organizations [Panel]. Society for Industrial and Organizational Psychology A

Day (2000) made an important distinction between leader development and leadership development. Although this broader conceptualization of leadership development (LD) is now the mainstream approach, most organizational researchers continue to assess the effectiveness of LD programs based on participant learning and outcomes. This panel discussion includes practitioners and consultants and seeks to widen the aperture by exploring the multidirectional impact of LD programs. It includes practical tips and best practices for developing and measuring programs with a broader impact.

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### 🗣️ Speakers



**Michael Hepperlen**

MDA Leadership Consulting



**Jim Laughlin**

MDA Leadership Consulting



**Paul Knutson**

Otter Tail Corporation



**Nicole Calamaio**

Sundt Construction



**Pete Nielsen**

Performance Contracting Group (PCG)

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## Navigating the Open Seas of AI-Based Hiring Technologies: An Open Fishbowl Discussion (Alternative Presentation - 140215)

🕒 2:00 PM - 3:20 PM, Apr 21

📍 Hynes-Ballroom A

Authors: Courey, K. A. (Co-Chair), Wu, F. Y. (Co-Chair), Tippins, N. T (Co-Chair), McPhail, S. M., & Oswald, F. L. (2023). Navigating the Open Seas of AI-based Hiring Technologies: An Open Fishbowl Discussion [Alternative Session Type]. Society for Industrial and

Research on commuting is currently theoretically and empirically underdeveloped within the organizational literature. This symposium highlights advancements in understanding commuting relationships and processes with the goal of paving the way in advancing commuting science.

#### Speakers



**Felix Wu**



**S. Morton McPhail**

Retired



**Nancy Tippins**

The Nancy T. Tippins Group



**Karyssa Courey**

### **Improving Occupational Connections for More Effective Veteran Hiring and Retention (Master Tutorial - 141161)**

🕒 2:00 PM - 3:20 PM, Apr 21

📍 Zoom 5

Virtual and Strea...

Authors: Prete, D.P. (Chair), Ainspan, N.D., Hardison, C.M., & Wenger, J.W. (2023). Improving Occupational Connections for More Effective Hiring and Retention of Military Veterans in Civilian Organizations: A Master Tutorial for Intermediate and Advanced Practiti

This interactive session builds participants' understanding of military occupations, the knowledge, skills, and competencies that veterans gain in the military, and how civilian organizations can maximize value by placing the right veterans in their civilian occupations. The class will summarize the research and feature a panel discussion to offer recommendations that participants can apply immediately to their organizations. Learning objectives are geared toward intermediate and advanced practitioners.

#### Speakers



**Destinee Prete**

PG Strategies Group



**Nathan D. Ainspan**

Transition to Veterans Program Office



**Chaitra M. Hardison**

RAND Corporation



**Jeff Wenger**

RAND Corporation

### **New Insights on the Experiences of Employees With Concealable Health Conditions (Symposium - 140303)**

🕒 2:00 PM - 3:20 PM, Apr 21

📍 Hynes-Room 306

Authors: Arena, D. F. & Smith, S. G. (co-chairs) (2023). New insights on the experiences of employees with concealable health conditions [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Research on concealable health conditions—both physical and mental—continues to rise in the field of organizational research. This symposium advances the field by highlighting differences in experiences among employees with concealable health conditions, along with allies who support them, through the use of various qualitative and quantitative methods.

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#### Speakers



**Shona Smith**

University of Texas at Arlington



**Wendy Casper**

University of Texas at Arlington



**Christine Nittrouer**

Texas Tech University



**David Arena**

The University of Texas at Arlington



**Kayla B. Follmer**

West Virginia University



**Brent Reed**

University of North Carolina at Charlotte

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### **Unheard and Undervalued: The Unexamined Consequences and Predictors of Employee Voice (Symposium - 140520)**

🕒 2:00 PM - 3:20 PM, Apr 21

📍 Hynes-Room 309

Authors: Bisbey, T. M. (Co-Chair), & Phetmisy, C. N. (Co-Chair). (2023). Unheard and undervalued: The unexamined consequences and predictors of employee voice [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United S

Research on employee voice historically focuses on the benefits of speaking up at work; but I-Os know less about relatively common experiences of employees, such as feeling their ideas are unvalued, criticism for speaking up, or the impact these experiences may have on motivation, well-being, and organizational success. This symposium presents research at the forefront of these issues, illuminating the conditions under which workers are often unheard and employee reactions when leaders are unreceptive. Authors provide actionable guidance for maintaining positive voice outcomes in practice.

#### 📣 Speakers



**Tiffany Bisbey**  
The George Washington University



**Nathan Podsakoff**  
University of Arizona



**Marisa Rosen**  
OrgVitality



**Cassandra Phetmisy**  
Rice University



**Grace Flores-Robles**

### Machine Learning for I-O 5.0: Addressing Algorithmic Bias and Fairness Concerns (Symposium - 140337)

🕒 2:00 PM - 3:20 PM, Apr 21

📍 Hynes-Room 310

Authors: Hickman, L. (Co-Chair), Liu, M. (Co-Chair), & Mondragon, N. J. (Discussant). (2023). Machine Learning for I-O 5.0: Addressing Algorithmic Bias and Fairness Concerns [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston

Industrial-organizational psychologists increasingly use machine learning (ML) methods to solve business problems, yet there are persistent concerns about algorithmic justice. This symposium presents and integrates 4 papers that research and apply ML to address ML fairness and bias concerns. The papers develop methods to reduce adverse impact in ML-scored interviews and ML measurement bias in social image classifiers, explore whether biased feature computations cause ML measurement bias, and demonstrate how to automatically identify plagiarism in interviews to increase fairness.

#### 📣 Speakers



**Louis Hickman**  
Virginia Tech



**Nathan Mondragon**  
HireVue



**Joshua Liff**  
Director of Assessment Psychometrics  
HireVue



**Mengqiao (MQ) Liu**  
Amazon



**Teresa Ristow**  
Virginia Tech



**Madhura Jayaratne**  
PredictiveHire

## Beyond Conflict: Gender Differences in Invisible Labor and Boundary Management (Symposium - 141278)

🕒 2:00 PM - 3:20 PM, Apr 21

📍 Hynes-Room 311

Authors: Shockley, K. M. (Co-Chair) & Buchanan, B. E. (Co-Chair) (2023). Beyond Conflict: Gender Differences in Invisible Labor and Boundary Management [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Most scholars and laypeople alike agree that gender is deeply engrained in work–family issues, but the nature of these associations has not always been well captured by typically studied work–family constructs (i.e., work–family conflict). This symposium focuses on 2 lesser studied constructs, invisible household labor and boundary management, focusing on mean gender differences as well as the moderating role of gender in the relationships between boundary management behaviors and well-being and productivity outcomes.

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### 🗣️ Speakers



**Kristen Shockley**  
University of Georgia



**Julie H. Wayne**  
Wake Forest University



**Lisa M. Leslie**  
New York University Stern School of Business



**Angela Grotto**  
Manhattan College



**Beth Buchanan**



**Nicole Donaldson**  
University of Akron

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## Connecting Users and I-O Tools With Information Design: A Hands-On Mash-Up Session (Alternative Presentation - 140746)

🕒 2:00 PM - 3:20 PM, Apr 21

📍 Hynes-Room 312

Authors: Fisher, S.L. (Chair), Braun, D. (Panelist), Gibson, J. (Panelist), Pulakos, E. (Panelist), Wasserman, M.E. (Panelist), (2023). Connecting Users and I/O Tools with Information Design: A Hands-On Mash-Up Session [Alternative Session Type]. Society for Indus

What can I-O psychologists learn from information designers about the best ways to engage, organize, and share information? This hands-on session teaches participants about the best ways to maximize the usefulness and accessibility of I-O tools such as surveys and assessments. Designed for those with little to no experience in information design, participants learn what great information design entails and how to improve design. Participants are encouraged to bring surveys, assessments, or other material to try out and discuss some information design concepts.

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#### Speakers



**Sandra Fisher**  
Münster University of Applied Sciences



**Elaine Pulakos**  
PDRI, an SHL Company



**Jennifer Gibson**  
Fors Marsh Group



**Michael Wasserman**  
Muenster University of Applied Sciences



**Daniel Braun**  
Muenster University of Applied Sciences

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### **Staying on Track: Use of Derailers in Leadership Assessment (Panel Discussion - 141154)**

🕒 2:00 PM - 3:20 PM, Apr 21

📍 Hynes-Room 313

Authors: Thomas, S. E. (Co-Chair), Rau, K. N. (Co-Chair), Bourne, A., Kaiser, R., Ruggeberg, B. J., & Walclawski, J. (2023). Staying on Track: Use of Derailers in Leadership Assessment [Panel discussion]. Society for Industrial and Organizational Psychology Annual

This panel discusses the use and reporting of individual derailers in leadership assessment, including the importance of examining leadership derailers and various approaches and best practices. This session will have a focus on the measurement and reporting of derailers to address critical considerations, and panelists will share their experiences when in their responses. Challenges associated with the use of derailers and areas that warrant future exploration will be discussed. This session will facilitate the sharing of best practices from personality assessment and coaching experts.

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#### Speakers



**Sarah Thomas**  
Kincentric



**Robert Kaiser**  
Kaiser Leadership Solutions



**Brian Ruggeberg**  
Kincentric



**Janine Waclawski**  
Maestro Consulting, LLC



**Alan Bourne**  
Sova Assessment

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### **Poster Session D2: Safety II**

### 33 Subsessions

● **How Objective COVID-19 Risk at Work Relates to Worker Subjective Risk Perceptions (Poster - 140915)**

🕒 2:00 PM - 2:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 1

● **Antecedents of Challenge/Hindrance Stressor Appraisal (Poster - 140546)**

🕒 2:00 PM - 2:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 2

● **Who Do We Represent? Twelve Years of Occupational Health Psychology Research Reviewed (Poster - 140857)**

🕒 2:00 PM - 2:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 3

● **Challenge/Hindrance Stressors, Health Risk Behaviors, and Sleep: A Daily Diary Study (Poster - 140479)**

🕒 2:00 PM - 2:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 4

● **We're in This Together: Communal Coping During COVID-19 (Poster - 140544)**

🕒 2:00 PM - 2:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 5

● **Developing a New, Multidimensional Measure of Work–Nonwork Boundary Management (Poster - 140086)**

🕒 2:00 PM - 2:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 6

● **Boundary Control and Well-Being During COVID-19: A Moderated Mediation Model (Poster - 140531)**

🕒 2:00 PM - 2:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 7

● **When and Why Leader Loose/Tight Behavioral Control Affects Emotional Exhaustion (Poster - 140207)**

🕒 2:00 PM - 2:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 8

● **TTYL: Reducing Distracted Driving With Simulator Training (Poster - 140351)**

🕒 2:00 PM - 2:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 9

● **Safety Climate and Worker Fatigue on Workplace Safety (Poster - 140353)**

🕒 2:00 PM - 2:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 10

● **Motivational Drivers of Heavy Work Investment: Comparison Between USA and Egypt (Poster - 140263)**

🕒 2:00 PM - 2:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 11

● **Don't Take That Tone With Me! Examining Incivility in Workplace Email (Poster - 140898)**

🕒 2:00 PM - 2:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 12

● **The Impact of Vacation Time on Well-Being: A Meta-Analysis (Poster - 140447)**

🕒 2:00 PM - 2:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 13

● **When All You Have Is Work: How Loneliness Predicts Workaholism in Graduate Students (Poster - 140873)**

🕒 2:00 PM - 2:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 14

● **Emotionally Valenced Support Elicitation Experiences, Strain, and Personality (Poster - 140438)**

🕒 2:00 PM - 2:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 15

● **Zoom Meetings Are Good for Me! An Examination of Virtual Meeting Vigor and Fatigue (Poster - 140674)**

🕒 2:00 PM - 2:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 16

- **Psychologically Healthy Workplaces, Well-Being, and Performance During COVID-19 (Poster - 140442)**  
 ⌚ 2:00 PM - 2:50 PM, Apr 21  
 📍 Hynes-Exhibit Hall - Poster Position 17
- **Exploratory Factor Analysis of the Resilience Skills Practice Inventory (Poster - 140710)**  
 ⌚ 2:00 PM - 2:50 PM, Apr 21  
 📍 Hynes-Exhibit Hall - Poster Position 18
- **Identifying the Factors That Influence Stressor Voice in Nurses (Poster - 141118)**  
 ⌚ 2:00 PM - 2:50 PM, Apr 21  
 📍 Hynes-Exhibit Hall - Poster Position 19
- **Improving Well-Being in First Responders With a Mindful Meditation App (Poster - 141221)**  
 ⌚ 2:00 PM - 2:50 PM, Apr 21  
 📍 Hynes-Exhibit Hall - Poster Position 20
- **Examining Energy Dimensions in the Relationship Between Health Behaviors and Job Perf (Poster - 140504)**  
 ⌚ 2:00 PM - 2:50 PM, Apr 21  
 📍 Hynes-Exhibit Hall - Poster Position 21
- **Hourly Pay, Balanced Reciprocity, and Gig Workers' Reactions to Received Complaints (Poster - 140526)**  
 ⌚ 2:00 PM - 2:50 PM, Apr 21  
 📍 Hynes-Exhibit Hall - Poster Position 22
- **The Scars Remain: How Police Officers Cope With Suicides of Fellow Officers (Poster - 140426)**  
 ⌚ 2:00 PM - 2:50 PM, Apr 21  
 📍 Hynes-Exhibit Hall - Poster Position 23
- **Burnout as a Mediator in the Workaholism–Turnover Intentions Relationship (Poster - 140046)**  
 ⌚ 2:00 PM - 2:50 PM, Apr 21  
 📍 Hynes-Exhibit Hall - Poster Position 24
- **Employee Recognition Giving in Crisis: A Study of Healthcare Workers During COVID-19 (Poster - 140692)**  
 ⌚ 2:00 PM - 2:50 PM, Apr 21  
 📍 Hynes-Exhibit Hall - Poster Position 25
- **Positive Affect as a Mechanism Through Which Mindfulness Effects Daily Outcomes (Poster - 140680)**  
 ⌚ 2:00 PM - 2:50 PM, Apr 21  
 📍 Hynes-Exhibit Hall - Poster Position 26
- **But No One Else Is Doing It! Safety and the Moderating Role of Others' Compliance (Poster - 141209)**  
 ⌚ 2:00 PM - 2:50 PM, Apr 21  
 📍 Hynes-Exhibit Hall - Poster Position 27
- **MENTOR Pilot: Results From a Joint Employee–Manager Intervention (Poster - 140428)**  
 ⌚ 2:00 PM - 2:50 PM, Apr 21  
 📍 Hynes-Exhibit Hall - Poster Position 28
- **Burnout, Depression, Anxiety, and Fatigue: A Nomological Knot (Poster - 140926)**  
 ⌚ 2:00 PM - 2:50 PM, Apr 21  
 📍 Hynes-Exhibit Hall - Poster Position 29
- **Sleep Well by Design: Structural Job Design Factors Predict Sleep Health Transitions (Poster - 140429)**  
 ⌚ 2:00 PM - 2:50 PM, Apr 21  
 📍 Hynes-Exhibit Hall - Poster Position 30
- **Linking Personality to COVID-19 Safety Behaviors: Meta-Analytic Investigations (Poster - 140913)**  
 ⌚ 2:00 PM - 2:50 PM, Apr 21  
 📍 Hynes-Exhibit Hall - Poster Position 31
- **Using Differential Equations to Theorize: Example of Workplace Stress (Poster - 140391)**  
 ⌚ 2:00 PM - 2:50 PM, Apr 21  
 📍 Hynes-Exhibit Hall - Poster Position 32
- **The Double-Edged Role of Workplace Gossip in Predicting Employees' Well-Being (Poster - 140327)**  
 ⌚ 2:00 PM - 2:50 PM, Apr 21  
 📍 Hynes-Exhibit Hall - Poster Position 33

## Redefine Executive Coaching with the Hogan Leadership Experience (Sponsor: Hogan Assessment Systems)

🕒 2:00 PM - 3:20 PM, Apr 21

📍 Hynes - 206

Tech Dem...

Developing and coaching leaders without assessment is akin to allowing a physician to treat elite athletes without conducting any diagnostic medical tests. Yet even when an assessment is used in leadership development, most of the products available today are: too generalized and lack impact, abstract, complex, and difficult to action; or fun, flashy, and flimsy. The Hogan Leadership Experience (HLX) is a new product that reimagines top executives' experience with assessments, coaching, and development. This bespoke technology reinvents science-driven executive coaching and ultimately redefines leadership itself. Seamlessly integrated into talent management initiatives, HLX will fuel more effective development planning and long-lasting behavior change. Join our tech demonstration to see how Hogan is using interactive technology and the science of personality to empower leaders to build higher-performing teams.

3:00 PM

## Friday Seminar: What Gets Measured, Gets Done. Why Should DEI Be Any Different? (Friday Seminar - 142701)

🕒 3:00 PM - 6:00 PM, Apr 21

📍 Hynes-Room 200

Authors: Grice, S. & Johnson, L. (2023). What Gets Measured, Gets Done - Why Should DEI Be Any Different? [Friday Seminar]. Society of Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

The events of the past couple years have spurred organizations to invest in DEI more than ever; however, many DEI initiatives still do not take full advantage of relevant scholarship or scientific methods to guide their efforts. This is particularly the case when it comes to measurement. As a result, many DEI practitioners continue to face challenges such as assessing real time data that adequately capture insights needed to advance critical business outcomes. The goal is to facilitate the integration of DEI science and practice and challenge participants to consider ways to optimize metrics.

### 📣 Speakers



Aspen J. Robinson



Lindsay Johnson  
Qualtrics



Sertrice Grice  
Mattingly Solutions

3:30 PM

## Coffee Break with the Exhibitors

🕒 3:30 PM - 4:00 PM, Apr 21

📍 Hynes - Exhibit Hall D

Break

Open to All

## LGBTQIA+ Committee Meeting

🕒 3:30 PM - 4:30 PM, Apr 21

📍 Sheraton Boston Hotel - HAMPTON A

Meeting

Committee Members and Interested Attendees

4:00 PM

## Leadership and Work Engagement: Key Trends You Can't Ignore (Symposium - 140954)

🕒 4:00 PM - 4:50 PM, Apr 21

📍 Hynes-Ballroom A

Authors: Rhyne, R. (Chair) (2023). Leadership Development and Work Engagement: A Relationship You Can't Ignore [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Nadler, J., & Lowery, M. (2023). Qui

The majority of research on engagement tends to focus on the overall workforce. With engagement trends declining over the past few years, research needs to understand what might be done to help mitigate this trend. Because workers look to leaders for guidance when there is uncertainty, researchers need to better understand engagement within leadership as well as how development opportunities may help “move the needle.” This symposium provides insights on latest trends in leader engagement and outlines ways to improve it.

### 🗣️ Speakers



**Rosey Rhyne**

DDI



**Joel Nadler**

Aon Assessment Solutions



**Elsheba Abraham**

DDI



**Khoa Nguyen**

De Anza College



**Joy Pawirosetiko**

DDI

## Is Financial ROI the Ultimate Impact Evidence of Leadership Development? (Debate - 141039)

🕒 4:00 PM - 4:50 PM, Apr 21

📍 Hynes-Ballroom B

Authors: Ho, C.-L. (Chair), Bhavsar, K. S., Craig, S. B., Quinn, J., & Sandell, K. J. (2023). Is Financial ROI The Ultimate Impact Evidence of Leadership Development? [Debate]. Society for Industrial and Organizational Psychology Conference, Boston, MA, United Sta

Leveraging the collective expertise of practitioners and researchers in leadership development and executive coaching, this debate will highlight different points of view, examine each side's assumptions, and seek common ground to foster potential solutions in measuring return on investment (ROI) in leadership development. Debaters will present quantitative data for financial ROI and leadership development cases for 3 other dimensions of ROI: opportunity cost, emotional ROI, and social ROI. Participants will be involved in discussions and offer perspectives on the debate.

#### Speakers



**Chia-Lin Ho**  
Deloitte



**S. Bartholomew Craig**  
North Carolina State University



**Jeffrey Quinn**  
Leadership Insights & Development, LLC



**Kyle Sandell**  
BetterUp



**Kartik Bhavsar**  
STERIS

### **Cultivating Ethical Culture: Exploring an Empirical Model of Principled Performance (Master Tutorial - 140464)**

🕒 4:00 PM - 4:50 PM, Apr 21

📍 Hynes-Ballroom C

Authors: Miner, E. E. B. & Thompson, A. H. (2023). Cultivating Ethical Culture: Exploring an Empirical Model of Principled Performance [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Fostering an inspiring and ethical culture supports organizational justice, psychological safety, employee trust, and, ultimately, business functioning. Yet, many organizations and leaders find the topic of "culture" nebulous or hard to assess. This engaging introductory session will explore the core dimensions of ethical culture, examine how the dimensions interact (leveraging structural equation modeling), and discuss best practices for achieving success in developing a robust ethical culture.

#### Speaker



**Arieana Thompson**  
LRN

### **COI: SIOP Member Engagement (Community of Interest - 142745)**

🕒 4:00 PM - 4:50 PM, Apr 21

📍 Hynes-Room 201

**SIOP Cura...**

Authors: Brown, S. G. (Chair), Goro, M., & Poepelman, T. (2023). Community of Interest: SIOP Member Engagement [Community of Interest]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Although SIOP members actively engage with the professional community primarily through the annual conference, the recent global pandemic provided an opportunity for us all to think differently about how and where SIOP engages the membership. As SIOP has made steps toward a more "virtual" future, they want to hear your visions for how you want to stay engaged year round. SIOP operates for members and your preferences for involvement are important to leadership. This session will host an open discussion about ways to boost our SIOP community engagement.

#### 📌 Speakers



**Shanique Brown**  
Wayne State University



**Michelle Goro**  
Infor



**Tiffany Poeppelman**  
LinkedIn

#### **Award: Michael A. Champion-Distinguished Professional Contributions Award (Special Event - 142717)**

🕒 4:00 PM - 4:50 PM, Apr 21

📍 Hynes-Room 204

**SIOP Cura...**

Authors: Champion, M. (2023). Distinguished Professional Contributions Award [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

The Distinguished Professional Contributions Award honors an individual who has developed, refined, and implemented practices, procedures, and methods that have had a major, demonstrable impact on people at work, organizations, and the practice of I-O psychology. This year's winner, Michael Champion, will give a talk in honor of receiving this award.

#### 📌 Speaker



**Michael Champion**  
Purdue University

#### **How Much More Than Expertise? Expanding the Nomological Network of SJTs (Symposium - 141082)**

🕒 4:00 PM - 4:50 PM, Apr 21

📍 Hynes-Room 207

Authors: Martin-Raugh, M. P. (Co-Chair) & Kell, H. J. (Co-Chair) (2023). How much more than expertise? Expanding the nomological network of SJTs [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.  
Re

SJTs are often scored using keys generated according to expert judgment. Research and theory suggest SJT scores are influenced by more than differences in expertise of test takers themselves, however. This intermediate symposium explores non-expertise-based sources of variance in SJT scores (ability to identify criteria, contextual familiarity, knowledge of social norms), while also probing the impact of differences in expertise itself on the validity of SJT scoring keys. Via its examination of varied influences on SJT validity, this symposium expands the nomological network of SJT scores.

#### 🚩 Speakers



**Michelle Martin-Raugh**  
Educational Testing Service



**Harrison Kell**  
Educational Testing Service



**Jonathan Kochert**  
U.S. Army Research Institute



**Matthew Brown**  
HumRRO



**Nomi Reznik**  
Freie Universitat Berlin



**Jan Cortsjens**  
Singapore Management University

### Recent Research Advances in Informal Learning (Symposium - 140371)

🕒 4:00 PM - 4:50 PM, Apr 21

📍 Hynes-Room 208

Authors: Danna, G. C. (Co-Chair), Randall, J. G. (Co-Chair), & Tannenbaum, S. I. (Discussant). (2023). Research Advances in Informal Learning: Social, Team, and Organizational Influences [Symposium]. Society for Industrial and Organizational Psychology Annual Confer

Four presenters will share diverse methodological approaches to study informal learning. These studies will cover a multilevel view of informal learning as a self-regulated process, a novel approach to modeling informal learning behaviors in team contexts by examining shared mental model emergence, the influence of social support on informal learning in samples of remote workers, and a meta-analytic investigation of organizational support and informal learning relationships. The session will end with an expert discussant highlighting takeaways and development areas for research and practice.

#### 🚩 Speakers



**Gabrielle Danna**  
University at Albany, SUNY



**Scott Tannenbaum**  
Group for Organizational Effectiveness



**Jason G. Randall**  
University at Albany, SUNY



**Julian Decius**  
University of Bremen



**Sabina Samipour-Biel**  
West Chester University

## Award: Joel Brockner and Miriam Erez-Distinguished Scientific Contributions Award (Special Event - 142713)

🕒 4:00 PM - 4:50 PM, Apr 21

📍 Hynes-Room 209

SIOP Cura...

Authors: Brockner, J., Erez, M. (2023). Distinguished Scientific Contributions Award [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

This Distinguished Scientific Contributions Award is given to the individual who has made the most distinguished empirical and/or theoretical scientific contributions to the field of I-O psychology. In this session, this year's 2 winners, Joel Brockner and Miriam Erez, will give talks in honor of receiving this award.

### 🗣️ Speakers



**Joel Brockner**  
Columbia University



**Miriam Erez**  
Technion

## COI: The Science and Practice of Creating Well Work Environments (Community of Interest - 142743)

🕒 4:00 PM - 4:50 PM, Apr 21

📍 Zoom 1

SIOP Curated

Virtual and Streaming

Authors: Rizzuto, T. (Chair), Bruk-Lee, V., & Lin, Y. (2023). Community of Interest: The Science and Practice of Creating Well Work Environments [Community of Interest Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA,

COVID heightened awareness of air quality and surface exposures. It also expanded thinking about how workplace environments shape wellness and draw on WELL Building Standards that measure and certify built environment impacts on occupant health. This CoI will discuss organizational trends in WELL building practices and inspire cross-disciplinary research on these concepts that enhance employee wellness.

### 🗣️ Speakers



**Tracey Rizzuto**  
Louisiana State University



**Valentina Bruk-Lee**  
Florida International University



**Yingzi Lin**  
Northeastern University

## Remote Work, Compensation, and Fairness (Panel Discussion - 141429)

🕒 4:00 PM - 4:50 PM, Apr 21

📍 Hynes-Room 302

Authors: Van Hein, J. (Co-chair), Jackson, A. (Co-chair), Jackson, L., Loftis, M, Sanders, E. & Young, M (2023). Remote work, compensation and fairness [Panel]. Society for Industrial and Organizational psychology Annual Conferences, Boston, MA, United States.

The panel will discuss how organizations may be adjusting pay policies for remote employees. Implications for fairness in organizations who have a sizable percentage of their workforce in customer facing roles will also be discuss. Could working from home a part of an organization's total compensation package?

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#### Speakers



**Judith Van Hein**

Middle Tennessee State University



**Alexander Jackson**

Middle Tennessee State University



**Emily K. Sanders**



**Laura Jackson**

Nissan North America, Inc



**Megan Loftis**


HCA Healthcare



**Martina Young**

Gallagher

### **The Assessment Measurement/Efficiency Tradeoff: Practitioner Stories From the Field (Ignite - 141342)**

 4:00 PM - 4:50 PM, Apr 21

 Zoom 3

Virtual and Strea...

Authors: Bupp, C. (Chair), Besl, A., Burke, L., Ellison, L., Woolever, N., (2023). The Assessment Measurement/Efficiency Tradeoff: Practitioner Stories from the Field [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, Un

The ignite session is focused on the measurement and efficiency tradeoff that many I-O professionals experience when designing and revising various assessment methods. The panelists will share use cases where shorter/faster is better and others where it is not. They will also discuss the competing priorities and how they balance them to determine the appropriate length of specific tools across a variety of industries.

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#### Speakers



**Christa Bupp**  
Talogy



**Allison Besl**  
Amazon



**Lindsey Burke**  
Talogy



**Leah Ellison**  
Aon



**Nancy A. Woolever**  
Society for Human Resource Management (SHRM)

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### **DEIA Competencies: Operationalizing and Implementing Across the Employee Lifecycle (Panel Discussion - 140841)**

🕒 4:00 PM - 4:50 PM, Apr 21

📍 Hynes-Room 304

Authors: Seely, P., Calderón, R., Anderson, A., Perkins, L., Dumani, S. & Severt, J. (2023). DEIA competencies: Operationalizing and implementing across the employee lifecycle [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston,

Effective diversity, equity, inclusion, and accessibility (DEIA) practices are fundamental elements of any effective organization, and center around effectively defining and implementing each distinct pillar of DEIA across the human capital lifecycle. This panel will bring together DEIA and competency modeling experts to discuss (a) the operationalization of DEIA competencies (targeting each aspect of DEIA); (b) the challenges of applying DEIA competencies to aspects of the employee lifecycle; and (c) possible solutions to incorporating DEIA competencies into broader human capital efforts.

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#### Speakers



**Robert Calderon**  
Fors Marsh Group



**Lesley Perkins**  
FMP Consulting



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



**Jamie Severt**  
Fors Marsh Group



**Soner Dumani**  
Human Resources Research Organization (HumRRO)



**Amanda Anderson**  
Fors Marsh Group

## Grounding Gamification: Comparing Gamified Measures to the Traditional Standards (Symposium - 140354)

🕒 4:00 PM - 4:50 PM, Apr 21

📍 Hynes-Room 309

Authors: Demeke, S. (Co-Chair), Landers, R.N. (Co-Chair), & McChesney, J. (Discussant). (2023). Grounding Gamification: Comparing Gamified Measures to Traditional Standards [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston

Given increasing use of gamified and game-based assessments in practice, accelerating research on how to design such assessments while maintaining psychometric quality is crucial. This symposium presents a collection of research directly comparing gamified and game-based measures with traditional, nongamified assessments across several constructs (e.g., cognitive ability and personality) and methodologies (e.g., meta-analysis as well as concurrent studies of GBAs and gamified assessments). Emerging issues unique to these measures are also addressed to further inform research and practice.

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### 🗣️ Speakers



**Saron Demeke**



**Ioannis Nikolaou**

Professor of Organizational Behavior and HRM & Editor in chief of the International Journal of Selection and Assessment (Wiley)  
Athens University of Economics & Business



**Jenna McChesney**

Meredith College



**Marie Ohlms**

Ulm University

## Novel Approaches to Managing Creativity in Organizations (Symposium - 141405)

🕒 4:00 PM - 4:50 PM, Apr 21

📍 Hynes-Room 311

Authors: Todd, E. M. (Chair) & Hunter, S. (Discussant). (2023). Novel Approaches to Managing Creativity in Organizations [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Todd, E. M. & Strasbaugh,

As the importance of organizational creativity and innovation becomes more salient, research on managing creativity diversifies and increases. The purpose of this symposium is to draw attention to underexamined variables and theories impacting creativity at work, including telecommuting and work design, compensatory leadership training, and constraint management. Implications for managing creativity in organizations are made with reference to designing, developing, and measuring creativity.

#### Speakers



**E. Michelle Todd**  
Louisiana State University



**Samuel Hunter**  
The University of Nebraska Omaha



**Adam Damadzic**  
T-Mobile



**Sampoorna Nandi**  
The University of Texas at Arlington

### Recent Developments in Research With Immigrant Workers (Symposium - 140892)

🕒 4:00 PM - 4:50 PM, Apr 21

📍 Hynes-Room 312

Authors: Alanis, J. M. (Chair) (2023). Recent Developments in Research with Immigrant Workers. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States  
Eichenauer, C. J., Scott, W., Awasty, N., Ryan, A. M.

Immigrants comprise a growing portion of the United States workforce and offer unique perspectives to organizational research given their experiences traversing countries and cultures; however, this population remains largely understudied. This symposium presents recent research related to different immigrant populations, including work on accent bias experienced both by leaders and individuals proceeding through the hiring process, and work that adopts an intersectional lens to studying the workplace experiences of biomedical trainees and immigrants broadly.

#### Speakers



**Josee Alanis**  
Michigan State University



**Deepshikha Chatterjee**  
Baruch College and the Graduate Center, City University of New York



**Connor Eichenauer**  
Michigan State University



**Jaeeun Lee**  
University of Maryland, College Park

### Welcoming All I-Os Into the Qualitative Arena (Ignite - 140388)

🕒 4:00 PM - 4:50 PM, Apr 21

📍 Hynes-Room 313

Authors: Lynner, B. N. (Co-Chair), Fisher, G. (Co-Chair), Bonaccio, S., Mazzola, J., Stevens, S., Zickar, M. (2023). Welcoming All I-Os into the Qualitative Arena [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United

As organizational changes create new research questions, I-O psychologists may be inclined to enter the qualitative research arena. In this session, authors hope to encourage all I-O psychologists to dare greatly in pursuit of qualitative research by quelling common concerns and offering strategies to overcome challenges associated with qualitative research methodologies.

## 🚩 Speakers



**Brittany Lynner**  
Colorado State University



**Gwenith Fisher**  
Colorado State University



**Michael Zickar**  
Bowling Green State University



**Silvia Bonaccio**  
University of Ottawa



**Joseph Mazzola**  
Meredith College



**Shalyn Stevens**  
Pacific Research and Evaluation

## Poster Session E2: Work-Family & Performance

🕒 4:00 PM - 4:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster

### 33 Subsessions

#### ● How Does Mom Manage it All? Work–Family Mental Labor in Working Mothers (Poster - 140294)

🕒 4:00 PM - 4:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 1

#### ● Work Ethic, Leadership, and Taking Leave (Poster - 141176)

🕒 4:00 PM - 4:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 2

#### ● What About Dads? Examining Antecedents of Working Fathers' Work–Family Policy Use (Poster - 140649)

🕒 4:00 PM - 4:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 3

#### ● A Couple-Level Perspective on Role Identity Salience and Work–Family Dynamics (Poster - 141516)

🕒 4:00 PM - 4:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 4

#### ● Gender Factors in Household Tasks, Work–Family Conflict and Well-Being Among Fathers (Poster - 141271)

🕒 4:00 PM - 4:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 5

#### ● Affect and Work to Family Conflict: Antecedent or Consequence? (Poster - 140169)

🕒 4:00 PM - 4:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 6

#### ● Work–Family States and Traits Redux (Poster - 140952)

🕒 4:00 PM - 4:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 7

#### ● Work–Life Balance and Affective Well-Being at Work: A Dynamic and Gendered Model (Poster - 141294)

🕒 4:00 PM - 4:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 8

- **Personality Predictors and Work Constraints of Employee Leisure Activity Engagement (Poster - 140844)**  
 ☉ 4:00 PM - 4:50 PM, Apr 21  
 📍 Hynes-Exhibit Hall - Poster Position 9
- **Contagion: Development of a New Dimension and Measure of Work–Family Conflict (Poster - 140797)**  
 ☉ 4:00 PM - 4:50 PM, Apr 21  
 📍 Hynes-Exhibit Hall - Poster Position 10
- **Employee Reactions to Work-Related Intrusions Into Nonwork Time (Poster - 140782)**  
 ☉ 4:00 PM - 4:50 PM, Apr 21  
 📍 Hynes-Exhibit Hall - Poster Position 11
- **Are Men Still Punished More Than Women for Family Conflicts With Work? (Poster - 140483)**  
 ☉ 4:00 PM - 4:50 PM, Apr 21  
 📍 Hynes-Exhibit Hall - Poster Position 12
- **Examining Familism for Latina Worker Work–Family Conflict and Burnout Using Community (Poster - 141353)**  
 ☉ 4:00 PM - 4:50 PM, Apr 21  
 📍 Hynes-Exhibit Hall - Poster Position 13
- **Serious Leisure, Job Task Load, and Job Satisfaction (Poster - 140487)**  
 ☉ 4:00 PM - 4:50 PM, Apr 21  
 📍 Hynes-Exhibit Hall - Poster Position 14
- **Drawing the Line: A Person-Centered Approach to the After-Work Recovery Process (Poster - 140704)**  
 ☉ 4:00 PM - 4:50 PM, Apr 21  
 📍 Hynes-Exhibit Hall - Poster Position 15
- **Effect of Daily Family–Work Conflict on Work–Family Conflict Through Negative Affect (Poster - 140548)**  
 ☉ 4:00 PM - 4:50 PM, Apr 21  
 📍 Hynes-Exhibit Hall - Poster Position 16
- **Work–Family Conflict, Gender, and Health: A Dyadic Approach (Poster - 140843)**  
 ☉ 4:00 PM - 4:50 PM, Apr 21  
 📍 Hynes-Exhibit Hall - Poster Position 17
- **Organizational Commitment Profiles and Employee Well-Being: A Latent Profile Analysis (Poster - 140729)**  
 ☉ 4:00 PM - 4:50 PM, Apr 21  
 📍 Hynes-Exhibit Hall - Poster Position 18
- **Is it All Relative? An Examination of Relational Demography and Perceptions of FSSB (Poster - 141408)**  
 ☉ 4:00 PM - 4:50 PM, Apr 21  
 📍 Hynes-Exhibit Hall - Poster Position 19
- **Family-Supportive Supervisor Behavior Training in Practice: A Systematic Review (Poster - 140579)**  
 ☉ 4:00 PM - 4:50 PM, Apr 21  
 📍 Hynes-Exhibit Hall - Poster Position 20
- **Reattachment to Work as Micro Role Transitions: Relationships With Day-Level Outcomes (Poster - 140545)**  
 ☉ 4:00 PM - 4:50 PM, Apr 21  
 📍 Hynes-Exhibit Hall - Poster Position 21
- **The Effects of Priming Self-Concept Representation on Perceived Spillover (Poster - 140639)**  
 ☉ 4:00 PM - 4:50 PM, Apr 21  
 📍 Hynes-Exhibit Hall - Poster Position 22
- **Entrepreneurship Performance in Startups: Development of a Behavioral Taxonomy (Poster - 141476)**  
 ☉ 4:00 PM - 4:50 PM, Apr 21  
 📍 Hynes-Exhibit Hall - Poster Position 23
- **Multitasking in Organizations: A Multidisciplinary Conceptual Review (Poster - 141537)**  
 ☉ 4:00 PM - 4:50 PM, Apr 21  
 📍 Hynes-Exhibit Hall - Poster Position 24
- **The Role of Resources: Examining Pandemic Resources Provided to Federal Employees (Poster - 140825)**  
 ☉ 4:00 PM - 4:50 PM, Apr 21  
 📍 Hynes-Exhibit Hall - Poster Position 25
- **How Having Less Influences Discretionary Behavior at Work (Poster - 141252)**

- 🕒 4:00 PM - 4:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 26

● **The Accuracy of a Leader’s Attribution of Helping and the Evaluation of the Helper (Poster - 141338)**

🕒 4:00 PM - 4:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 27

● **Buffering the Negative Impact of Change Fatigue on Citizenship Behavior (Poster - 141488)**

🕒 4:00 PM - 4:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 28

● **Do Tight Cultures Act as Strong Situations? A Meta-Analytic Test (Poster - 140727)**

🕒 4:00 PM - 4:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 29

● **Look Better: The Role of Self-Enhancement Motive Between Overqualification and OCB (Poster - 141024)**

🕒 4:00 PM - 4:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 30

● **Are Supervisor-Perspective Ratings of Sales Performance Useful? (Poster - 140335)**

🕒 4:00 PM - 4:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 31

● **Examining Differential Item Functioning in OCB Across Men and Women (Poster - 140443)**

🕒 4:00 PM - 4:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 32

● **Does Helping Help You? A Meta-Analytic Investigation of OCBs and SWB (Poster - 141260)**

🕒 4:00 PM - 4:50 PM, Apr 21

📍 Hynes-Exhibit Hall - Poster Position 33

**Organizational Frontiers Series Board Meeting**

🕒 4:00 PM - 5:00 PM, Apr 21  
📍 Sheraton Boston Hotel - CONF

Meeting

Invite Only Organizational Frontiers Series Board

5:00 PM

**Interpersonal Relations in Extreme Teams: A Social Network Perspective (Symposium - 140536)**

🕒 5:00 PM - 5:50 PM, Apr 21  
📍 Hynes-Ballroom A

Authors: Kozlowski, S. W. J. (Co-chair), & Olenick, J. (Co-chair) (2023). Interpersonal relations in extreme teams: A social network perspective [symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Team missions in isolated, confined, and extreme (ICE) environments (deep sea, polar, and space exploration) entail an immersive, closed social world that place extraordinary demands on relationships. Although teams are typically treated as collectives, this symposium takes a social network perspective that unpacks the interpersonal linkages of members. It presents an integrative theory of relationship development, a computational theory of forces that shape network evolution over time, and an empirical paper that examines the effects of delayed communication on network ties.

## 📣 Speakers



**Jeffrey Olenick**  
Old Dominion University



**Steve Kozlowski**  
University of South Florida



**Kate Warnock**



**Daniel Griffin**  
Michigan State University



**Joshua Pearman**  
Michigan State University

## Leading Connection at Work: Using Relational Skills to Strengthen Organizations (Panel Discussion - 140576)

🕒 5:00 PM - 5:50 PM, Apr 21

📍 Hynes-Ballroom B

Authors: Rodriguez, W. A. (Co-Chair), Weglarz, E. (Co-chair), Cao, T. (Co-chair), Dinh, J. V. (Co-chair), Bandelli, A. C., Carter, D., Garcia, S., O' Leary, A., Vazquez, M. (2023). Leading Connection at Work: Using Relational Skills to Strengthen Organizations [Pa

This session aims to uncover ways in which organizations can identify and select leaders who are able to promote stronger relationships among employees, thereby boosting connectivity at work. Through a panel with leadership scholars and practitioners, authors hope to illuminate the various ways in which leaders can influence connectivity and effective collaboration at work. Panelists will discuss topics including ways to identify leaders that are well-suited to promote connection and how leaders can better understand collaboration.

## 🚩 Speakers



**Wiston Rodriguez**

The Graduate Center & Baruch College



**Adam Bandelli**

Bandelli & Associates



**Andrea O'Leary**

Aon



**Dorothy Carter**

Michigan State University



**Melissa Vazquez**

DePaul University



**Stephen Garcia**

Contemporary Leadership Advisors



**Julie V. Dinh**

Baruch College & The Graduate Center, CUNY



**Yichen Cao**

Hogan Assessment Systems



**Elizabeth Weglarz**

Baruch College & The Graduate Center, CUNY

## Questions for Your Cohort: Candid Conversations About Your First Applied Job (Alternative Presentation - 141523)

🕒 5:00 PM - 5:50 PM, Apr 21

📍 Hynes-Ballroom C

Authors: Carusone, N. (Co-Chair), Whitaker, V. (Co-Chair), Ramdial, K. (Panelist), Rabin, L. (Panelist), & Cooley, T. (Panelist). (2023). Questions for Your Cohort: Candid Conversations About Your First Applied Job [Alternative Session Type]. Society for Industria

A group of early career practitioners in a variety of applied settings will discuss their honest experiences entering the world of applied I-O and getting their first job. Through a moderated discussion, panelists will address topics such as how they chose to pursue an applied career, what they wish they knew earlier, and the best time to job search. Audience members will be invited to submit anonymous questions for the panel to discuss. Following this, panelists will split up to facilitate small group discussions and dig deeper into their areas of expertise (e.g., consulting, analytics, DEI).

#### Speakers



**Nicole Carusone**  
APTMetrics



**Tony Cooley**  
Wells Fargo



**Krystyn Ramdial**  
Procter & Gamble



**Victoria Whitaker**  
CH Robinson



**Lauren Kramer**

### **Competition: SIOP Student Consulting Challenge (Special Event - 142715)**

🕒 5:00 PM - 5:50 PM, Apr 21

📍 Hynes-Room 202

**SIOP Cura...**

Authors: Acosta, J., Sachau, D., Squires, B. (2023). SIOP Student Consulting Challenge: A Review and Presentation of Winners [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

In 2023, SIOP hosted a student consulting challenge for the first time. This competition provides graduate students the opportunity for exposure and experience with a realistic consulting project while building skills in collaboration, solution development, and executive presentation. In this session, the top 2 finalist teams will present on their solutions and experiences in the competition. The top team(s) will be recognized and presented with an award.

#### Speakers



**Jennifer Acosta**  
Allstate Insurance Company



**Daniel Sachau**  
Minnesota State University, Mankato



**Briana Squires**

### **The Amazing Race: Finding Your Dream Career Amid Detours, Roadblocks, and U-Turns (Alternative Presentation - 140293)**

🕒 5:00 PM - 5:50 PM, Apr 21

📍 Hynes-Room 203

Authors: Andrews, T., Barnes, M., Hartmann, A., McDermott, A., Nagy, M., O'Connor, M., & Rice, J. (2022). The amazing race: Finding your dream career amid detours, roadblocks, and u-turns [Alternative session]. Society for Industrial and Organizational Psychology

In this Alternative Session, participants will learn about the diverse and winding career paths of 6 panelists who are 15+ years into I-O-related careers. Panelists will share unique aspects of their careers to demonstrate the variety of employment options available to I-O psychologists. Participants will rotate among the panelists to maximize their interaction and learning. The session is intended to provide early and midcareer professionals the inspiration to seek and create employment opportunities and career paths that may be varied, unexpected, and nonlinear.

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#### Speakers



**Tanya Andrews**  
UKG



**Angela McDermott**  
McDermott Group Consulting LLC



**Mark Nagy**  
Wendal, Inc.



**Marie Barnes**  
UKG



**Jennifer Rice**  
Partners in Public Innovation



**Matt O'Connor**  
Owens Corning



**Alison Hartmann**  
APTMetrics

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#### **Novel Directions in Job Insecurity Research on Work and Nonwork Domains (Symposium - 140387)**

🕒 5:00 PM - 5:50 PM, Apr 21

📍 Hynes-Room 204

Authors: Zhou, Z. E. (Co-Chair) & Lee, S. (Co-Chair) (2023). Novel Directions in Job Insecurity Research in Work and Nonwork Domains [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.  
Shoss, M. K. &

This symposium presents 5 cutting-edge papers that aim to advance the existing literature on job insecurity. Specifically, these 5 papers examined the effects of job insecurity on a wide range of work and nonwork outcomes (e.g., job performance, mental health, work-family conflict, and spousal marital satisfaction) by using various methodological approaches (e.g., longitudinal data, dyadic data, computational modeling, scale development). The symposium further highlights new avenues for research regarding how to manage job insecurity to mitigate its negative consequences.

## 📣 Speakers



**Zhiqing Zhou**

Baruch College & The Graduate Center, CUNY



**Mindy Shoss**

University of Central Florida MS Psychology



**Lixin Jiang**

University of Auckland



**Andrea Bazzoli**

Washington State University



**Soohyun (Ashley) Lee**

William Paterson University of New Jersey



**Annalissa Thomas**



**Marvin Walczok**

Heidelberg University

## **Wearables in the Workplace: Balancing Privacy With Health and Performance Benefits (Panel Discussion - 140963)**

🕒 5:00 PM - 5:50 PM, Apr 21

📍 Hynes-Room 207

Authors: Bessey, A. (Co-Chair), Klinefelter, Z. (Co-Chair), Clark, T., Haas, E., Kiehl, Z., Brossoit, R. Wearables in the Workplace: Balancing Privacy with Health and Performance Benefits [Panel]. Society for Industrial and Organizational Psychology Annual Confere

The following panel session will cover topics related to the use of wearables in the workplace. More specifically, the session will discuss the benefits of wearables as it relates to health and safety as well as the individual and organizational challenges that come with successfully implementing wearables within an organizational setting. The discussion will cover a span of well-documented challenges as well as best practices and future directions for the field moving forward.

#### Speakers



**Alexxa Bessey**  
Clemson University



**Zach Klinefelter**  
Aptima, Inc.



**Rebecca Brossoit**  
Louisiana State University



**Zachary A. Kiehl**  
Sentinel




**Emily Haas**  
National Institute for Occupational Safety and Health



**Tim Clark**  
Aptima, Inc.

### **DEI Intervention for Reducing Harmful Language With Community Psychology Practice (Alternative Presentation - 141116)**

 5:00 PM - 5:50 PM, Apr 21

 Hynes-Room 208

Authors: Perkins, V. (2022). DEI Intervention for Reducing Harmful Language with Community Psychology Practice [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.


Language has an extraordinary impact within the DEI ecosystem. Too often language, in its harmful state, can create disengagement, impair diverse ideation, and cause trauma. This interactive experiential will guide a process for developing content interventions that elevate organizational member engagement with community-facing language awareness, intended to improve DEI implementation and materials. This Open Space session begins with an interactive language exercise, moves into small group discussion breakouts, and then shifts to a Q&A followed by an open discussion with the audience.


#### Speaker



**Vernita Perkins**  
Transformgi LLC

### **Recruiting Research and Analytics: FOMO, The Rule of X, and So Much More! (Alternative Presentation - 140619)**

 5:00 PM - 5:50 PM, Apr 21

 Hynes-Room 209

Authors: Armstrong, B., Besl, A. (Chair), Boyce, A. S., Cavanaugh, C., Purl, J. (2023). Recruiting Research and Analytics: FOMO, The Rule of X, and So Much More! [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Boston,

The goals of the session are to (a) share insightful applied research conducted across the recruiting and analytics space and (b) highlight different ways recruiting-focused research teams are structured and approach work within organizations, with special emphasis on contributions outside of traditional interview and assessment development areas. Each presenter will share a research endeavor that informed new directions for recruiting or selection practices within their organizations and also describe their teams, the projects they take on, and how they use their research to drive action.

#### 🚩 Speakers



**Allison Besl**  
Amazon



**Anthony Boyce**  
Amazon



**Caitlin Cavanaugh**  
Angi



**Justin Purl**  
TikTok



**Michael B. Armstrong**  
Google

### Open Science in I-O Practice: A Symposium (Symposium - 140469)

🕒 5:00 PM - 5:50 PM, Apr 21

📍 Hynes-Room 302

Authors: Castille, C. M. (Co-Chair), & Cogswell, J. (Co-Chair) (2023, April 20–23). Open science in IO practice [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States. <https://www.siop.org/Annual-Conference/C>

Scholars across the sciences have increased their use of open science practices (OSPs). However, for I-O psychology the uptake of OSPs is less clear (in academia and practice). For field settings, there are valid concerns over revealing competitive advantages, protecting privacy, and increasing legal exposure. However, authors suspect that OSPs can be used quite productively for the field and its stakeholders; this session aims to identify how.

#### 🚩 Speakers



**Christopher Castille**  
Nicholls State University



**Richard Guzzo**  
Workforce Sciences Institute



**Candice Thomas**  
Associate professor  
Saint Louis University



**Joshua Cogswell**  
Nicholls State University

### Working All Our Livelong Days: Discussing Keynes's 15-Hour Workweek Prediction (Panel Discussion - 140756)

🕒 5:00 PM - 5:50 PM, Apr 21

📍 Zoom 3

Virtual and Strea...

Authors: Aitken, J. A. (Chair), Kaplan, S. A., Allan, B. A., Alliger, G. C., & Zacher, H. (2023). Working all our lifelong days: Discussing Keynes's 15-hour workweek prediction [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston

In 1930, John Maynard Keynes predicted that the American workweek would shorten to 15 hours at most, but this has not come to fruition. Here, we discuss why people continue to work as many hours as they do in spite of this prediction. Further, authors discuss what this reveals about the fundamental nature of work itself, forces or trends with the potential to reduce working hours, and the implications of such a change.

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#### Speakers



**John Aitken**  
George Mason University



**George Alliger**



**Seth Kaplan**  
George Mason University



**Hannes Zacher**  
Leipzig University



**Blake Allan**  
Purdue University

### **The Great (Women's) Resignation: Expedited Design Thinking Session for Solutions (Alternative Presentation - 140605)**

🕒 5:00 PM - 5:50 PM, Apr 21

📍 Zoom 5

**Virtual and Strea...**

Authors: Bayless, J.M. (Chair), Grimaldi, E. (Discussant), Norris-Watts, C. (Discussant), Clancy, R. (Discussant), Rhodes, A. (Discussant) (2023). The Great [Women's] Resignation: Expedited Design Thinking Session for Solution Development. [Alternative Session Ty

In 2020, the pandemic catalyzed a trend of workers leaving the workforce, termed the "Great Resignation." Millions of these workers are women, whose departure has the potential to impact equity, inclusion, burnout, and talent practices. The continued pandemic and impact on employment trends, including those on women in the workforce, calls for an agile approach to solution development. This expedited design thinking session will focus on creating solution prototypes and provide participants with resources to iterate solutions with their clients, in their organizations, and in their research.

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#### Speakers



**Julia Bayless**  
APTMetrics



**Christina Norris-Watts**  
Johnson & Johnson



**Elizabeth Grimaldi**  
Amazon




**Rebecca Clancy**  
Colorado State University



**Ashley Rhodes**  
APTMetrics

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### **DEI Statements in Higher Education: Is it a Solution to the Diversity Issue? (Panel Discussion - 141441)**

 5:00 PM - 5:50 PM, Apr 21

 Hynes-Room 306

Authors: Levashina, J. (Chair), Baltes, B., Eisenstadt, L., Ficht, L. S., Johnson-Marcus, H., & Posthuma, R. A. (2023). DEI Statements in Higher Education: Is it a Solution to the Diversity Issue? [Panel]. Society for Industrial and Organizational Psychology Annua

This session presents legal, research, and practical considerations to organizations and universities that are using DEI (diversity, equity, and inclusion) statements during selection. In their genuine attempts to meet DEI goals, universities can violate state and federal law, principles of academic freedom, and utilize dubious hiring practices. The discussion will focus on key issues that arise due to the use of DEI statements and present alternative strategies to diversify the workforce. The panel is composed of administrators, management, and legal experts.

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#### Speakers



**Julia Levashina**  
Kent State University



**Richard Posthuma**  
University of Texas at El Paso



**Hazel-Anne Johnson-Marcus**  
Rutgers University



**Linda Ficht**  
Christopher Newport University



**Kabrina Krebel Chang**

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### **Cultivating Coachability Skills and Cultures Across Contexts (Panel Discussion - 140465)**

🕒 5:00 PM - 5:50 PM, Apr 21

📍 Hynes-Room 309

Authors: Zervos, L. (Chair), Bell, A.L., Finch-Bernstein, A., Grawer, B., & Weiss, J.A. (2023). Cultivating Coachability Skills & Cultures across Contexts [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Given the value of coachability across contexts, the number of organizations implementing coachability-related initiatives continues climbing. In this panel, participants will hear insights from researchers, practitioners, and organizational leaders in various contexts (e.g., health sciences, sport organizations), who executed coachability initiatives, about the importance of focusing on coachability skill and culture development, practices to elicit and develop coachability, and other methods to embed coachability in the organization's culture. Panel is for intermediate practitioners.

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#### 🗣️ Speakers



**Jake Weiss**

Coachability Consultants



**Lauren Zervos**

Coachability Consultants, Inc



**Ariel Finch Bernstein**

National Basketball Association (NBA)



**Brian Grawer**

Lundbeck

### **Resilience in Organizational Settings: State-of-the-Art Empirical Advancements (Symposium - 141125)**

🕒 5:00 PM - 5:50 PM, Apr 21

📍 Hynes-Room 310

Authors: Vanhove, A. J. (Chair) (2023). Resilience in Organizational Settings: State-of-the-Art Empirical Advancements. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Fisher, D. M., Vanhove, A.

A recent influx of conceptual reviews has substantially advanced resilience theory. Consequently, emerging empirical research addresses a diverse range of new conceptual ideas. The purpose of this symposium is to highlight these state-of-the-art empirical advancements by including studies that test the resilience process using a moderated mediation design, identify context-specific manifestations of components of the resilience process, address current measurement issues with a new resilience scale, and capture the interrelatedness of individual and team resilience using multilevel design.

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#### Speakers



**Adam Vanhove**  
James Madison University



**Thomas Britt**  
Clemson University



**David Fisher**  
Southern Illinois University Edwardsville



**Monique Crane**  
Macquarie University



**Elisa Fattoracci**  
Rice University

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### **Education Relegation: A Practical Look at Navigating the Shift to Skills-Based Hiring (Panel Discussion - 141229)**

🕒 5:00 PM - 5:50 PM, Apr 21

📍 Hynes-Room 311

Authors: Haudek, M. (Chair), Blair, M., Duncan, M., May, J., Solomonson, A. (2023). Education Relegation: A Practical Look at Navigating the Shift to Skills-Based Hiring [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, U

As organizations shift away from education requirements, selection personnel are refocusing their attentions on skills-based measurement and increasing the diversity of applicant pools, while still efficiently predicting successful performance on the job. This session will briefly cover the impetus for this shift, the parameters and methodologies used in implementation, the impact to selection processes and hire quality, and the legal implications or considerations influencing decision making.

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#### Speakers



**Melissa Haudek**  
DCI Consulting



**Andrew Solomonson**  
Delta Air Lines



**Jill L. May**  
City of Chicago



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



**Michael Blair**  
U.S. Office of Personnel Management

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### **Unanswered Questions for Personality-Based Team Interventions (Panel Discussion - 140763)**

🕒 5:00 PM - 5:50 PM, Apr 21

📍 Hynes-Room 312

Authors: Brummel, B. J. (Co-Chair), Osborn, S. A. (Co-Chair), Church, A. H., McClure, J. M., & Prager, R. (2023). Unanswered questions for personality-based team interventions [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston,

This panel discussion will explore the current state of knowledge on personality-based developmental interventions for groups and teams. The panelists will draw on the current research literature, as well as their experiences implementing developmental team interventions during their time at companies such as Walmart, PepsiCo, and Hogan Assessments. Specific topics will include purpose and design of personality-based developmental interventions, current state of research on this topic, and next steps for practitioners and scholars to advance this popular yet understudied form of intervention.

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#### 🗣️ Speakers



**Seth Osborn**

University of Tulsa



**Allan Church**

Maestro Consulting LLC



**Bradley Brummel**

The University of Tulsa



**Raphael Prager**

Walmart Inc.



**Jessica McClure**

Hogan Assessments

### **Tackling the Biggest Challenges for Virtual Talent Assessment (Panel Discussion - 141033)**

🕒 5:00 PM - 5:50 PM, Apr 21

📍 Hynes-Room 313

Authors: Smith, A., Mortenson, S., Sawhney, E., Wolf, D., Leisten, J., & Crespo, M. (2023). Tackling the Biggest Challenges for Virtual Talent Assessment [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United

Five panelists across 4 different organizations will share their perspectives on what the biggest challenges are for virtual talent assessment and what solutions they have implemented to combat these. Each will speak from the perspective of various assessment stakeholder groups, including technical experts, assessment developers, client users, and assessment program managers. Panelists will also discuss virtual assessment more broadly and will poll audience members to identify topics of interest to open up the discussion further.

## Speakers



**Adam Smith**  
Kincentric



**Douglas Wolf**  
Sova Assessment



**Michael Crespo**  
Cargill



**Jessie Leisten**  
Kincentric




**Ena Sawhney**  
Coinbase



**Sarah Mortenson**  
Sova

5:30 PM

### **DIAC Committee Report Out and Progress**

 5:30 PM - 6:00 PM, Apr 21


 Sheraton Boston Hotel - FAIRFAX B

Meeting

Committee Members

6:00 PM

### **Membership Committee Reception**


 6:00 PM - 7:00 PM, Apr 21

 Sheraton Boston Hotel - GARDNER A

Reception

Committee Members

### **DIAC Reception**

 6:00 PM - 7:00 PM, Apr 21

 Sheraton Boston Hotel - FAIRFAX B

Reception

Open to All

### **SIOP Community Room**


 6:00 PM - 10:00 PM, Apr 21

 Sheraton Boston Hotel - GARDNER B

Open to All

6:15 PM

### **Electronic Communications Committee Reception**

 6:15 PM - 7:15 PM, Apr 21

 Sheraton Boston Hotel - EXETER

Reception

Committee Members

7:00 PM

**LGBTQIA+ Committee Reception**

🕒 7:00 PM - 8:00 PM, Apr 21

📍 Sheraton Boston Hotel - HAMPTON A

Reception

Open to All

8:00 PM

**Military and Veterans Inclusion Committee SIOP23 Reception**

🕒 8:00 PM - 9:00 PM, Apr 21

📍 Sheraton Boston Hotel - HAMPTON B

Reception

Active Military, Veterans, and Military connected Scientists/Practitioners

**Sat, Apr 22, 2023**

7:00 AM

**Registration**

🕒 7:00 AM - 1:00 PM, Apr 22

📍 Hynes-Exhibit Hall Foyer

Registrati...

Open to All

7:30 AM

**Continental Breakfast**

🕒 7:30 AM - 8:30 AM, Apr 22

📍 Hynes-Auditorium

Open to All

8:30 AM

**Multi-Objective Optimization 4.0: Applications in Personnel Selection (Symposium - 138678)**

🕒 8:30 AM - 9:50 AM, Apr 22

📍 Hynes-Ballroom A

Authors: Song, Q. C. (Co-Chair) & Tang, C. (Co-Chair). (2023). Multi-Objective Optimization 4.0: Applications in Personnel Selection [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.  
Neuman, A. & M

Multi-objective optimization (MOO; a.k.a., Pareto-optimization) enables organizations to simultaneously optimize multiple goals and is an important method for addressing adverse impact in personnel selection. Presentations in this symposium discuss recent developments in research and practice on MOO. Aimed at both researchers and practitioners, the presentations will provide guidance for applications and offer directions for future research.

## 🚩 Speakers



**Chen Tang**

University of Illinois, Urbana-Champaign



**Michael Campion**

Purdue University



**Q. Chelsea Song**

Purdue University



**Martin Yu**

HumRRO



**Leo Alexander**

Rice University



**Charlene Zhang**

Amazon



**Amanda Neuman**

Illinois Institute of Technology

## Welcome Aboard: Best Practices and Lesson Learned From Virtual Onboarding (Panel Discussion - 140785)

🕒 8:30 AM - 9:50 AM, Apr 22

📍 Hynes-Ballroom B

Virtual and Strea...

Authors: Ahuja, M.K., & Galvin, J.E. (2003). Socialization in virtual groups. *Journal of Management*, 29, 161-185.

Allen, D. G. (2006). Do organizational socialization tactics influence newcomer embeddedness and turnover? *Journal of Management*, 32, 237-256. Research and theoretical frameworks on how to best onboard remote workers are still relatively limited. The panel consists of industry subject matter experts and practitioners who will share their experience with participating in, leading, and designing virtual onboarding experiences before and during the pandemic. The discussion will help practitioners build effective virtual onboarding experiences that have lasting positive impacts on organizational outcomes.

## 🚩 Speakers



**Meng Li**  
Kincentric



**Brian Ruggeberg**  
Kincentric



**Laura Heaton**  
Penske Transportation Solutions



**Michael Kern**  
Citi



**Annalyn Jacob**  
IPG Mediabrands



**James Scrivani**  
Novartis

## **In the Trenches Part 4: Use of SJTs in High-Stakes, High-Volume Testing Programs (Alternative Presentation - 141269)**

🕒 8:30 AM - 9:50 AM, Apr 22

📍 Hynes-Ballroom C

**Virtual and Strea...**

Authors: Bynum, B. H., Sullivan, T. S., Adams, K. A., & Fraser, R. & D'Mello, S. D. (2023). In the Trenches Part 4: Use of SJTs in High-Stakes, High-Volume Testing Programs [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conferenc

The use of SJTs in high-stakes, high-volume testing creates unique challenges. Building on prior highly attended panel discussions at SIOP 2019, 2021, and 2022, the panelists will continue the dialog in an alternative session format designed to solicit broader perspectives from the audience. The goal is to further collective understanding of challenges related to working with subject matter experts to develop SJTs and discuss strategies for overcoming them. Together, panelists hope to illuminate a path forward for both researchers and practitioners operating in this unique testing context.

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#### Speakers



**Bethany Bynum**  
HumRRO



**Kimberly Adams**  
HumRRO



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



**Taylor Sullivan**  
Codility



**Susan D'Mello**  
HumRRO

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### Democracy or Oligarchy? Exploring the Merit of an Open Marketplace for Leadership Dev (Panel Discussion - 141553)

🕒 8:30 AM - 9:50 AM, Apr 22

📍 Hynes-Room 202

Authors: Bhatia, S. (Co-Chair), Nwokoma, N. E (Co-Chair), Binder, D., Linnabery, E., Ehret, M., & Stomski, L. (2023). Democracy or Oligarchy? Debating the merit of an open marketplace for leadership development. [Panel]. Society for Industrial and Organizational P

This interactive session will explore the merits or challenges associated with democratizing leadership development. The session will feature a panel and breakout sessions on whether development investment should focus on a limited elite or be accessible by a broad population. Topics will include trends on the democratization of leadership development, how culture contributes to success or challenges with this approach, challenges related to developing and retaining high potentials when development opportunities are open to all, and the role of HR.

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#### Speakers



**Sarena Bhatia**  
Kincentric



**Lorraine Stomski**  
Walmart



**Eileen Linnabery**  
Vantage Leadership Consulting



**Nchopia Nwokoma**  
Korn Ferry



**Michael Ehret**  
Johnson & Johnson



**David Binder**  
Self-Employed

## The Challenge Within: Dynamics, Subpopulations, and Process Mechanisms (Symposium - 141241)

🕒 8:30 AM - 9:50 AM, Apr 22

📍 Hynes-Room 203

Authors: Braun, M. T. (Chair). (2023). The challenge within: Dynamics, subpopulations, and process-mechanisms [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Somaraju, A. V., Braun, M. T., Griffi

Organizational scientists are inherently interested in phenomena that evolve over time, yet several challenges hinder the development and testing of within-unit theories. This symposium aims to mitigate those challenges through guidance and examples. The first paper integrates theory and statistics to present a taxonomy of organizational dynamics. The second paper details a procedure for detecting, defining, and modeling subpopulations of within-unit relationships. The final 2 papers develop process theories of how affective, behavioral, cognitive, and social actions and states emerge.

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### 🗣️ Speakers



**Michael Braun**

DePaul University



**Ajay Somaraju**

Michigan State University



**Daniel Griffin**

Michigan State University

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## Strategies for Dealing With Challenges Facing I-O Master's Programs (Panel Discussion - 141201)

🕒 8:30 AM - 9:50 AM, Apr 22

📍 Hynes-Room 204

Authors: Bartels, L. K. (Chair), Daus, C. S., Huelsman, T., Reynolds Kueny, C., Sachau, D., & Sanders, A. M. F. (2023). Strategies for Dealing with Challenges Facing I/O Master's Programs. [Panel]. Society for Industrial and Organizational Psychology Annual Confer

The challenges facing I-O master's programs include weakening demand for I-O psychologists, increasing competition for students, varied program formats, as well as changes in the applicant pool. This panel discussion brings I-O master's faculty from varied programs together to share their concerns and their strategies for dealing with these challenges. Join the discussion of ways to adapt to these challenges.

## 📣 Speakers



**Lynn Bartels**  
Southern Illinois University, Edwardsville



**Catherine Daus**  
Southern Illinois University, Edwardsville



**Timothy Huelsman**  
Appalachian State University



**Daniel Sachau**  
Minnesota State University, Mankato



**Adriane Sanders**  
Austin Peay State University



**Clair Reynolds Kueny**  
Missouri University of Science and Technology

## Work Counterproductivity of Grippers, Harassers, Sexists, Holidayers, and Sleepers (Symposium - 140735)

🕒 8:30 AM - 9:50 AM, Apr 22

📍 Hynes-Room 207

Authors: Mercado, B. K. (Co-Chair) & Dilchert, S. (Co-Chair) (2023). Work Counterproductivity of Grippers, Harassers, Sexists, Holidayers, and Sleepers [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States. Counterproductive work behaviors (CWB) remain a concern for organizations, employees, and society at large. This symposium presents novel empirical studies examining harassment and CWB's relations to (a) cybergripping, hostile sexism, and bystander power, as well as (b) work-rest patterns involving sleep, days of the week, and holidays. Findings offer theoretical insights and actionable items for practitioners.

## 📣 Speakers



**Brittany Mercado**  
Elon University



**Deniz Ones**  
University of Minnesota



**Stephan Dilchert**  
Zicklin School of Business, Baruch College



**Laura Barron**  
U.S. Air Force



**Michael L. Ekema**  
California State University-Long Beach



**Casey A. Giordano**  
Auburn University at Montgomery



**Yilei Wang**  
East China Normal University

## Quiet Quitting: Old OCB Wine in New Bottles That Needed Relabeling Anyway (Panel Discussion - 141560)

🕒 8:30 AM - 9:50 AM, Apr 22

📍 Hynes-Room 208

Authors: Scymcyk, J.M. (Chair), Adair, C. (Panelist), Chan, J. (Panelist), Lupino, K. (Panelist), Zimmer, S. (Panelist)/ (2022). Quiet Quitting – Old OCB Wine in New Bottles That Needed Relabeling Anyway [Panel Discussion Type]. Society for Industrial and Organiza

Quiet quitting has become of increasing interest to I-O psychologists and the general public as a follow up to this new era of increased interest in employees and their experience following the pandemic and subsequent Great Resignation. Despite this interest, some I-O psychologists are cautious about how this fits into extant literature, such as the literature on OCBs. In this session, authors will pull from this literature to view this as an opportunity to merge this new concept with classic constructs.

#### Speakers



**Jacklyn Scymcyk**  
Florida Institute of Technology



**Seth Zimmer**  
AT&T



**Christopher Adair**  
General Motors



**Francisco de Moura**  
Kincentric



**John Chan**  
Coles



**Kamela Lupino**  
Kincentric

### **Does an AI Solution Outperform Assessment Center Assessors? Criterion-Based Research (Master Tutorial - 140405)**

🕒 8:30 AM - 9:50 AM, Apr 22

📍 Hynes-Room 209

Authors: Bronkhorst, P. V. (2023). Does an Artificial Intelligence solution outperform Assessment Center assessors? A criterion-based research study. (Master Tutorial) Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United State

Few AI solutions to interpret and score text-based AC simulations are available, and there is a lack of research published to date, proving validity. This presentation aims to expand on how an AI solution was developed to score text-based AC results and to provide empirical research findings. The research will provide correlations of equivalence between human-assessor versus virtual-assessor scoring (convergent validity), and the correlation of human-assessor versus virtual-assessor with a criterion score.

#### Speakers



**Pieter Bronkhorst**  
Evalex Talent Solutions



**Hendrik Bronkhorst**  
Evalex Talent Solutions

### **Hiring Neurodiverse Talent: Proven Approaches to Creating a Neuroinclusive Company (Panel Discussion - 140800)**

🕒 8:30 AM - 9:50 AM, Apr 22

📍 Hynes-Room 304

Authors: Jeff-Eke, E.G. (Co-Chair), Slack, K.J. (Co-Chair), Jameson, T.P., Millsap, J., Powell-Rudy, T., Svyantek, D. J., & Willis, C. (2023). So, You Want to Hire Neurodiverse Talent—Proven Approaches to Creating a Neuroinclusive Company [Panel]. Society for Indu

The call to acknowledge that some differences, like neurodiversity, are invisible is leading organizations to expand DEI initiatives. The panelists in this session share recommendations, stories, and lessons learned based on their research and practical experience.

## 📣 Speakers



**Evonzia Jeff-Eke**  
Birkman International, Inc.



**Daniel Svyantek**  
Auburn University



**Kelley J. Slack**  
Birkman International & Minerva Work Solutions PLLC



**Colin Willis**  
HireVue, Inc.



**Tiffany Payton Jameson**  
Grit & Flow



**Tracy Powell-Rudy**  
Integrate Autism Employment Advisors



**James Millsap**  
CommScope, Inc.

## **Being Ostracized Affects Employees' (Lack of) Proactivity and Career Development (Symposium - 140298)**

🕒 8:30 AM - 9:50 AM, Apr 22

📍 Hynes-Room 306

Authors: Liu, C. (Co-Chair), Wu, C. (Co-Chair), & Xu, H. (Discussant). (2023). Being ostracized affects employees' workplace behaviors and career development [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United St

Authors present 4 empirical studies that examine the detrimental effect of workplace ostracism on employees' (lack of) proactivity and career development. Using experience sampling method, multiwave prospective survey design, and data collected from supervisor–employee dyads, the authors showed how various types of workplace ostracism (e.g., supervisor ostracism, being singled out, vicarious ostracism) on employee silence, ethical voice, proactivity, and promotability. Theoretical and practical implications are discussed.

## 📣 Speakers



**Cong Liu**  
Hofstra University



**Chiahuei Wu**  
University of Leeds



**Yisheng Peng**  
George Washington University



**Xixi Gu**



**Yuyan Cherry Zheng**  
Sheffield University

## **Forgotten but not Gone: Workplace Insights From Under-Researched Employees (Symposium - 141412)**

🕒 8:30 AM - 9:50 AM, Apr 22

📍 Hynes-Room 310

Authors: Smith, N. A. (Co-Chair), Waterbury, C. J. (Co-Chair), & Dillum, M. C. (Co-Chair) (2023). Forgotten but not gone: Workplace insights from under-researched employees [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston

More energy and attention than ever before is being put into creating diverse, equitable, and inclusive workplaces. Still, many minoritized groups are underrepresented in current research, yet to have their stories told. This symposium aims to represent some of the forgotten populations by drawing on cross-disciplinary research and utilizing novel research methods. Together, 5 research teams share the experiences of migrant seasonal farmworkers, long-term survivors of HIV/AIDS, those who have experienced pregnancy loss, adoptive parents, and individuals with a criminal history.

## 🚩 Speakers



**Nicholas Smith**  
Portland State University



**Sabrina D. Volpone**  
University of Colorado Boulder



**Fred Macoukji**



**Jennifer Dimoff**  
University of Ottawa



**Frances Hampton**  
Portland State University



**Faviola Robles-Saenz**  
Portland State University



**Christopher Waterbury**  
Portland State University—Oregon Health Sciences Univeristy School of Public Health



**Mordeky C. Dullum**  
Portland State University

## Capturing Complexity: Using Coincidence Analysis to Evaluate Interventions (Symposium - 140251)

🕒 8:30 AM - 9:50 AM, Apr 22

📍 Hynes-Room 311

Authors: Roczniewska, M. (Chair) & Bravata, D. (Discussant). (2023). Capturing Complexity: Using Coincidence Analysis to Evaluate Organizational Interventions [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United S

Explaining what factors lead to the desired outcomes of organizational interventions is complex. There could be multiple alternative paths to success and some factors may be influential only in combination with others. Detecting these conditions requires methods that can capture such complexities. This symposium provides an introduction to coincidence analysis (CNA): a mathematical, cross-case method designed to identify causal inference and complexity using the principles of Boolean algebra. Authors will demonstrate how CNA is used to aid and enrich evaluation of organizational interventions.

## 📣 Speakers



**Marta Roczniowska**  
Karolinska Institute



**Karina Nielsen**  
University of Sheffield



**Susanne Tafvelin**  
Umea University



**Trond Løkling**  
PricewaterhouseCoopers



**Dawn Bravata**  
US Department of Veterans Affairs



**Martyna Daria Swiatczak**

## Building People-First Organizations: Insights and Reflections From the Trenches (Panel Discussion - 140870)

🕒 8:30 AM - 9:50 AM, Apr 22

📍 Hynes-Room 312

Authors: King, D. D. (Co-Chair), Biga, A (Co-Chair), Geffre, A., Martin, M-A., & Knight, D. (2023). Building People-First Organizations: Insights and Reflections from the Trenches [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Bos

Companies talk about their commitments to shareholders, communities, and the environment. But what about commitment to employees? In this panel, 3 heads of HR and an external consultant will outline what it means to be “people first,” discuss advantages of a people-first organization, and discuss strategies for reaping the benefits of a people-first culture. Authors advocate for a mindset shift from business metrics first to people first. This discussion will fuel collaboration, inform scientific development, and serve as a starting-point for organizational advancements.

## 📣 Speakers



**Danielle D. King**  
Rice University



**Angela K. Geffre**  
JLL



**Andrew Biga**  
GoHealth Urgent Care



**Meisha-Ann Martin**  
Workhuman



**Donald Knight**  
Greenhouse IO

## Advancing Science and Practice in Career Mobility: An Organizational Perspective (Panel Discussion - 140859)

🕒 8:30 AM - 9:50 AM, Apr 22

📍 Hynes-Room 313

Authors: Che, X. X. (Co-Chair), Liu, Y. (Co-Chair), Decker, R., Muhammad, R., O'Neal, J., Prosperi, M., Wang, M., & Zhou, L. (2023). Advancing Science and Practice in Career Mobility: An Organization Perspective [Panel]. Society for Industrial and Organizational P

Taking an organizational perspective on career mobility, panelists will discuss how organizations can better identify talent with the potential for various types of movements, and better support employees' job transitions and career development. Panelists will share new insights from recent research and first-hand experiences of designing and implementing career mobility programs in both the public and private sectors. Development and deployment of methods that build on cutting-edge techniques from data sciences (e.g., big data, automation), in particular, will be discussed.

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### 🗣️ Speakers



**Xinxuan Che**

Amazon



**Mo Wang**

University of Florida



**Justin O'Neal**

Amazon Web Services (AWS)



**Rabiah S. Muhammad**

Transportation Security Administration



**Yihao Liu**

University of Illinois at Urbana-Champaign



**Ragan Decker**

Society for Human Resource Management (SHRM)



**Mattia Prosperi**

University of Florida



**Le Zhou**

Carlson School of Management, University of Minnesota, Twin Cities

10:00 AM

## Assessing Neurodiverse Talent: Bridging the Gap Between Research and Practice (Alternative Presentation - 140773)

🕒 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Ballroom A

Authors: Camden, L., Burnard, M., Colley, K., Willis, C., Ritterbush, E., Phebus, A., Allen, K. (Co-chair), & Specht, M. (Co-chair). (2023). Assessing Neurodiverse Talent: Bridging the Gap Between Research and Practice [Alternative Session Type]. Society for Indus

Despite the movement for neurodiversity inclusion, little empirical research exists to inform best practices for assessing this talent. A diverse group of scientist-practitioners, some neurodivergent themselves, will present research focused on the neurodiverse population and their interaction with assessment practices. The group will be split such that half of the presenters will present empirical research and the other half will share their applied experiences. Next, the panel will reflect through an interactive discussion guided by audience-selected questions.

#### 🚩 Speakers



**Elizabeth Ritterbush**

The Home Depot



**Kelsie Colley**

Argo Ai



**Colin Willis**

HireVue, Inc.



**Alicia Phebus**

DISH Network



**Mark Burnard**

Florida International University



**William Camden**

SHL

### **The In Between: Postdocs for Industrial-Organizational Psychologists (Panel Discussion - 140712)**

🕒 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Ballroom B

Virtual and Strea...

Authors: Harris-Watson, A. M. (Chair), Acton, B., Robertson, M., Traylor, A., & McCukser, M. (2023). The in between: Postdocs for industrial/organizational psychologists. [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA,

Postdoc positions have become increasingly common in psychology, including I-O. This session provides insight into postdoctoral experiences specific to I-O. Panelists will share their perspectives as former postdocs who have successfully transitioned into both faculty and industry positions. Topics will include challenges and benefits of postdocs, as well as advice for choosing a postdoc and succeeding in the “in between.” This session is appropriate for PhD students interested in industry and academic postdoc positions, current postdocs, and mentors looking to better support postdocs.

## 📣 Speakers



**Alexandra Harris-Watson**  
University of Oklahoma



**Melissa Robertson**  
Purdue University



**Bryan P. Acton**  
Binghamton University



**Maureen E. McCusker**  
Virginia Commonwealth University



**Allison Traylor**  
Clemson University

## Tempering the Hype: Translating Trends for Business Partners (Panel Discussion - 140364)

🕒 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Ballroom C

Virtual and Strea...

Authors: Capman, J. (Co-Chair), LaPort, K. (Co-Chair), Lipp-Hendricks, P. Mackay, K. Martin, N., Oliver, J. (2023). Tempering the Hype: Translating Trends for Business Partners [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston

HR business partners often seek out the opinion of industrial-organizational psychologists to understand whether workplace trends are all hype or grounded in science. Panel facilitators will take on the role of HRBPs and ask panelists questions about workplace trends (e.g., quiet quitting, 1-time DEI interventions). Panel experts will share their evaluation of these workplace trends and then their overall conclusions to their HR business partners. Panelists will conclude by summarizing best practices in evaluating workplace trends and communicating those conclusions to business partners.

#### 🚩 Speakers



**John Capman**  
Amazon



**Nicholas R. Martin**  
Meta



**Kathy MacKay**  
Aon



**Joy Oliver**  
Amazon



**Kate LaPort**  
Amazon



**Pamela Lipp-Hendricks**  
T. Rowe Price

### **COI: Exploring the Impacts of the Great Resignation on Personnel Selection (Community of Interest - 142746)**

🕒 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Room 201

**SIOP Cura...**

Authors: Martin-Raugh, M. P., Crook, A. E., & Seybert, J. (2023). Exploring the Impacts of the Great Resignation on Personnel Selection [Community of Interest]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

After the pandemic, employees have different expectations for work (e.g., increased flexibility/autonomy, part-time work). The Great Resignation reflects what can happen when organizational approaches are not matching those needs. How are organizations and HR units responding to the Great Resignation? What are pressing research questions for I-O psychologists during this shift? Join us for discussion of new recruitment, selection methods, and timelines that have developed as a result, and share how your organization has adjusted their benefits, role definitions, and negotiations processes.

#### 🚩 Speakers



**Michelle Martin-Raugh**  
Educational Testing Service



**Jacob Seybert**  
Roblox



**Amy Crook**  
Belmont University

### **¡Oye Mi Canto! Increasing Latinx Representation in Academia (Panel Discussion - 141381)**

🕒 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Room 202

Authors: Bueno, A. (Co-Chair), Hernandez, J. (Co-Chair), Madera, J. M., González-Morales, M. G., Rodriguez, J. F., Solis, L., Otero La Porte, Y. (2023). ¡Oye Mi Canto! Increasing Latinx Representation [Panel]. Society for Industrial and Organizational Psychology A

Despite the ever-increasing number of Latinx students obtaining a bachelor's degree, fewer than 6% of doctoral students are Latinx, with an even lower percentage of Latinx representation among faculty in university settings (4%). This session intends to highlight barriers and challenges Latinx students and faculty face as well as spark discussion around how graduate school programs and institutions can (a) better recruit, support, and retain Latinx graduate students; and (b) increase Latinx professoriate by cultivating a more robust pipeline for Latinx students aiming to enter academia.

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#### Speakers



**Ayline Bueno**  
Wayne State University



**Juan Madera**  
University of Houston



**M. Gloria Gonzalez-Morales**  
Claremont Graduate University



**Jose Rodriguez**  
Florida International University



**Lorena Solis**  
University of Calgary



**Joel Hernandez**  
SUNY Albany



**Yanai Otero La Porte**  
Texas A&M University

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#### **Developing Unobtrusive Measures of Team Constructs: Utilizing the RADSM Process (Symposium - 141014)**

🕒 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Room 203

Authors: Shuffler, M. L. (Co-Chair), & Rahner, Z. L. (Co-Chair). (2023). Developing unobtrusive measures of team constructs: Utilizing the RADSM process [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

If teams research remains dominated by traditional obtrusive self-report measures, researchers will continue to miss many of the processes and dynamics that inform understanding of teamwork. This symposium provides exemplars for the assessment, development, and implementation of unobtrusive measures. These papers emphasize the importance of considering the inherent tradeoffs one must make to manage resources and maximize validity, underscore the importance of theory-driven measure development, and highlight the need to carefully consider the context in which the measure will be used.

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#### Speakers



**Zachary Rahner**  
Florida Institute of Technology



**Amanda L. Thayer**  
Florida Institute of Technology



**Alexxa Bessey**  
Clemson University

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### **Conducting Organizational Psychology Research With EEOC Protected Peoples (Panel Discussion - 140647)**

🕒 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Room 204

Authors: Garcia, S. C. (Co-Chair), Moran, L. H. (Co-Chair), French, K. A. (Co-Chair), Cheung, H. K. (Panelist), Hebl, M. R. (Panelist), Martinez, L. (Panelist), McGonagle, A. (Panelist), & Rudolph, C. W. (Panelist) (2023).  
Conducting Organizational Psychology Research

This session will provide advice, guidance, and encouragement to researchers, and especially early career researchers and graduate students, who are interested in conducting research with populations protected under the EEOC or similar regulations in countries beyond the United States. Topics will include (a) developing appropriate research questions, (b) selecting relevant theory and reviewing past empirical findings, (c) using appropriate methods for recruiting and retaining participants, and (d) effectively disseminating research.

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#### Speakers



**Spencer Garcia**  
Georgia Institute of Technology



**Michelle (Mikki) Hebl**  
Rice University



**Alyssa McGonagle**  
University of North Carolina at Charlotte



**Cort Rudolph**  
Saint Louis University



**Larry Martinez**  
Portland State University



**Kimberly French**  
Georgia Institute of Technology



**Ho Kwan Cheung**  
University of Calgary



**Lauren Moran**  
Georgia Institute of Technology

## Lessons Learned From the Assessment Field: Tips for Early Career Professionals (Panel Discussion - 140820)

🕒 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Room 207

Authors: Elliott, S. (Chair), Adams, K. A., Alonso, A., Mueller, L., & Munson, L., (2023). Lessons learned from the assessment field: Tips for early career professionals [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, U

This session will pose thought-provoking questions to a panel of I-O psychologists within the context of the assessment field. These questions will be presented “game show” style and focus on communications and strategy rather than technical aspects of assessment. The session will provide guidance on the skills required to transition from contributor to leader in a team where assessment is only one part of the business strategy.

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### 🗣️ Speakers



**Samantha Elliott**

HumRRO



**Lorin M. Mueller**

Federation of State Boards of Physical Therapy



**Liberty Munson**

Microsoft



**Alexander Alonso**

Society for Human Resource Management (SHRM)



**Kimberly Adams**

HumRRO

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## Shifting Into Gear: Incorporating DEI Into Performance Management (Panel Discussion - 140672)

🕒 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Room 208

Authors: Woo, V. A., Ong, X. W. (Chair), Kasischke, K., Levy, P. E., Melillo, E., & Rodriguez, J. M. (2023). Shifting into gear: Incorporating DEI into performance management [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston,

Diversity, equity, and inclusion (DEI) persists as one of the top 3 trends in SIOP's Top 10 Workplace Trends since 2018. Despite its importance, there is a deficiency in the incorporation of DEI into the core organizational process of performance management. Practitioner perspectives are critical to this topic due to the vicissitudes of implementing both DEI and performance management initiatives within organizations. This panel will explore the issues in integrating these 2 areas and share insights and practice-based recommendations to bridge this gap.

#### 🚩 Speakers



**Xin Wei Ong**



**Paul Levy**

University of Akron



**Jennifer Rodriguez**

Ovintiv USA



**Vivian Woo**

Lead People Science Analyst  
Culture Amp



**Beth Melillo**

National Grid



**Kennon Kasischke**

Central Health

### **Evidence on the Effective Enactment and Benefits of Organizational Agility (Symposium - 140908)**

🕒 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Room 209

Authors: Zhu, X. S. (Co-Chair) & Campion, E. D. (Co-Chair) (2023). Evidence on the Effective Enactment and Benefits of Workforce Agility [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.  
Campion,

Agility, or the capability to proactively anticipate change, manage the unexpected, and adapt to new situations, is becoming increasingly important in today's organizations. The papers in this symposium attempt to integrate perspectives from both research and practice to establish a scientist-practitioner approach to understand and discuss what organizational agility looks like postpandemic. The primary objective is to present a timely discussion of how organizational agility can benefit organizations but also critically evaluate what agility may look like for real organizations over time.

#### 🚩 Speakers



**Emily D. Campion**

Old Dominion University



**Veronica Harvey**

Schmidt Harvey Consulting, LLC



**Susan Zhu**

University of Kentucky

### **Treating Mental Health in the Workplace (Symposium - 140044)**

🕒 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Room 302

Authors: Reichman, W., (Chair).(2023),Treating Mental Health in the Workplace [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.  
Battista, M. (2023). Mental Wellness at IGT  
Putz, R. & Richardso

This symposium will describe what should be done for millions of workers returning to work with mental health issues. Such problems were exacerbated by the COVID pandemic, but mental health issues were taking a toll before COVID. Both employers and employees are now concerned with increasing mental health problems and organizational psychologists are now confronted with the task of dealing with the suffering of employees. Authors will describe how a gaming company, a consulting firm, and the FBI developed successful programs and data showing the assessment of employees who used such programs.

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#### Speakers



**Walter Reichman**  
OrgVitality LLC



**Mariangela Battista**  
IGT



**Amy Grubb**  
Federal Bureau of Investigation




**Liz Tracy**  
North Carolina State University



**Rene Putz**  
SLALOM Consulting

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### **Blink Twice if You Don't Feel Safe: Physical and Psychological Safety Concerns (Alternative Presentation - 141447)**

 10:00 AM - 10:50 AM, Apr 22

 Hynes-Room 306

Authors: Lovell, E., Killham, E., Williams, M., Black, L., & McKersie, S. (2022). Blink Twice if you Don't Feel Safe: Physical and Psychological Safety Concerns [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Boston,

Panelists from various backgrounds and industries will share research and practices for both physical and psychological safety, and respond to audience questions. Safety continues to impact employees in a talent marketplace seeking to mitigate growing turnover (Groh, 2019). Four organizations in this mashup represent different industries, but all study safety challenges in their workforces. This session includes research conducted on trends in safety, methods and outcomes of safety in application, and a large interactive question and answer discussion with the audience.

#### Speakers



**Ellen Lovell**  
Perceptyx, Inc.



**Myia Williams**  
Northwell Health



**Sara McKersie**  
WEX



**Lisa Black**  
Energage



**Emily A. Killham**  
Perceptyx, Inc.

### **The Future of Talent in Tech: Hiring and Selection for Software Engineers (Panel Discussion - 141163)**

🕒 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Room 309

Authors: Mirando, T. (Chair), Foster, K., Morelli, N., Mundell, J., Reburn, Z. (2023). The Future of Talent in Tech: Hiring and Selection for Software Engineers [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United Sta

This session will present current trends and discuss the future of hiring and selection in software engineering. The software engineering job family is critical to many organizations with a high demand for talent and rapidly shifting knowledge, skill, and ability (KSA) requirements. Panelists will discuss topics including the current skill profiles of software engineers and how these profiles may evolve in the future, the current state of hiring and selection for software engineers, and trends that will lead us into the future of hiring and selection for this rapidly growing area of work.

#### Speakers



**Tyler Mirando**  
APTMetrics



**Neil Morelli**  
Codility



**Katey E. Foster**  
APTMetrics, Inc.



**Jimmy Mundell**  
Netflix



**Zach Reburn**  
Meta

## Finding and Securing External Funding: A Discussion With the Experts (Panel Discussion - 140851)

🕒 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Room 310

Authors: Ravid, D. M. (Co-Chair), Yuan, Z. (Co-Chair), Kraimer, M. L., Ion, A., Allen, T. D., Dalal, R. S., Fisher, G. G., Goodman, J., Hollenbeck, J. R., & Liu, S. (2023). Finding and Securing External Funding: A Discussion with the Experts [Panel Discussion]. So

This session aims to provide practical advice to I-O psychologists interested in obtaining funding through external grants. Topics will include strategies for finding the right funding agency and grant solicitation, tips for communicating a compelling project, and advice for managing the grant writing process.

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### 🗣️ Speakers



**Daniel Ravid**

University of New Mexico



**Tammy Allen**

University of South Florida



**Gwenith Fisher**

Colorado State University



**John R. Hollenbeck**

Michigan State University



**Reeshad Dalal**

George Mason University



**Songqi Liu**

National Science Foundation



**Zhenyu Yuan**

University of Illinois at Chicago



**Jack Goodman**

Lewis-Burke Associates LLC

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## The Intersection of Science and Practice in Identifying Potential: Are We There Yet? (Panel Discussion - 141196)

🕒 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Room 312

Authors: Oliver, D.H., Shepherd, W.J., Desrosiers, E., & Evans, S. (2023). The Intersection of Science and Practice in Identifying Leader Potential: Are We There Yet? [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Bost

Most talent strategies include tactics to identify high potential leaders to enable differentiated development and build future talent pipelines. I-O psychology has made significant advances in identifying potential, including robust processes and use of assessments. These practices are making their way into organizations and enabling more objective evaluations. Yet, the bridge between science and practice takes time, and many managers still defer to their own instincts. In this session, talent management practitioners will discuss how their organizations are addressing this challenge.

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📣 Speakers



**David Oliver**  
PepsiCo (Frito-Lay North America)



**William Shepherd**  
The Wendy's Company



**Erica Desrosiers**  
Otsuka Pharmaceuticals NA



**Sarah Evans**  
Ocean Spray

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**Machine Learning for I-O 5.0: Advances in Organizational Applications  
(Symposium - 140361)**

🕒 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Room 313

Authors: Hickman, L. (Co-Chair), Liu, M. (Co-Chair). (2023). Machine Learning for I-O 5.0: Advances in Organizational Applications [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Machine learning (ML) is increasingly being used in the world of work. This symposium presents and integrates five papers that leverage state-of-the-art deep learning and natural language processing (NLP) techniques to advance organizational research and applications, ranging from assessing personality and detecting anomalous responses in high-stakes interviews to scoring performance appraisals and assessment center (AC) exercises. Each paper explores novel approaches, research questions, or contexts of ML and NLP.

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📣 Speakers



**Louis Hickman**  
Virginia Tech



**Andrew Speer**  
Wayne State University



**Mengqiao (MQ) Liu**  
Amazon



**Elena Auer**  
BetterUp



**Bradley Pitcher**  
Purdue University



**Brent Anthony Stevenor**  
Bowling Green State University



**Yimeng Dai**  
Sapia.ai

## Poster Session A3: Counter-Productive Work Behavior & Careers

🕒 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Exhibit Hall - Poster

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### 34 Subsessions

#### ● **The More Severe not Always the Merrier: Interaction of Error Features on Learning (Poster - 140644)**

🕒 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 1

#### ● **Supervisory Feedback That Works: A Latent Profile Analysis and Experimental Vignette (Poster - 140601)**

🕒 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 2

#### ● **Justifying Discriminatory Decisions in Selecting a Protégé (Poster - 140432)**

🕒 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 3

#### ● **Get Ready for Work: An Examination of the Most In-Demand KSAOs (Poster - 140697)**

🕒 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 4

#### ● **Can Feeling Like an Imposter Be Favorable? A Qualitative Study on Cognitive Appraisal (Poster - 140667)**

🕒 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 5

#### ● **Mattering Predicts Graduation Intentions: A Self-Determination Theory Approach (Poster - 140637)**

🕒 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 6

#### ● **Career Profiles Post-Great Resignation: A Latent Profile Analysis of Career Attitudes (Poster - 140243)**

🕒 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 7

#### ● **Resolving the Double-Edged Sword of Mentoring Through Generativity (Poster - 140310)**

🕒 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 8

#### ● **Workplace Generativity Scale: Construct Development and Nomological Validation (Poster - 140346)**

🕒 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 9

#### ● **An Intrapersonal Signaling Perspective on Career Breaks as Critical Incidents (Poster - 140604)**

🕒 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 10

#### ● **“Do Your Own Research”: Mentor Outcomes of Protégé Science Skepticism (Poster - 140534)**

🕒 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 11

#### ● **The Effect of Job Rotation on Employee Career Outcomes: Career Structure Perspective (Poster - 141341)**

🕒 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 12

#### ● **The Five Factor Model, Mentor–Protégé Matching, and Negative Mentoring Experiences (Poster - 140795)**

🕒 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 13

#### ● **Role Modeling Resilience via Belonging (Poster - 138682)**

🕒 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 14

#### ● **Up in Smoke: Cannabis Use, Job Complexity, and Extrinsic Career Success (Poster - 140326)**

🕒 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 15

#### ● **What Should the Organization Do? Studying Thriving From a Socialization**

**Perspective (Poster - 141300)**

⌚ 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 16

**Attachment in Workplace Mentoring Relationships: Scale Development and Validation (Poster - 140538)**

⌚ 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 17

**Psychological Capital Buffers Effects of Career Insecurity on Career Success (Poster - 140331)**

⌚ 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 18

**Screening to Reduce Male and Female Perpetration of Sexual Harassment and Assault (Poster - 138775)**

⌚ 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 19

**Military Leader Tolerance for Sexual Harassment in Predicting Survivor Outcomes (Poster - 140775)**

⌚ 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 20

**A Psychometric Network Analysis of Counterproductive Work Behaviors (Poster - 141340)**

⌚ 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 21

**COVID-19 Conspiracies at Work (Poster - 140059)**

⌚ 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 22

**Who Uses Abusive Supervision to Punish Deviant Employees (Poster - 140500)**

⌚ 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 23

**Gossips Unleashed: The Role of Moral Disengagement and Calculative (Poster - 140219)**

⌚ 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 24

**A Whole New World: A Meta-Analysis of Workplace Cyber Mistreatment (Poster - 140894)**

⌚ 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 25

**Aspects of Self-Regulation Decrease the Manifestation of CWB Intentions (Poster - 140423)**

⌚ 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 26

**Theory of Planned Behavior: Predicting When CWB and OCB Intentions Result in Action (Poster - 140433)**

⌚ 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 27

**Clarifying Correlates of Structurally Oppressive Work Situations (Poster - 141159)**

⌚ 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 28

**Differential Effects of Mistreatment From Supervisors, Colleagues, and Customers (Poster - 140555)**

⌚ 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 29

**Effect of Email Incivility on Family Leisure Activities: Detachment as a Mediator (Poster - 140836)**

⌚ 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 30

**Investigating Daily Incivility and Depletion Through a Cognitive Process Lens (Poster - 141306)**

⌚ 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 31

**A Qualitative Exploration of Antecedents and Outcomes of Ostracism in the U.S. Military (Poster - 141289)**

⌚ 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 32

**The Online Workplace Sexual Harassment of Women (Poster - 140914)**

⌚ 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 33

**Do Low-Power Individuals Really Compete Less? An Investigation of Covert**

### Competition (Poster - 140103)

🕒 10:00 AM - 10:50 AM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 34

### Posters

🕒 10:00 AM - 3:00 PM, Apr 22

📍 Hynes - Exhibit Hall D

Posters

Open to All

11:00 AM

### Break

🕒 11:00 AM - 11:30 AM, Apr 22

📍 Hynes-Exhibit Hall D

Break

Open to All

11:30 AM

### Bringing the "I" Side to an "O" Field: Practices for Data-Driven OD (Panel Discussion - 141499)

🕒 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Ballroom A

Authors: Burnett, H., Falatic, K., Hawkes, B. (Facilitator), Lyon, J. S., Streets, V., & Thornton, J. (2023). Bringing the 'I' Side to an 'O' Field: Practices for Data-Driven OD [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Bosto

Historically, the field of organizational development (OD) has relied on practitioners heavily skilled in the "art" of consultative organizational design—the "O" side of OD. The purpose of this panel session is to highlight perspectives from current OD practitioners across different organizations that bring strong scientific measurement and analytics experience to the OD space. Presenters will discuss experiences and real-life scenarios that highlight the value and need for more data-driven decision making.

### 🚩 Speakers



**Jessica Thornton**

Dell Technologies



**Julie Lyon**

LinkedIn



**Katherine C. LaMons**



**Valerie Streets**

Dell Technologies



**Heather Burnett**

Red Hat

### Considerations for Fair and Valid Talent Assessment in Policing (Symposium - 140817)

🕒 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Ballroom B

Virtual and Strea...

Authors: Luse, W. (Chair) & Jacobs, R. (Discussant). (2023). Considerations for fair and valid talent assessment in policing [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Cheban Y.M., Malloy, C

Although various aspects of policing are under constant scrutiny, talent assessment systems receive minimal consideration. SIOP has provided initial recommendations for addressing these talent management issues, with a particular focus on addressing the needs of the community, designing richer assessments, and creating a diverse pipeline of talent. This symposium further expands on these ideas by reviewing research and case studies that offer methods for researchers and practitioners to rethink police selection and promotion processes using novel perspectives and tools.

#### 🚩 Speakers



**Rick Jacobs**

Pennsylvania State University



**Ken Yusko**

University of Maryland, College Park



**Jennifer Rineer**

RTI International



**Yuliya Cheban**

The Graduate Center & Baruch College, CUNY



**William Luse**

University of LaVerne



**Brenna Armfield**

### Setting New Parents Up for Success: How to Support Employees During Parental Leave (Panel Discussion - 140226)

🕒 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Ballroom C

Virtual and Strea...

Authors: Billeaud, M.L. (Co-Chair), Thomas, C.L. (Co-Chair), Fisher, G.G., Jones, K.P., Ladge, J., & Pytlovany, A. (2023). Setting New Parents Up for Success: How to Support Employees During Parental Leave [Panel]. Society for Industrial and Organizational Psychol

This session will cover how organizations can support employees before, during, and after their parental leave (i.e., time off from work to bond with a new child). Panelists will draw from their expertise on research and interventions for employees transitioning to parenthood. The session will be applicable to a wide audience including researchers, consultants, and HR practitioners.

#### 📣 Speakers



**Madeline Billeaud**



**Gwenith Fisher**

Colorado State University



**Kristen Jones**

University of Memphis



**Jamie Ladge**

Northeastern University



**Candice Thomas**

Associate professor  
Saint Louis University



**Amy Pytlovany**

Center for Parental Leave Leadership

### **COI: How and What I-O and Cybersecurity Can Learn From Each Other (Community of Interest - 142749)**

🕒 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Room 201

[SIOP Cura...](#)

Authors: Shore, D. B., & Allen, M. T. (2023). Community of Interest: How and What I/O & Cybersecurity Can Learn from Each Other. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Every organization must consider cybersecurity as devices increase, more employees work from home, and hackers target critical infrastructure. Participants in this COI will discuss how cybersecurity is shaping I-O and how I-O can shape cybersecurity. Examples of topics include attracting and retaining talent in volatile, uncertain working conditions; the types of people who work in cybersecurity; influencing end-user behavior; and applying team and leadership principles to dynamic multiteam systems. The end goal is to generate new collaborative partnerships and ideas for future SIOP sessions.

#### 📣 Speakers



**Daniel Shore**

Workplace Consultant | Teamwork Development & Leadership Strategies  
Strategies for Effective Teamwork, LLC



**Matt Allen**

Assistant Professor  
University of Nebraska Omaha

### **Invited: I-O Psychologists as “Analytics Translators” (Special Event - 142687)**

🕒 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Room 202

[SIOP Cura...](#)

Authors: Kayaalp, A. (Chair), Fletcher, F.A., Andel, S., & Callan, R. (2023). Invited: I-O Psychologists as “Analytics Translators” [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

The Analytics Translator, a title coined by McKinsey, bridges the gap between data expertise on one hand and business expertise on the other hand. Translators draw on their domain knowledge to help organizations identify and prioritize their business problems. Because of their training, I-O psychologists are in a unique position to assume the role of analytics translators as well as science translators. In this special session, academic and practitioner panelists will discuss the potential role of I-O psychologists as Analytics/Science Translators in organizations.

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#### Speakers



**Alper Kayaalp**

University of Houston Clearlake



**Rachel C. Callan**

Humu



**Stephanie Andel**

Dell Technologies




**Keaton Fletcher**

Georgia Institute of Technology

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### **Coming Together: Tracking the Emergence of Consensus in Teams (Symposium - 140596)**

 11:30 AM - 12:20 PM, Apr 22

 Hynes-Room 203

Authors: Runge, J. M. (Co-Chair), Lang, J. W. B. (Co-Chair), & Niessen, C. (Discussant) (2023). Consensus Emergence: How Groups Develop Sharded Climates [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

The recently developed consensus emergence model enables testing and predicting how consensus in teams changes over time. This symposium highlights research on how shared leadership emerges over time, how trust in leadership emerges as a team level construct in marching bands, a study on the emergence of collective efficacy, and a study demonstrating that achievement climate strength decreased when teams moved to home offices during the COVID-19 pandemic.

#### 🚩 Speakers



**J. Malte Runge**  
Oslo Metropolitan University



**Cornelia Niessen**  
University of Erlangen-Nürnberg



**Jonas Lang**  
University of Exeter



**Hayden Woodley**  
Ivey Business School



**Caitlin Ray**  
Cornell-ILR School



**Dominique Kost**  
Associate Professor  
BI Norwegian Business School

### Driving Innovation Without Going off the Rails: Implementing Ideas and Fostering Change (Panel Discussion - 140887)

🕒 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Room 204

Authors: Blocker, L. (Chair), Weintraub, J., Morris, L., Rogers, N., & Marcus-Blank, B. (2023). Driving innovation without going off the rails: Implementing innovative ideas and fostering change [Panel]. Society for Industrial and Organizational Psychology Annual

This session will present both evidenced based and practical advice on how to implement change in organizations. Panelists come from Stony Brook University, Dow Jones, Disney Streaming Services, Johnson & Johnson, and Deloitte management consulting. They will discuss stories of mistakes made by leaders during implementation, common obstacles for employees seeking change, and how to best strategize innovation.

#### 🚩 Speakers



**Lily Blocker**  
Stony Brook University



**Brittany Marcus-Blank**  
Johnson & Johnson



**Nicole Rogers**  
The Walt Disney Company



**Jared Weintraub**  
Deloitte



**Lucy Morris**  
Dow Jones

## Beyond Ban the Box: Perspectives on Criminal Background Checks in Employment Decision (Panel Discussion - 141454)

🕒 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Room 207

Authors: Carusone, N. (Chair), Locklear, T., Klein, A., Simmons, W., & Dunning, M. (2023). Beyond Ban the Box: Perspectives on Criminal Background Checks in Employment Decisions [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Bosto

Criminal background checks are a common tool used by many employers as a part of employment decisions. This affects a large portion of applicants, as almost a third of adults in the US have a criminal record, with arrest rates disproportionately impacting people of color. This panel brings together experts from differing areas of expertise (e.g., I-O, employment law) to discuss the many complexities of designing, validating, and implementing fair, reliable criminal background check processes, discussing implications such as adverse impact, DEI, and the current legal landscape.

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### 🗣️ Speakers



**Nicole Carusone**  
APTMetrics



**Toni Locklear**  
APTMetrics



**Adam T Klein**  
Outten & Golden LLP



**William J Simmons**  
Littler Mendelson



**Matt Dunning**  
First Transit

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## Taking Action on Employee Surveys: Where Are We Now? (Panel Discussion - 141343)

🕒 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Room 208

Authors: Levine, S., Kane, L., Demko, B., Rice, L., Boyko, N., Maurath, D., Castro, V., & Grossman, M. (2023) Taking Action on Employee Surveys – Where are we now? [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United

This session will discuss common challenges to taking action after employee surveys, with advice and strategies from industry experts who have used powerful tactics to overcome these challenges with new insight gained from changes in strategies given the pandemic (e.g., targeted surveys on critical topics like hybrid work and well being). Participants will gain at least 1 compelling idea they can easily use within their own organizations to inspire action taking and improve employee engagement.

## 🚩 Speakers



**Lauren Kane**

Glint, now a part of LinkedIn



**Beth Stacy Demko**

Kimberly-Clark



**Nicole Boyko**

Perceptyx



**Matthew Grossman**

Organon & Co.



**Lauren Rice**

Qualtrics



**Daniel T Maurath**



**Stacey Levine**

LinkedIn



**Vanessa Castro**

## **Increasing Transparency in the Candidate Experience While Protecting Your Company (Panel Discussion - 140702)**

🕒 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Room 209

Authors: Roberts, A., Fonseca, R., Teclé, L., Timko, B., Winterberg, C., Wright, S. (2023). Increasing Transparency in the Candidate Experience While Protecting Your Company [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, M

Enhancing the candidate experience continues to be of critical importance to organizations. To remain competitive in the market, organizations must continue to look for ways to increase transparency throughout the hiring process. However, increasing transparency comes with the responsibility to remain standardized and continue to use a science-based approach to prehire assessments. This panel is intended for introductory to advanced practitioners looking to implement transparent communications and feedback to applicants in order to elevate the candidate experience.

## 🚩 Speakers



**Ariel Roberts**  
PepsiCo



**Sean Wright**  
APTMetrics



**Rose Fonseca**  
DICK's Sporting Goods



**Breanna Timko**  
DCI Consulting



**Leah Teale**  
Walmart



**Chase Winterberg**  
Hogan Assessments

## Achieving the United Nations Sustainable Development Goals (Symposium - 140369)

🕒 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Room 302

Authors: Reichman, W. (Chair). (2023). Achieving the United Nations Sustainable Development Goals [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA ,United States.

Foster, L. (2023). Sustainable Development and

The United Nations has established 17 Sustainable Development Goals to be achieved by 2030. The achievement of these goals will improve the lives of all people as well as preserve our planet. Organizational Psychologists and SIOP as their professional organization are committed to the accomplishment of these goals by virtue of being accredited as representatives to the Economic and Social Council of the United Nations. This symposium will describe the innovative and creative contributions of SIOP members as they work to help the United Nations achieve those goals.

#### 🚩 Speakers



**Walter Reichman**  
OrgVitality LLC



**Lori Foster**  
North Carolina State University



**Mahima Saxena**  
University of Nebraska at Omaha



**Alexander Glosenber**  
Loyola Marymount University



**Vicente Martinez-Tur**  
University of Valencia ESQ4618001D

### Enhancing Driver Safety and Health (Symposium - 139930)

🕒 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Room 304

Authors: Payne, S. C. (Co-Chair) & Otero La Porte, Y. (Co-Chair). Enhancing driver health and safety. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

There are close to 2 million truck drivers and 150,000 bus drivers in the US, but that is not enough. Interdisciplinary research collaborations between I-O, experimental, and quantitative psychologists, biostatisticians, and public health researchers from multiple institutions reveal how to maximize the health and safety of this critical workforce. Four empirical studies all striving to improve the health and safety of drivers will be presented. Implications for selection, training, retention, and employee wellness programs for the transportation industry and beyond will be emphasized.

#### 🚩 Speakers



**Stephanie Payne**  
Texas A&M University



**Talya Bauer**  
Portland State University



**Sean Rice**  
Oregon Health & Science University



**Yanai Otero La Porte**  
Texas A&M University



**Jessica Mabry**  
Virginia Tech

### Bias Audits in Personnel Selection: Auditors and Auditees on Best Practice (Panel Discussion - 140355)

🕒 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Room 306

Authors: Neale, M., Chandler, M., Dunleavy, E. M., Landers, R. N., & Thompson, I. B. (2023). Bias audits in personnel selection: Auditors and auditees on best practice. [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Bos

Concerns around AI and algorithmic decision making have led to laws being passed or proposed that would require AI-based personnel selection tools to be independently audited for bias. Although motivated by AI, the laws are often worded so broadly that they cover a wide range of selection tools including traditional psychometric tests. This panel discussion brings together experts with experience as auditors or auditees to discuss best practice methods for selection tool bias audits and the potential impact of mandated bias audits on personnel selection practices.

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🗣️ **Speakers**



**Matthew Neale**

Criteria Australia



**Eric Dunleavy**

DCI Consulting Group, Inc



**Richard Landers**

University of Minnesota



**Megan Chandler**

APTMetrics



**Isaac Thompson**

Modern Hire

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### **Let's Go, Team! Best Practices and Lessons Learned for Team Effectiveness Interventions (Panel Discussion - 140755)**

🕒 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Room 309

Authors: McClure, J.M. & McDuffie, J.W. (Co-Chairs). (2023). Let's Go, Team! Best Practices & Lessons Learned for Team Effectiveness Interventions. [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

In today's business world, it is critical for teams to be able to work effectively together quickly. Leaders need to be open to and understand when to introduce team development interventions. This session will present best practices, lessons learned, and advice on team development initiatives to enhance team effectiveness. Topics will include gaining buy in from business leaders and stakeholders, navigating team initiatives in a changing business world, measuring outcomes of team initiatives, and further research needed on this topic to support practitioners.

#### Speakers



**Jessica McClure**  
Hogan Assessments



**Bradley Jayne**  
PepsiCo



**Jayson Blair**  
Goose Creek Consulting



**Jimmy Holloran**  
ParkerGale Capital



**Ann Rohrer**  
Fidelity Investments

### **Leveraging Passive Data: From Creepy to Cool (Panel Discussion - 141453)**

🕒 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Room 310

Authors: Kamin, A. M., Cook, I., Bethke, J., and Rosenow, R. (2023). Leveraging Passive Data: From Creepy to Cool (Panel). Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

There's no going back. Using behavioral signals from employee's passive data are mainstream. From recruiting, to employee experience, to network analysis and wellness, "data" employees generate merely by performing their daily work are being used to inform our understanding of issues at work (burnout, productivity, etc.). Although some uses of these data are unethical and inappropriate, other uses are energizing to the people whose data are being accessed. As the art of the possible expands, how can I-Os take an active role to ensure these technologies are used appropriately and do no harm?

#### Speakers



**Allen Kamin**  
Cerner



**Justin M. Bethke**  
Target



**Ian Cook**  
Visier



**Rich Rosenow**  
Argo AI

### **Is Belonging the Most Important Driver of Employee Engagement and Retention? (Panel Discussion - 140911)**

🕒 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Room 311

Authors: Binder-Matsuo, H., Dwight, S. A. (Chair), Taylor Kennedy, J., Winberg, Y. (2023). Is Belonging the Most Important Driver of Employee Engagement & Retention? [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States

Belonging has emerged as the top predictor of employee engagement and retention in several organizations. All the panelists have studied the measurement, criterion validity, and/or methods of fostering belonging. The panel will call upon extant research and their experiences to identify new opportunities for defining, building and understanding belonging as a predictor of valued individual and organizational outcomes.

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#### Speakers



**Stephen Dwight**



**Yolanda Winberg**


Generate Biomedicines



**Heidi Binder-Matsuo**

Vertex Pharmaceuticals

### **Are Employee Resource Groups Good for DE&I? The Practice and Science of ERGs (Panel Discussion - 141126)**

 11:30 AM - 12:20 PM, Apr 22

 Hynes-Room 312

Authors: Morris, K. M. (Co-Chair), Martinez, L. R. (Co-Chair), Sawyer, K. B., Sitzmann, T., Griswold, K., Bryant, C., & England, K. (2023). Are employee resource groups good for DE&I? The practice and science of ERGs. [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States

The prevalence of employee resource groups (ERGs) has increased in the past few years as companies respond to a growing desire for diversity, equity, and inclusion (DE&I), yet the research on ERGs is scarce. This panel will bring together DE&I practitioners and researchers to discuss best practices, potential negative consequences, and research gaps in the ERG literature to address a growing need to evaluate this topic.

## 🚩 Speakers



**Kayley Morris**



**Traci Sitzmann**

University of Colorado Denver



**Katina Sawyer**

University of Arizona



**Larry Martinez**

Portland State University



**Courtney Shelby**

Ford Motor Company



**Kaytlynn Griswold**

PepsiCo



**Katelyn England**

Pratt & Whitney

## **Implications of Automated Employment Decision Laws for I-O Psychologists (Panel Discussion - 141143)**

🕒 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Room 313

Authors: Chau, S.L. (Chair), Porr, B., Samolis, A.J., Siminovsky, A., & Sydell, E. (2023). Implications of automated employment decision tools laws for I/O psychologists [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, U

This session will overview New York City's Local Law 144, which takes effect in January 2023 and regulates the use of automated employment decision tools. The discussants will give an introductory primer on Local Law 144; identify open questions; and discuss its far-reaching impacts on recruiting, selection, and legal compliance. They will identify emerging best practices in light of related laws in development across the United States.

## 🚩 Speakers



**Samantha Le Chau**  
Google



**Eric J. Sydel**  
Modern Hire



**Allison B. Siminovsky**  
The Predictive Index



**Ben Porr**  
Harver



**Alicia Samolis**  
Partridge Snow & Hahn

## Poster Session B3: Organizational Justice, Emotions, & Research Methods

🕒 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster

### 29 Subsessions

#### ● **Delineating the Performance Consequences of Affective States Versus Emotion Episodes (Poster - 140743)**

🕒 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 1

#### ● **"Eyes On": Body-Worn Cameras, Visibility and Police Officer Emotional Labor (Poster - 141174)**

🕒 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 2

#### ● **Black Employee Mistreatment, Social Pain Minimization, and Defensive Silence (Poster - 140657)**

🕒 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 3

#### ● **Emotional Job Demands: Psychometric Review and Analysis (Poster - 140931)**

🕒 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 4

#### ● **Thanks, I Hate It: Antecedents of Inauthentic Gratitude Expressions at Work (Poster - 141007)**

🕒 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 5

#### ● **When and Why Gratitude Expressions Spillover From Work to Home (Poster - 140990)**

🕒 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 6

#### ● **Within-Person Examination of Workplace Boredom and Potential Coping Mechanisms (Poster - 140776)**

🕒 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 7

#### ● **Affective Convergence and Divergence: Insights From Team Microdynamics (Poster - 141190)**

🕒 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 8

#### ● **Do Affective Dynamic Features Predict Job Performance? (Poster - 141437)**

🕒 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 9

#### ● **Preference for Working From Home: The Role of Emotional Job and**

**Childcare Demands (Poster - 140205)**

⌚ 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 10

● **When the Call to Lead Threatens the Leader: A Qualitative Study of Fear of Leading (Poster - 141187)**

⌚ 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 11

● **Autonomy Support, Vocational Interest Congruency, Motivation, and Work Engagement (Poster - 141406)**

⌚ 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 12

● **The Causal Factor of Workplace Procrastination (Poster - 141393)**

⌚ 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 13

● **A Computational Model of Mindfulness Effects on Regulatory Processes (Poster - 141077)**

⌚ 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 14

● **Approaching or Avoiding Deadlines: The Why of Deadline Motivation (Poster - 140366)**

⌚ 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 15

● **Learning During Mandated Technology Change: Motivational and Individual Factors (Poster - 138719)**

⌚ 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 16

● **An Interdependent Multifinality Constraint: When a Partner's Goal Narrows Your Means (Poster - 140814)**

⌚ 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 17

● **An Independent Replication and Exploration of the Within-Person Efficacy Effect (Poster - 140784)**

⌚ 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 18

● **An Updated Meta-Analysis on Goal Setting and Performance (Poster - 140164)**

⌚ 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 19

● **Contributive Justice: A New Perspective and Measure of Organizational Justice (Poster - 140506)**

⌚ 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 20

● **Counterfactual Thoughts and Their Targets: Implications for Justice Perceptions (Poster - 141288)**

⌚ 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 21

● **The Demotivating Effects of Daily Political Enactment at Work (Poster - 140722)**

⌚ 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 22

● **Digging Deeper Into Leaders' Reactions Using Heartbeat Analysis With Topic Modeling (Poster - 141522)**

⌚ 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 23

● **Assessing the Validity of a Virtual Ostracism Paradigm to Study Justice and Deviance (Poster - 141410)**

⌚ 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 24

● **Are Labels Important? The Impact of Verbiage and Scale Points on Survey Responses (Poster - 141199)**

⌚ 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 25

● **Faking Warnings in Pre-Employment Personality Tests: An Updated Network Meta-Analysis (Poster - 139988)**

⌚ 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 26

● **Experimentation in Organizational Psychology: A Systematic Review (Poster - 140641)**

⌚ 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 27

● **Data Driven Recommendations for Using Archival Data in Micro-Organizational Research (Poster - 140918)**

🕒 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 28

● **The Reporting of Heterogeneity Statistics in Primary Studies (Poster - 140503)**

🕒 11:30 AM - 12:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 29

12:30 PM

**Managing Performance in Remote, Virtual, and Hybrid Work Settings (Panel Discussion - 140701)**

🕒 12:30 PM - 1:50 PM, Apr 22

📍 Hynes-Ballroom A

Authors: Meriac, J. P. (Chair), Blinebry, A., Elicker, J. D., Gorman, C. A., & Thomas, A. L. E. (2023). Managing performance in remote, virtual, and hybrid work settings. [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA,

Remote, virtual, and hybrid work have become more widespread than ever following the onset of the COVID-19 pandemic. Industry experts believe that many roles will continue to remain fully or partially remote in nature, or potentially become more prevalent in the near future. With the greater shift to remote work, many implications have emerged for traditional functions including performance management. This panel brings together practitioners and scholars to discuss emerging issues, challenges, and solutions to managing performance in remote, virtual, and hybrid work.

🗣️ **Speakers**



**John Meriac**

University of Missouri - St. Louis



**Joelle Elicker**

Univ of Akron



**C. Allen Gorman**

University of Alabama at Birmingham



**Amanda Blinebry**

Culture Amp



**Amanda Thomas**

Cigna

**360 Feedback Benchmarking Versus Best Practices: Practical Answers to Difficult Questions (Panel Discussion - 140093)**

🕒 12:30 PM - 1:50 PM, Apr 22

📍 Hynes-Ballroom C

Virtual and Strea...

Authors: Rose, D.S. (Chair), Bracken, D.W., Church, A.H., & Fleenor, J.W. (Panel). (2023, Apr.). 360 Feedback Benchmarking v Best Practices: Practical Answers to Difficult Questions. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA

Although there is a large base of published 360 Feedback guidance available to practitioners, many companies make pragmatic decisions not adequately addressed or even in contrast to the literature. This panel will address topics related to: (a) organizational dynamics, (b) surveys and reports, and (c) uses of data in 360 feedback by sharing expert views of how 360 feedback “should be” done and then contrasting these views with current practice. Data from a 2022 benchmark study of current practices in 360 Feedback will be used to contrast and challenge the experts’ positions on best practices.

#### Speakers



**Dale Rose**  
3D Group



**David Bracken**  
Keiser University PhD in I-O Psychology



**Allan Church**  
Maestro Consulting LLC



**John Fleenor**  
Center for Creative Leadership

### **Advances in Multidimensional Forced-Choice Testing Using Item Response Theory (Symposium - 140470)**

🕒 12:30 PM - 1:50 PM, Apr 22

📍 Hynes-Room 202

Authors: Kumar, L. S. (Co-Chair) and Stark, S. (Co-Chair). (2023). Advances in Multidimensional Forced-Choice Testing using Item Response Theory [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Tu

Forced-choice tests are being used increasingly for noncognitive measurement in personnel selection and development contexts. This symposium presents new research on multidimensional forced-choice (MFC) methods that examined new psychometric models, detection of aberrant responding, resistance to faking, and the effects of contextualizing statements on criterion validity. Authors present the results from 4 studies and discuss their implications for research and practice.

#### Speakers



**Lavanya Shravan Kumar**  
University of South Florida



**Stephen Stark**  
University of South Florida



**Bo Zhang**  
University of Illinois Urbana-Champaign



**Naidan Tu**  
University of South Florida



**Lingyue Li**  
University of Illinois Urbana-Champaign



**Xavier Heron**  
Kansas State University

### **Recent Advances in Insufficient Effort Responding Research (Symposium - 141178)**

🕒 12:30 PM - 1:50 PM, Apr 22

📍 Hynes-Room 203

Authors: Huang, J. L. (co-chair), & Bowling, N. A. (co-chair) (2023). Recent advances in insufficient effort responding research [symposium]. Society for Industrial and Organizational Psychology annual conference. Boston, MA, United States.  
Moore, C., Lasarky

Organizational questionnaires rely on participants to exert adequate effort when responding to items. When some participants engage in insufficient effort responding (IER; also known as “careless responding”), questionnaire data quality suffers. This symposium presents recent advances in the detection, impact, and simulation of IER across varied measurement contexts. Discussions will focus on preventing and detecting IER in both research and practice.

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#### 🗣️ Speakers



**Jason Huang**

Michigan State University



**Nathan Bowling**

University of Central Florida



**Cory Moore**

North Carolina State University



**Shane Sizemore**

APTMetrics



**Alexander Denison**

Clemson University



**Mark Ramsey**



**Daniel Nagle-Pinkham**

United States Air Force

### **Interpreting and Applying Professional and Legal Guidelines to AI-Based Assessment (Panel Discussion - 140372)**

🕒 12:30 PM - 1:50 PM, Apr 22

📍 Hynes-Room 204

Authors: Dunleavy, E., Kantrowitz, T., McPhail, S.M. Oswald, F.L, Ryan, A.M., & Tippins, N. (2023). Interpreting and Applying Professional and Legal Guidelines to AI-Based Assessment [Panel]. Society for Industrial and Organizational Psychology Annual Conference,

In 2022, the EEOC requested a briefing from SIOP on ways in which the Uniform Guidelines on Employee Selection Procedures (UGESP) align with procedures that should apply to AI-based assessment. Authors will recap the briefing provided to EEOC and share the information with the I-O community. They will facilitate the session through a question-and-answer format, by posing questions with which many I-O practitioners may have grappled. Answers will be provided by assessment experts based on close review of UGESP and SIOP Principles for the Validation and Use of Personnel Selection Procedures.

#### 🚩 Speakers



**Tracy Kantrowitz**  
PDRI, an SHL Company



**S. Morton McPhail**  
Retired



**Fred Oswald**  
Rice University



**Ann Marie Ryan**  
Michigan State University



**Nancy Tippins**  
The Nancy T. Tippins Group



**Eric Dunleavy**  
DCI Consulting Group, Inc

#### **I-O and HR: How to Best Communicate With HR (Panel Discussion - 140014)**

🕒 12:30 PM - 1:50 PM, Apr 22

📍 Hynes-Room 207

Authors: Smith, M.A. (Chair), Alonso, A., Canger, J., Martin, M-A, & Read, J. (2023). I-O and HR: How to best communicate with HR [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

This session will introduce new market research on the perceptions of I-O psychology from HR professionals. In addition, the panel of experienced I-O practitioners will comment on the findings and answer questions about best practices for communicating with HR professionals. This panel will focus on practical advice using real-life stories and examples of how to effectively communicate with HR professionals. This advice should be particularly helpful for students and early career I-O psychologists, as well as academics and consultants.

#### 🚩 Speakers



**Mark Smith**  
Society for Human Resource Management (SHRM)



**Jonathan Canger**  
Zennia Research



**Alexander Alonso**  
Society for Human Resource Management (SHRM)



**Jason Read**  
Lockheed Martin



**Meisha-Ann Martin**  
Workhuman

## Age and Gender: An Intersectional Approach to Understanding Employee's Experiences (Symposium - 140663)

🕒 12:30 PM - 1:50 PM, Apr 22

📍 Hynes-Room 208

Authors: Cheung, H., (Co-Chair), Baker, C. L. (Co-Chair), & Petery, G. (Discussant) (2023). Age and gender: An intersectional approach to understanding employee's experiences [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Bost

Little research attention has been paid to the intersection between age and gender in shaping employees' experiences. Drawing from the intersectional framework, this symposium presents novel perspectives of how age and gender jointly shape perceivers' and targets' perspectives across different employment contexts. Using multiple methodologies and samples, this symposium highlights the intersection of age and gender in (a) stereotype content, (b) violation of prescriptive stereotypes, (c) evaluations of leadership effectiveness, and (d) individual growth trajectories related to trauma.

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### 🚩 Speakers



**Ho Kwan Cheung**

University of Calgary



**Gretchen Petery**

NIOSH/CDC



**Courtney Baker**

East Carolina University



**Rachel Rauvola**

DePaul University



**Vanessa Burke**

Louisiana State University



**Isabel Bilotta**

DEUTSER

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## A Critical Discussion on the State of Role Transitions in the Organizational Sciences (Panel Discussion - 140901)

🕒 12:30 PM - 1:50 PM, Apr 22

📍 Hynes-Room 209

Authors: Li, Y. (Co-Chair), Wiese, C. W. (Co-Chair), Barnes-Farrell, J., Burch, K., Grotto, A., Matthews, R., & Pytlovany, A. (2023). A Critical Discussion on the State of Role Transitions in the Organizational Sciences [Panel]. Society for Industrial and Organiza

This panel session hopes to work toward a coherent understanding among researchers and practitioners interested in worker role transition research. Discussions will center around recent developments in role transition research and its application with the goal of inspiring future theoretical and empirical works. The panel will be divided into 3 themes: (a) conceptual and theoretical clarification, (b) methodological advancements and potentials, and (c) practical implications and research needs.

## 🚩 Speakers



**Yuhua Li**



**Janet Barnes-Farrell**  
University of Connecticut



**Russell Matthews**  
University of Alabama



**Angela Grotto**  
Manhattan College



**Christopher Wiese**  
Georgia Institute of Technology



**Katrina Burch**  
Western Kentucky University



**Amy Pytlovany**  
Center for Parental Leave Leadership

## **Bystanders in Workplace Sexual Harassment: Silence and Intervention Behaviors (Symposium - 140552)**

🕒 12:30 PM - 1:50 PM, Apr 22

📍 Hynes-Room 302

Authors: Kim, S. H. (Co-Chair), Park, Y. (Co-Chair), & Hershcovis, M. S. (Discussant). (2023). Bystanders in Workplace Sexual Harassment: Silence and Intervention Behaviors [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston

Promoting bystander intervention has been suggested as an effective way to combat workplace sexual harassment. This symposium aims to increase scholarly understanding of bystander behavioral responses to workplace sexual harassment, including helping and harmful behaviors toward victims/targets. Four empirical papers with various methods showcase novel factors that may predict bystanders' silence and intervention behaviors, such as collectivism, sexual harassment myth acceptance, empathy, prosociality, network characteristics, sense of power, and sexual harassment training.

#### Speakers



**Sohee Kim**

University of Illinois at Urbana-Champaign



**M. Sandy Hershcovis**

University of Calgary



**YoungAh Park**

University of Illinois, Urbana-Champaign



**Yijue Liang**

George Mason University



**Rose Siuta**


Texas A&M University



**Levi Bolinger**

Indiana University - Purdue University Indianapolis

### **Advancing Frontiers With AI in I-O: Diverse Uses of Natural Language Processing (Symposium - 140455)**

 12:30 PM - 1:50 PM, Apr 22

 Hynes-Room 304

Authors: Cornett, K. (Co-Chair), Meyer, J. (Co-Chair), & Putka, D. J. (Discussant). (2023). Advancing Frontiers using NLP in I/O: Diverse Applications of State-of-the-Art NLP [Symposium]. Society for Industrial and Organizational Psychology Annual Conference

This symposium will highlight diverse applications of modern Natural Language Processing (NLP) techniques that can innovate organizational processes. Authors demonstrate several examples of how rapidly advancing NLP approaches can be leveraged to facilitate immediate change. NLP provides the opportunity to automate laborious tasks and direct more valid, evidence-based practices. The following I-O psychologist's diverse applications of NLP showcase how it can support job analysis, diversity and inclusion, recruitment and selection, and learning and development.

#### Speakers



**Kelsi Cornett**

Virginia Tech



**Dan Putka**

HumRRO



**Weiwen Nie**

Hogan Assessments



**Amel Chekili**



**Joseph Meyer**

Meta

## Leadership in the Digital Age: The Roles of Digital Readiness and Digital Mindset (Panel Discussion - 140777)

🕒 12:30 PM - 1:50 PM, Apr 22

📍 Hynes-Room 306

Authors: Allen, S.J. (2020). On the cutting edge or the chopping block? Fostering a digital mindset and tech literacy in business management education. *Journal of Management Education*, 44, 362-393.

Aon Assessment Solutions. (2021). Digital readiness technical

Organizations need leaders who can embrace technological advancements and lead digital transformations, exhibiting both digital readiness and a digital mindset. However, research on workplace technology is not fully integrated into the leadership literature. The result is limited guidance to organizations on these important capabilities, as well as weak roadmaps for effective digital transformation. This panel will examine definitions of digital readiness and mindset, and describe how such leader capabilities can be used to effectively drive digital transformation.

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### 🗣️ Speakers



**Amy E. Mills**

Kincentric



**Melinda Moye**

John Deere



**Jennifer Acosta**

Allstate Insurance Company



**Meghan Lowery**

Eli Lilly and Company



**Jimmy Zheng**

Ford Motor Company

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## Common Method Variance: Looking Back and Moving Forward (Panel Discussion - 140396)

🕒 12:30 PM - 1:50 PM, Apr 22

📍 Hynes-Room 309

Authors: Levey, Z. J. (Co-Chair), McAbee, S. T. (Co-Chair), Gabriel, A. S., Podsakoff, N. P., Rosen, C. C., & Williams, L. J. (2023). Common method variance: Looking back and moving forward [Panel]. Society for Industrial and Organizational Psychology Annual Confe

Common method variance presents significant challenges for organizational science, as CMV has long been known to bias findings throughout psychology. Therefore, it comes as no surprise that the Podsakoff et al. (2003) discussion of sources and solutions to CMV has become one of the most influential articles in the field since its publication 20 years ago. This panel discusses the long-term impact of Podsakoff et al. (2003) on organizational research and further developments in the impact and solutions to CMV.

## 🚩 Speakers



**Zachary Levey**



**Larry J. Williams**

Texas Tech University



**Christopher Rosen**

University of Arkansas



**Nathan Podsakoff**

University of Arizona



**Allison Gabriel**

University of Arizona



**Samuel McAbee**

Bowling Green State University

## **Gratitude, Appreciation, Anger, Oh My! Moral Emotions in the Workplace (Symposium - 140499)**

🕒 12:30 PM - 1:50 PM, Apr 22

📍 Hynes-Room 310

Authors: Kane, M. E. (Co-Chair) & Locklear, L. R. (Co-Chair) (2023). Gratitude, Appreciation, Anger, Oh My! Moral Emotions in the Workplace [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Kane,

Despite recent attention, research on moral emotions in organizations is an understudied area in applied psychology research. However, moral emotions play a significant role in social interactions and how individuals evaluate their own behavior. This symposium explores the interpersonal nature of moral emotions at work, specifically examining the interpersonal effects of gratitude, appreciation, happiness, and anger in workplaces.

## 🚩 Speakers



**Meghan Kane**  
University of Central Florida



**Manuel Gonzalez**  
Seton Hall University



**Alexander McKay**  
Virginia Commonwealth University



**Lauren Locklear**  
Texas Tech University



**Teng Zhao**  
Auburn University



**Ian Michael Hughes**  
Bowling Green State University

## **Innovative Applications of Behavioral Science in the Government (Panel Discussion - 140920)**

🕒 12:30 PM - 1:50 PM, Apr 22

📍 Hynes-Room 311

Authors: Singh, P. (Chair & Co-Author), Hutchinson, D (Co-Author), Baran, B.E., Glerum, D.R., Kolmstetter, E.B, Litano, M., Montgomery, M.D., & Thurston, A.J. (2023). Innovative Applications of Behavioral Science in the Federal Government [Panel]. Society for Indu

This session will feature leaders in the federal government who are leading the charge in utilizing industrial-organizational psychology and behavioral science research and application to bolster their workforce. Topics will include examples of innovative applications the panelists have taken to upskill the workforce, improve the employee experience and retention, leverage data to gain executive buy-in, and practice advice in the federal sector.

## 🚩 Speakers



**Prakriti Singh**  
BetterUp



**Elizabeth Kolmstetter**  
Cybersecurity and Infrastructure Security Agency



**Matisha Montgomery**  
Housing and Urban Development



**Benjamin Baran**  
Cleveland State University



**David R. Glerum**  
The Ohio State Univeristy



**Andrew J. Thurston**  
U.S. Department of Defense



**Michael Litano**  
BetterUp

## **From Student to Intern: Advice and Networking With Professionals (Alternative Presentation - 140159)**

🕒 12:30 PM - 1:50 PM, Apr 22

📍 Hynes-Room 312

Authors: Fiaschetti, S. (Panelist), Haudek, M. (Co-Chair), Hohmann, S. (Co-Chair), Howes, J.C. (Panelist), Impelman, K. (Panelist), McLellan, J. (Co-Chair), Palomino, E. (Panelist), Scott, D. (Panelist), Timko, B. (Co-Chair), & Robinson, M. (Co-Chair) (2023). From

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



**Sarah Hohmann**



**John C. Howes**

qChange



**Donald Scott**

DDI



**Sandra Fiaschetti**

Lodestone People Consulting



**Kevin Impelman**


Summit Leadership Partners



**Edgar Palomino**

Motorola Solutions

## **Addressing NYC Regulatory Changes for the Use of Automated Employee Decision Tools (Panel Discussion - 141369)**

 12:30 PM - 1:50 PM, Apr 22

 Hynes-Room 313

Authors: Mayers, D. A. (Co-Chair), Wu, J. (Co-Chair), Toomey, E. C., Feinzig, S. L., Van Dodick, J., & Reithel, S. M. (2023). Addressing the NYC Regulatory Changes for the Use of Automated Employee Decision Tools in Selection [Panel]. Society for Industrial and Or

Recent changes to NYC legislation around the use of Automated Employee Decision tools have implications for processes surrounding the use of many traditional and nontraditional selection procedures. However, there is debate about the interpretation of the new regulations and how these latest changes will influence the way organizations are currently using selection procedures in practice. This panel will stimulate productive conversation and commentary, providing the audience with a better understanding of how to both understand and adapt selection practices to remain in compliance.

## 🚩 Speakers



**Dave A. Mayers**  
Knockri



**Sheri Feinzig**  
Marsh McLennan



**Scott Reithel**  
Aon



**Jane Wu**  
IBM



**Eileen Toomey**  
Johnson & Johnson



**Jamie VanDodick**  
IBM

## Poster Session C3: Attitudes & Innovation

🕒 12:30 PM - 1:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster

### 31 Subsessions

#### ● When Choice Isn't Enough: Teleworker Choice, Social Support, and Job Satisfaction (Poster - 141237)

🕒 12:30 PM - 1:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 1

#### ● A Big Data Approach to Study Worker Stress and Commitment Before and During the Pandemic (Poster - 141266)

🕒 12:30 PM - 1:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 2

#### ● Cognitive Multidimensional Workplace Identification Scale: Development and Analyses (Poster - 141003)

🕒 12:30 PM - 1:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 3

#### ● The Mediating Effect of Psychological Capital on Self-Leadership and Work Engagement (Poster - 141008)

🕒 12:30 PM - 1:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 4

#### ● When Values Align: The Attraction-Selection-Attrition Model Using Machine Learning (Poster - 140556)

🕒 12:30 PM - 1:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 5

#### ● Antecedents of Team Work Engagement: Leadership Styles and Team Climates (Poster - 140244)

🕒 12:30 PM - 1:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 6

#### ● Examining Retention Within Public Social Services Settings (Poster - 140229)

🕒 12:30 PM - 1:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 7

#### ● Does How You Say It Matter? The Effects of Leader Communication on Follower Outcomes (Poster - 141101)

🕒 12:30 PM - 1:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 8

● **Newcomer Adjustment and Affective Commitment (Poster - 140501)**

🕒 12:30 PM - 1:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 9

● **Differential Relations of Regulatory Foci on Work Commitments (Poster - 141506)**

🕒 12:30 PM - 1:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 10

● **Construct and Criterion-Related Validation of the Bifactor Engagement Scale (Poster - 141521)**

🕒 12:30 PM - 1:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 11

● **Remote (Work) is What I Want: Developing a Construct of Preference for Remoteness (Poster - 141427)**

🕒 12:30 PM - 1:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 12

● **It's a Jangle Out There: Reconciling Organizational Bonds Constructs (Poster - 140323)**

🕒 12:30 PM - 1:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 13

● **The Dark Side of Morning Promotion Focus on Next-Day Work Engagement (Poster - 140513)**

🕒 12:30 PM - 1:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 14

● **That's What Friends Are For: Correlates of Workplace Friendships (Poster - 140249)**

🕒 12:30 PM - 1:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 15

● **Jangleland: Construct Proliferation in Workplace Psychological Constructs (Poster - 141460)**

🕒 12:30 PM - 1:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 16

● **Motivation and Work Engagement: A Reversal Theory Approach (Poster - 140880)**

🕒 12:30 PM - 1:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 17

● **Bored to Tears: A Meta-Analysis on the Outcomes of Workplace Boredom (Poster - 140537)**

🕒 12:30 PM - 1:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 18

● **PDO and Gender Identity: Influence on Self-Monitoring and Willingness to Speak Up (Poster - 140687)**

🕒 12:30 PM - 1:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 19

● **Does Love Mean Satisfaction? Relationship Among Work Passion, Affect, and Job Satisfaction (Poster - 139942)**

🕒 12:30 PM - 1:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 20

● **Fun at Work: The Development and Validation of Two Measures (Poster - 140813)**

🕒 12:30 PM - 1:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 21

● **Relationships Between Debt and Well-Being: The Role of Career Attitudes (Poster - 141167)**

🕒 12:30 PM - 1:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 22

● **Development of the Short Work Attitude and Perception Scales (Poster - 140865)**

🕒 12:30 PM - 1:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 23

● **If This Place is Full of It, I'm Not a Part of It (Poster - 140152)**

🕒 12:30 PM - 1:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 24

● **Time to Get Creative: A Conceptual Model of ADHD, Polychronicity, and Creativity (Poster - 140997)**

🕒 12:30 PM - 1:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 25

● **A Case for Creative Problem-Solving Training for Homeland Security**

### Enterprise (Poster - 140502)

🕒 12:30 PM - 1:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 26

### ● Effects of Leadership Style on Leader Emergence Across the Creative Process (Poster - 140424)

🕒 12:30 PM - 1:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 27

### ● Open to What? Integrating Facets of Openness Into Studies of Creative Performance (Poster - 141334)

🕒 12:30 PM - 1:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 28

### ● Misinformation and Information Gathering in Creative Problem Solving (Poster - 141448)

🕒 12:30 PM - 1:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 29

### ● For My Own Sake: Self-Enhancement Motives and Creativity (Poster - 141567)

🕒 12:30 PM - 1:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 30

### ● Cultivating Follower Creativity: How and Why Leader's Humility Works? (Poster - 140279)

🕒 12:30 PM - 1:20 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 31

2:00 PM

### On Digital Leadership: Develop and Assess Leaders for the Future of Workplace (Panel Discussion - 140791)

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Ballroom B

Virtual and Strea...

Authors: Barsky, N. (July 27, 2021). Nike's earnings calls provide a winning digital transformation playbook. Forbes. Retrieved from: <https://www.forbes.com/sites/noahbarsky/2021/07/27/nike-earnings-calls-provide-winning-digital-transformation-playbook/?sh=79b8e73>

Today, most organizations are either currently undergoing or getting ready to undertake some type of digital transformation. Frameworks on what leadership competencies are the most important for leading successful digital transformation are still relatively limited. This panel discussion highlights research and practices on developing and accessing effective leaders in the digital era. Best practices in the design and implementation of digital leadership programs will be highlighted along with key lessons learned, recommendations for practitioners, and suggested areas for further research.

#### 📌 Speakers



**Meng Li**  
Kincentric



**Jennifer Acosta**  
Allstate Insurance Company



**Jimmy Zheng**  
Ford Motor Company



**Katy Tegethoff**  
Kincentric

### The Different Faces of Academia: Panel and Small Group Discussion (Alternative Presentation - 140515)

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Ballroom C

Virtual and Strea...

Authors: Tringale, A.M., Milam, A., Moffett, R., Porter, C., Thomas, C.L., & Witt, L.A. (2023). The Different Faces of Academia: Panel & Small Group Discussion [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Boston, M

I-O psychologists often identify as either an academic or practitioner, without considering all of the nuances within academia. In this interactive session, 6 I-O psychologists currently working as faculty members at varying institutions, each with different roles, will discuss similarities and differences between their experiences in academia. Panel members will answer audience questions and a few common prompts regarding their careers. Panelists will then join audience members for small group discussions about prospective academic careers.

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#### Speakers



**Allison Tringale**

Loras College



**Alan Witt**

Professor

University of Houston



**Alex Milam**

University of Houston-Clear Lake



**Candice Thomas**

Associate professor

Saint Louis University



**Caitlin Porter**

University of Memphis



**Richard Moffett**

Middle Tennessee State University

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### **Invited: Talent Assessment Update: Embracing Innovation and Mitigating Risk (Special Event - 142684)**

 2:00 PM - 2:50 PM, Apr 22

 Hynes-Room 202

**SIOP Cura...**

Authors: Kantrowitz, T., Reynolds, D., Ryan, A.M., Sackett, P., Scott, J., & Schmitt, N. (2023). Talent Assessment Review: Embracing Innovation and Mitigating Risk in the Digital Age [Panel]. Society for Industrial and Organizational Psychology Annual Conference

This session provides a sneak peek at a new book in SIOP's Practice Series focused on the latest innovations in assessment. Thought leaders were selected to examine the state of assessment practice and science to discuss how to best manage the disruption of new technologies. Topics reviewed include technical advances in assessment, new regulations, and expanding applications. Panelists will share highlights and examples from the book, and the editors will reflect on themes from the volume and the advantages of building the volume from SIOP's Leading Edge Consortium on which it is based.

## Speakers



**Douglas Reynolds**  
DDI



**Ann Marie Ryan**  
Michigan State University



**Paul Sackett**  
University of Minnesota



**Neal Schmitt**  
Michigan State University




**John Scott**  
APTMetrics



**Tracy Kantrowitz**  
PDRI, an SHL Company

## **Quantitative Methods in Practice: A Showcase of Modern Applied Analytics Careers (Ignite - 141449)**

 2:00 PM - 2:50 PM, Apr 22

 Hynes-Room 203

Authors: Travis, J. A. (Chair), Ferguson, L. J. W., Mullins, A. K., Neale, C. A., Valone, A. L. Y., Wilgus, S. J. (2023). Quantitative Methods In Practice: A Showcase of Modern Applied Analytics Careers [IGNITE]. Society for Industrial and Organizational Psycholog

I-O training is increasingly incorporating more complex data analysis and visualization, but how much of it is useful in practice? This IGNITE! Panel highlights the different ways I-O practitioners, with similar advanced graduate training, apply data analytics and visualization in practice. Panelists with a variety of expertise will present the ways they use and present analytics to key stakeholders. The range of data applications include diverse I-O topics such as psychometrics, employee selection, organization trends, change management, and employee attrition, engagement, and productivity.

#### Speakers



**Catherine Neale**  
Deloitte



**Alexandra Mullins**  
FMP Consulting



**Justin Travis**  
University of South Carolina - Upstate



**Sam Wilgus**  
Salesforce



**Amanda Valone**  
PDRI



**Laura Ferguson**  
Modern Hire

### **Lost in Aggregation: Preserving Individual Employee Perceptions of Diversity (Symposium - 141466)**

 2:00 PM - 2:50 PM, Apr 22

 Hynes-Room 207

Authors: Harmata, R. (Chair); Moon, M. (Discussant) (2022). Lost in aggregation: Preserving individual employee perceptions of organizational diversity, equity, and inclusion. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Bos

The goal of the symposium is to present research that highlights different methods to contextualize employee perceptions regarding organizational DEI efforts. The authors explore diversity perceptions at the individual and team levels, each aiming to measure employee perceptions in an actionable manner. The symposium will start with a study investigating the subjective and objective diversity experiences at the team level, followed by a situational judgment test measure development, and end with a use case of how organizations can better conceptualize diversity climates.

#### Speakers



**Rebecca Harmata**  
University of Georgia



**Lorena Solis**  
University of Calgary



**Emily Kim**  
Virginia Tech



**Cassidy Jordan**

## Technology-Mediated Interviews: Candidate Reactions and Process Insights (Symposium - 138739)

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Room 208

Authors: Melchers, K. G. (Co-Chair) & Basch, J. M (Co-Chair) (2023). Technology-Mediated Interviews: Candidate Reactions and Process Insights [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.  
Basch

Technology-mediated interviews (TMIs) are widely used all over the world. However, applicants often perceive these TMIs more negatively than in-person interviews and are also evaluated differently. The papers in this symposium use different approaches in field and in lab settings from various countries to provide new insights into TMIs. The 4 papers explore factors and relevant design features that contribute to different behavioral responses, examine which aspects contribute to more positive reactions, and investigate the role of eye contact in videoconference interviews.

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### 🗣️ Speakers



**Klaus Melchers**

Ulm University



**Marc Cubrich**

Modern Hire



**Johannes Basch**

Neu-Ulm University of Applied Sciences



**Julia Buettner**

University Ulm



**Ottilie Tilston**

University of Lausanne

## Driving Action Through Inclusion Analytics (Alternative Presentation - 140753)

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Room 209

Authors: Martin, M. (Chair), Saboe, K. (Moderator), Bish, A. (Panelist), Cerasoli, C. (Panelist), Griffith, J. (Co-author), Mecca, J. (Panelist), Oliver, K. (Panelist). (2023). Driving Action Through Inclusion Analytics [Alternative Session Type]. Society for Indu

In this alternative session, researchers and practitioners will use data, practice, and experience to make the case for a broader view of how different groups of people experience work. Authors will consider diversity, equity, and inclusion from within a talent management lifecycle framework in order to establish a more critical perspective on the most salient DEI constructs in each practice area. The session will conclude with a robust discussion and Q&A around the findings and an evidence-based recommended path forward for both researchers and practitioners.

## 📣 Speakers



**Jensen Mecca**  
Modern Hire



**Meisha-Ann Martin**  
Workhuman



**Kristin Saboe**  
Google



**Christopher Cerasoli**  
Boehringer-Ingelheim USA, Inc.



**Adelle Bish**  
North Carolina Agricultural & Technical State University



**Dr. Kalifa Oliver**  
Head of People Experience & Business Partners  
MessageBird

## Science and Practice of Mentoring: Trends, Recommendations, and Research Priorities (Symposium - 140856)

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Room 302

Authors: Eby, L. T. (Co-Chair) & Fecteau, K. (Co-Chair) (2023). Science and practice of mentoring: Trends, recommendations, and priorities for future research [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United S

As the world of work continues to evolve, new insight is needed into both the science and practice of mentoring. Authors provide up-to-date and relevant recommendations for mentoring in practice, as well as promising avenues for the future of mentoring research. More specifically, the papers highlight (a) current practices of formal mentoring in organizations, (b) how mentors can foster inclusive environments for mentees, (c) practical tips for effective mentor training, and (d) how remote work influences mentoring.

## 📣 Speakers



**Katherine Fecteau**  
University of Georgia



**Lillian Eby**  
University of Georgia



**Lisa Finkelstein**  
Northern Illinois University



**Kurt Kraiger**  
University of Memphis



**Melissa Robertson**  
Purdue University



**Alyssa Lezcano**

## **Shifts, Moves, and Transformations: Lessons From Early Career Transitions (Alternative Presentation - 141547)**

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Room 304

Authors: Cunningham, S., Fonseca, R., Gaskins, V., Lomeli, L., Lundgren, H... (2023). Shifts, Moves, and Transformations: Lessons from Early Career Transitions [Interactive Roundtable]. Society for Industrial and Organizational Psychology Annual Conference, Boston

Graduate students and early career I-O psychologists often wonder if they are in the right organization, the right role, or if the grass is greener elsewhere. As a set of practitioners with a wide-range of positions held, authors have collectively experienced many career transitions and will share lessons learned. This interactive roundtable will discuss the most relevant and in demand topics around early career transitions.

## 🚩 Speakers



**Vanessa Gaskins**  
Corning Incorporated



**Andrew Naber**  
Aptima



**Laura Lomeli**  
BetterUp



**Rose Fonseca**  
DICK's Sporting Goods



**Sara McKersie**  
WEX



**Sydnie Cunningham**  
Johnson & Johnson



**Henriette Lundgren**

## Hiring for Culture Fit: Helpful, Hurtful, or Hopeless (Panel Discussion - 141041)

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Room 306

Authors: Winter, J. (Chair), Armstrong, B., Erker, S., Grimaldi, E., Melloy, B., Toomey, E. (2023). Hiring for Culture Fit: Helpful, Hurtful or Hopeless [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

A widely held belief in the talent acquisition space is that hiring for culture fit is at best, an opportunity to create strategic advantages for organizations and, at worst, a hurtful practice fraught with pitfalls. The purpose of this panel is to discuss recent developments in terms of practical and legal implications of screening candidates for culture fit, and to discuss areas for future research.

## 🚩 Speakers



**Scott Erker**  
Korn Ferry



**Michael B. Armstrong**  
Google



**Robert C. Melloy**  
Culture Amp



**Jamie L. Winter**  
APTMetrics



**Elizabeth Grimaldi**  
Amazon



**Eileen Toomey**  
Johnson & Johnson

## **From Research to Practice: Intervention Strategies for Workers With Disabilities (Panel Discussion - 141246)**

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Room 310

Authors: McGonagle, A. K. (co-chair), & Santuzzi, A. (co-chair). Baldrige, D. (panelist), Bruk-Lee, V., Bruyere, S. (panelist), & Rutigliano, P. (panelist). (2023, April). From Research to Practice: Intervention Strategies for Disabilities in the Workplace. Socie

This session will focus on research-informed program and practice efforts to address challenges related to disabilities in the workplace. Authors will discuss current efforts, programs, and practices and potential future avenues, both targeted to workers with disabilities and generalized to all employees. They intentionally integrate perspectives on diversity, equity, and inclusion and occupational health perspectives to generate new and productive directions to support the integration of workers with disabilities in the workforce.

#### Speakers



**Alecia Santuzzi**  
Northern Illinois University



**Susanne Bruyere**  
Cornell University



**Valentina Bruk-Lee**  
Florida International University



**Alyssa McGonagle**  
University of North Carolina at Charlotte



**David Baldrige**  
Oregon State University



**Peter Rutigliano**  
Mercer

### **Survey-Driven Change Is Broken: We Offer 3 Fixes, You Whiteboard Ideas (Alternative Presentation - 140924)**

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Room 311

Authors: Mastrangelo, P. M., Barnett, G., & Jolton, J. A. (2020). Survey-driven change is broken: We offer 3 fixes, you whiteboard ideas. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Three new approaches to the survey-driven change problem are offered. Proposals suggest abandoning current standards for (a) survey design, (b) hierarchical ownership of actions, and (c) action planning tools. Using a “Yes, and...” format, presenters will explain how each fix complements the prior, culminating in an audience-led whiteboard session. Designed for intermediate and advanced practitioners with postsurvey change experience and OD researchers seeking practitioner partnerships.

#### Speakers



**Paul Mastrangelo**  
First Domino Consulting



**Jeffrey Jolton**  
Kincentric



**Greg Barnett**  
Energage

### **Impact Evaluation: From Employee Training to Leadership Development (Panel Discussion - 140582)**

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Room 312

Authors: Ho, C.-L. (Chair), Champion, H., Sandell, K. J., & Surface, E. A. (2023). Impact Evaluation: From Employee Training to Leadership Development [Panel Discussion]. Society for Industrial and Organizational Psychology Conference, Boston, MA, United States.

Drawing on the combined experience of a diverse panel of learning and development experts, this session will examine and discuss current practices and future opportunities in impact evaluation for a wide range of interventions, from employee training, leadership development programs, to leadership coaching. Panelists share insights to help build value using evaluation data.

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#### 📌 Speakers



**Chia-Lin Ho**  
Deloitte



**Eric Surface**  
ALPS Insights



**Kyle Sandell**  
BetterUp



**Heather Champion**  
Center for Creative Leadership

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### Poster Session D3: Statistics & Organizational Culture

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster

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#### 33 Subsessions

● **Drivers of Employee Resilience: Leader, Workgroup, and Organizational Factors (Poster - 141230)**

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 1

● **Is One Enough? How Managerial and Executive Support Lead to Organizational Support (Poster - 141298)**

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 2

● **Employee Resource Groups and Employment Outcomes in LGBT Employees (Poster - 141051)**

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 3

● **Political Discussion in the Workplace: Agreement, Appropriateness, and Engagement (Poster - 141005)**

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 4

● **No Pain, No Gain? Masculinity Contest Culture in Elite Sport Organizations (Poster - 138599)**

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 5

● **The Impact of Inclusion Climate and Antecedents of Organizational Identification (Poster - 140490)**

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 6

● **Development of Real Estate Agent Professionalism Scale (Poster - 140787)**

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 7

● **Conflict Culture Profiles and Organizational Innovation (Poster - 138501)**

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 8

● **Measuring Multiteam System Performance With Multi-Objective**

**Optimization (Poster - 141303)**

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 9

**● Structural After or Simultaneously With Measurement? A Monte Carlo Simulation Study (Poster - 141091)**

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 10

**● Conducting Careful EFA: Two Tools for Detecting Careless Responses (Poster - 140344)**

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 11

**● A Comparison of Machine Learning and Empirical-Keying Methods for Biodata Instruments (Poster - 140974)**

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 12

**● Measurement Nonequivalence: Addressing Group Differences in DEI Measures (Poster - 140640)**

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 13

**● Teaching Transformers (GPT-3) to Generate Transformational Leadership Measures (Poster - 140969)**

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 14

**● Classical Test Theory Item Characteristic Curve Estimation: p-Value to b-Parameter (Poster - 141492)**

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 15

**● Measuring Vocational Interests at The SETPOINT Dimensional Level (Poster - 140482)**

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 16

**● Analysis of Item Difficulty Drift as an Indicator of a Potential Test Security Breach (Poster - 141579)**

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 17

**● Using Text Comments to Predict Turnover: The Incremental Validity of Sentiment Score (Poster - 140742)**

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 18

**● Addressing Attitudes Toward Unions: Development of a Construct-Valid Scale (Poster - 141257)**

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 19

**● Should We Use Graded Paired Comparisons to Measure Personality in Selection Contexts? (Poster - 140105)**

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 20

**● Examining the Validity of Instructional Manipulation Checks (Poster - 140305)**

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 21

**● Workforce Agility: Parsing Out Parsimony (Poster - 141248)**

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 22

**● Emotional Exhaustion and Mental Well-Being During COVID-19: A DSEM Approach (Poster - 140258)**

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 23

**● Prediction of Aviation Training Performance Using Machine Learning and Correlations (Poster - 141050)**

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 24

**● Re-Examining the Intra-Individual Response Variability Index (Poster - 140020)**

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 25

**● A Technical Roadmap to Agent-Based Modeling in R: Let's Go Fish! for New Skills (Poster - 141380)**

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 26

● **Investigating the Efficacy of Screening Methods for Careless Responding (Poster - 140019)**

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 27

● **Extending Survival Analysis in Organizational Research With Hazard Shape Analysis (Poster - 140383)**

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 28

● **Workplace Social Courage in the United States and India: Measurement Invariance (Poster - 140183)**

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 29

● **Comparing Three IER Detection Methods for a Situational Judgement Test (Poster - 141575)**

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 30

● **Examine the Existence of Cognitive Thresholds Using Necessary Condition Analysis (Poster - 140001)**

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 31

● **An Item Response Theory Approach to Rapid Response Measurement of Personality (Poster - 140089)**

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 32

● **Differential Item Functioning in Age of Proactive Work Behavior Measures (Poster - 140090)**

🕒 2:00 PM - 2:50 PM, Apr 22

📍 Hynes-Exhibit Hall - Poster Position 33

3:00 PM

**CEO Succession in a VUCA World: Practices That Deliver Impactful Outcomes (Panel Discussion - 140488)**

🕒 3:00 PM - 3:50 PM, Apr 22

📍 Hynes-Ballroom C

Virtual and Strea...

Authors: Linnabery, E., Lowe, A., Ackerman, J., Lusk, D., West, K. R., & Sorensen, A., & Moreno, M. (2023). CEO Succession in a VUCA World: Practices that deliver impactful outcomes [Panel Discussion]. Society for Industrial Organizational Psychology Annual Confer

This session will explore the practice of CEO succession planning and provide information and advice from a group of experienced I-O practitioners. Authors will discuss practitioners' challenges and successes in CEO succession planning, processes and tools in the I-O toolkit, how to manage the Board and other stakeholders, and the future of CEO succession. Attendees will work through example CEO succession dilemmas, consider how I-O psychologists can help, and hear from a leading panel of experts on evidence-based practices for successful CEO succession and how to avoid common pitfalls.

#### Speakers



**Eileen Linnabery**  
Vantage Leadership Consulting



**Aaron Sorensen**  
Axiom Consulting Partners



**Derek Lusk**  
AIIR Consulting



**Ashlyn Lowe**  
Heidrick & Struggles



**Karen West**  
Heidrick & Struggles



**Jacqueline Ackerman**  
Vantage Leadership Consulting

### **Speak Up: Diversity Implications for Voice and "Doing the Right Thing" (Panel Discussion - 140188)**

🕒 3:00 PM - 3:50 PM, Apr 22

📍 Hynes-Room 202

Authors: Sturgis, G., Anders, S., Foley, K., Leimgruber, K. (2023). Speak Up: Diversity Implications for Voice and “Doing the Right Thing” [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

There have been recent pushes for employees to demonstrate integrity in line with company values, specifically involving campaigns encouraging employees to speak up when they see something amiss. However, recent research suggests that there are key differences between demographic groups that may impact voice behaviors such as "seeing something and saying something." This session seeks to discuss these issues and how organizations can use this information to create the right environment for all employees to speak up.

#### Speakers



**Stephanie Andel**  
Dell Technologies



**Kira Foley**  
Humu



**Kristi Leimgruber**  
BetterUp

### **Item Response Theory IV: Newer Developments in Research and Applications (Symposium - 140336)**

🕒 3:00 PM - 3:50 PM, Apr 22

📍 Hynes-Room 203

Authors: Li, L. (Co-Chair), Drasgow, F. (Co-Chair), & Tay, L. (Discussant). (2023). Item Response Theory IV: Newer Developments in Research and Applications [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United Sta

There has been growing interest in applying item response theory (IRT) methods to psychological assessment and evaluation. This symposium presents 3 papers on the latest development advancing the precision of IRT model estimation and response process modeling. Topics covered include improved and alternative ways of estimating generalized graded unfolding models and investigations of item response process heterogeneity with mixed IRT models.

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#### Speakers



**Lingyue Li**

University of Illinois Urbana-Champaign



**Louis Tay**

Purdue University



**Bo Zhang**

University of Illinois Urbana-Champaign




**Naidan Tu**

University of South Florida

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### **Human-Agent Teamwork: The Future of Collaboration at Work (Symposium - 140592)**

 3:00 PM - 3:50 PM, Apr 22

 Hynes-Room 204

Authors: Georganta, E. (Co-Chair) & Ulfert, A. (Co-Chair) (2023). Human-Agent Teamwork: The Future of Collaboration at Work [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.  
Outland, N. & Kang

Organizational and technological developments promote a new way of workforce, namely human-agent teamwork. This symposium highlights theoretical, methodological, and empirical ways to define AI agent as teammates, investigate emergent states in human-agent teams, and move beyond existing research in order to consider both the impact of AI agents on dynamics in teams and the role of the team context on human-agent interactions.

## 🚩 Speakers



**Eleni Georganta**  
Technical University of Munich



**Thomas O'Neill**  
University of Calgary



**Noshir Contractor**  
Northwestern University



**Neal Outland**  
University of Georgia



**Dan Nguyen**  
Florida Institute of Technology



**Anna-Sophie Ulfert-Blank**

## Who Needs a Coach? Everyone (Panel Discussion - 140740)

🕒 3:00 PM - 3:50 PM, Apr 22

📍 Hynes-Room 208

Authors: Parr, A. D. (Co-Chair), Chick, A. (Co-Chair), Cozma, I., Fisher, D., Lanier, J., Olson, H., & Redmond, B. Who Needs a Coach? Everyone. [Panel Discussion Type]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States

This session brings together seasoned executive coaches to share their challenges, experiences, and learnings from engaging in coaching relationships. This session will go beyond the basics of coaching and instead focus on how these coaches have leveled up their abilities and been more successful in the relationships they have developed. They will also share their thoughts on current trends and the direction of the field.

## 🚩 Speakers



**Alissa Parr**  
Talogy



**Brian Redmond**  
People Lever



**Jaclyn Lanier**  
Lanier Leadership



**Daniel Fisher**  
Contemporary Leadership Advisors



**Irina Cozma**  
Salesforce



**Holly Olson**  
Discovery Talent Strategies



**Alexis Chick**  
Talogy

## **Navigating the Emotional Labor of Diversity, Equity, and Inclusion (Panel Discussion - 141481)**

🕒 3:00 PM - 3:50 PM, Apr 22

📍 Hynes-Room 209

Authors: Cottman, J.G. (Co-chair), Perkins, L.A. (Co-chair), Ferdman, B., Jones, C., & Woo, V. (2023). Navigating the Emotional Labor of Diversity, Equity, and Inclusion. [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, S

This session will feature diversity, equity, and inclusion (DE&I) practitioners as they discuss the complexities of navigating of DE&I work as a practitioner of color (POC). This panel aims to address and discuss the emotional labor of DE&I work among practitioners of color. Topics will center around the panelist's experiences and advice for future DE&I practitioners.

#### 🚩 Speakers



**Jamal Cottman**  
RP Professional Services



**Bernardo M. Ferdman**  
Principal & Founder  
Ferdman Consulting



**Lesley Perkins**  
FMP Consulting



**Vivian Woo**  
Lead People Science Analyst  
Culture Amp



**Carolyn Jones**  
Amazon

### **Pragmatic Programming: How to Write Reproducible, Readable, and Reusable Code (Master Tutorial - 141498)**

🕒 3:00 PM - 3:50 PM, Apr 22

📍 Hynes-Room 302

Authors: Andrews, J. S. (2023). Pragmatic Programming: How to Write Reproducible, Readable, and Re-Usable Code. [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

This interactive session builds participant knowledge for creating reproducible code/syntax when running analytics for research or practice. The session will focus on habits, standards, and best practices around the writing of reproducible code. Two real-world applications are provided using an open-source Likert response survey and time-series datasets. The code from this tutorial will be available to attendees to aid in their own reproducible research endeavors.

#### 🚩 Speaker



**Joshua S. Andrews**  
Verizon

### **Activating Inclusion and Inclusive Leadership: What Really Works? (Alternative Presentation - 140262)**

🕒 3:00 PM - 3:50 PM, Apr 22

📍 Hynes-Room 304

Authors: Zelin, A. I. (Chair), Shyamsunder, A. (Panelist), Thomas, K. M. (Panelist), Grice, S. (Panelist), Sawyer, K. (Panelist), & Cox, G. (Panelist). (2023). Activating inclusion and inclusive leadership - What really works? [Alternative Session Type]. Society f

The terms “Inclusion” and “Inclusive Leadership” have become buzzwords these days, but not everyone is clear on what these look like in practice. In this alternative session, academic and applied panelists will discuss the frameworks they use in practice, what inclusion and inclusive leadership look like when successful, challenges they encounter along the way, and opportunities to bridge the science–practice gap. Audience members will have the ability to develop their own inclusive leadership practices supported by the panel.

## 📣 Speakers



**Alexandra Zelin**  
Wellstar Health System



**Gena Cox**  
Feels Human, LLC



**Aarti Shyamsunder**  
YSC Consulting



**Katina Sawyer**  
University of Arizona



**Sertrice Grice**  
Mattingly Solutions

## How Do You Measure Manager Effectiveness? New Perspectives on an Age-Old Topic (Panel Discussion - 141463)

🕒 3:00 PM - 3:50 PM, Apr 22

📍 Hynes-Room 306

Authors: Foster, S. (Co-Chair), Post, M. (Co-Chair), DiStaso, M., Heaton, L., Lauricella, T., Streets, V., & Tumminia, A. (2023). How Do You Measure Manager Effectiveness? New Perspectives on an Age-Old Topic [Panel]. Society for Industrial and Organizational Psyc

I-Os have been grappling with how to measure manager performance for decades. With the push toward more distributed teams, managers have been on the frontlines in leading their teams through change, ambiguity, and shifting expectations. As such, there's a renewed interest both in measuring manager performance and identifying the right kind of support for managers given the current environment. This session will bring together industry experts with fresh ideas on how to understand manager effectiveness, providing content that will resonate with practitioners of all experience levels.

## 📣 Speakers



**Marissa Post**

Humu



**Laura Heaton**

Penske Transportation Solutions



**Valerie Streets**

Dell Technologies



**Taylor K. Lauricella**

Michigan State University



**Sarah Foster**

Humu



**Alexandra Tumminia**

Humu



**Michael DiStaso**

University of Central Florida

## Transforming People Management: The Changing Role of the People Manager (Panel Discussion - 140770)

🕒 3:00 PM - 3:50 PM, Apr 22

📍 Hynes-Room 309

Authors: Gu, W., Chetta, M., Dimoff, J., Park, L. S., Schmidt, G., & Sowinski, D. (2023). Transforming people management: The changing role of the people manager [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United St

With the rise of flexible work arrangements, changing employee expectations, and the automation of managerial tasks, the competencies required for people manager roles are changing. This session will focus on how people management is shifting, what this shift means for traditional people manager career progression and selection, and what HR and HR technology can do to support people managers' well-being and performance as the changes in their roles take effect. Original research by SAP SuccessFactors will be shared on the shifts in people manager competencies and their implications.

#### 🚩 Speakers



**Wenyi Gu**  
University of Houston



**Gordon Schmidt**  
University of Louisiana Monroe



**Michael Chetta**  
Talent Metrics Consulting



**David Sowinski**  
Vantage Leadership Consulting



**Jennifer Dimoff**  
University of Ottawa



**Lauren Park**  
SAP SuccessFactors

### Current Trends in the Study of Creativity and Innovation (Symposium - 141194)

🕒 3:00 PM - 3:50 PM, Apr 22

📍 Hynes-Room 310

Authors: Reiter-Palmon, R. (2023) (Chair). Current trends in the study of creativity and innovation. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Interest in organizational creativity and innovation has increased in the last 2 decades. This session is based on the developing new Handbook of Organizational Creativity, with 3 authors presenting their chapters and summarizing new developments in the field, potential applications, and proposing areas for future research.

#### 🚩 Speakers



**Roni Reiter-Palmon**  
University of Nebraska, Omaha



**Samuel Hunter**  
The University of Nebraska Omaha



**Melissa Keith**  
Bowling Green State University

### Social Network Analysis: Novel Perspectives for Groups and Teams (Symposium - 140384)

🕒 3:00 PM - 3:50 PM, Apr 22

📍 Hynes-Room 311

Authors: Kay, K. (Co-Chair), Jaramillo, A. C. (Co-Chair), Blanchard, A. L. (Co-Chair), & Loignon, A. C. (Co-Chair). (2023). Social Network Analysis: Novel Perspectives for Groups and Teams [Symposium]. Society for Industrial and Organizational Psychology Annual Co

This symposium examines how social network analysis (SNA) can integrate seemingly distinct perspectives on groups. Authors consider how (a) networks shape, and are shaped by, people experiencing a group as a distinct entity; (b) interdependencies in teams are self-organized and shaped by interpersonal perceptions; and (c) psychological safety and energy influence collaborative overload in organizational networks. By integrating constructs pertaining to group members, the groups themselves, and the broader organization, these papers highlight the new insights that SNA can reveal.

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#### Speakers



**Kristy Kay**  
EY



**Anita Blanchard**  
University of North Carolina, Charlotte



**Andrew Loignon**  
Center for Creative Leadership



**Andres Cardona Jaramillo**  
EY

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### Removing Barriers for Candidates With Disabilities: What (More) Can We Do? (Panel Discussion - 141285)

🕒 3:00 PM - 3:50 PM, Apr 22

📍 Hynes-Room 312

Authors: Bradley, E., Dodge, K., Facteau, J., Papinchock, J. M., Rosenbaum, A., & Yost, A. B. (2023). Removing barriers for candidates with disabilities: What (more) can we do? [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston

This session will provide information, insight, and food for thought to consultants, practitioners, and researchers concerned with bias in pre-employment selection tools and procedures. Topics will include relevant legislation and regulatory guidelines, practical recommendations from experts in test development and consulting, and the role of I-O psychologists, assessment providers, and other talent acquisition experts in the evaluation and mitigation of barriers to entry for people with disabilities.

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#### Speakers



**Jeffrey Facteau**  
HackerRank



**Jone Papinchock**  
DCI Consulting



**Angie Rosenbaum**  
DCI Consulting Group



**Kama Dodge**  
Amazon



**Elizabeth Bradley**  
Fortney & Scott, LLC

## LIVE: Directionally Correct Podcast—Guest: Alexis Fink (Alternative Presentation - 140081)

🕒 3:00 PM - 3:50 PM, Apr 22

📍 Hynes-Room 313

Authors: Napper, C. N. (Chair), Hines, S. (Co-Chair), Fink, A. (Guest) (2023). LIVE: Directionally Correct Podcast with Cole Napper & Scott Hines featuring Special Guest: Alexis Fink [Alternative Session]. Society for Industrial and Organizational Psychology

Join the Directionally Correct podcast LIVE at the SIOP conference with special guest Alexis Fink! Topics will include bridging the scientist-practitioner gap, building a meaningful career as an I-O, conducting scientific research in the workplace, and providing wisdom to the next generation of I-Os.

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### 🗣️ Speakers



**Cole Napper**

Orgnostic



**Alexis Fink**

Meta



**Scott Hines**

Amazon Web Services (AWS)

4:00 PM

### Closing Event

🕒 4:00 PM - 5:00 PM, Apr 22

📍 Hynes-Auditorium

Event

Open to All