
Event Agenda

2024 SIOP Annual Conference

Wed, Apr 17, 2024

6:30 AM - 9:00 AM

PreConference Workshops and Consortia Registration

Location: Hyatt Grand Foyer/Registration

8:30 AM - 9:30 AM

Conference Orientation Tour

Location: Hyatt Grand Foyer/Registration

9:00 AM - 8:00 PM

General Conference Registration

Location: Hyatt Grand Foyer

12:00 PM - 12:50 PM

Poster Sessions/Virtual Posters

Location: Asynchronous/Prerecorded

What Facilitates Team Performance? A Causal Chain from Group-Level Person–Group Fit (Poster - 196469)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Jee Young Seong, Doo-Seung Hong, Linyuan Zhang

The Effects of Psychological Compassion Climate (Poster - 196581)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Margaret Prezuhy, Dr. Megan T. Nolan, Winter Elvin

Cohesion Unveiled: A Meta-Analysis of Team Foundations and Associations (Poster - 196593)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speaker: Dr. Vias C. Nicolaides

Ethical Decision Making in Research Teams: A Mixed-Methods Study (Poster - 196625)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Dr. Logan L. Watts, Dr. Michelle Martin-Raugh, Rylee Linhardt, Sampoorana Nandi

Labor Control via Dormitory-esque Workplace Housing in England: A Case Study (Poster - 196703)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Dr. Kristine J. Olson, Benjamin Hopkins

Employees' Daily Workload and Next-Day Procrastination (Poster - 196779)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Xiaomin Xu, Wenfei Zhang, Xizhi Liu

A Qualitative Exploration of Meaningful Work Among Remote Workers (Poster - 196807)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Prof. Joana C. Kuntz, Dr. Sarah L. Wright

I-Deals Can Alleviate Complaining Behavior: The Mediating Role of Job Dissatisfaction (Poster - 196850)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Hange Gao, Chunhou Chang, Mr. Chiachi Chang

Responsibility-Seeking Behavior: Development and Validation of a Measure (Poster - 196904)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Nilima Ajaikumar, Archie Bates, Dr. William Pasmore, Gian Zlupko, Todd Woodruff

Positive Parenting Practices Shape Adolescent Leader Emergence (Poster - 196923)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Wenjun Bian, Zhengguang Liu

Leader Mindfulness Promotes Followers' Resilience: Why, When, and How (Poster - 196992)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speaker: Xingyu Feng

A Meta-Analytic Examination of the Dark Triad and Vocational Interests (Poster - 196994)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Tyler (Ty) Fezzey, Dr. Marcus Crede, Peter Harms, Nic Lowery

How Remote Work Transition Affects Personality Self-Assessment (Poster - 197074)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Meaghan Marie Tracy, Dr. Tara S. Behrend

Situational Antecedents of Experiencing Credit Stealing at Work (Poster - 197110)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Dr. Logan L. Watts, Dr. Amy E. Crook, Dr. Michelle Martin-Raugh

The Effects of PA on Newcomer Adjustment Outcomes: A Broaden-and-Build Perspect (Poster - 197155)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Zihanruc Liu, Ms. Hairong Li, Teng Zhao

The Power of Specificity: Voice Rejection and Employee Reactions (Poster - 197157)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Fangzhou Liu, Limei Zhang, Sijun Kim

A Cognitive Analysis of Caste in the Workplace in the US—It's About Time (Poster - 197183)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Dr. Ambika Prasad, Caitlin Smith Sockbeson

Interaction of Employee BLM and Visionary Leadership: Decreasing Experienced Tensions (Poster - 197233)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Zhihao Wu, Ruowen Shen

Is a Proactive Crafter Always Creative One? A Meta-Analysis of Mechanisms (Poster - 197234)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Zhihao Wu, Ruowen Shen

I Was Recommended By AI: The Use of ChatGPT for Professional Recommendations (Poster - 197267)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Penda Sow, Lori L. Foster

Exploring Profiles of Career Decision-Making Difficulties in Chinese Students (Poster - 197328)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Tianyi Yang, Huihui Wang, Mingqing Zheng, Yutong Zhu

Can Family Members Be Teammates in the NICU?: An Observational Investigation (Poster - 197332)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Gabrielle Rufrano, Allison Traylor, Bryan L. Ohning, M.D., Ph.D., Lizzie Bell, Noelani Lewis

Navigating Emotional Ambivalence and Withdrawal in Remote Work Uncertainty (Poster - 197364)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Xiaomin Xu, Luo Wenjing, Yingni Cai

Team Epistemic Motivation and Communication in Multidisciplinary Team Meetings (Poster - 197386)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Prof. Wu Liu, Haiyin Tu, Jisheng Peng, Weiguo Zhong

(In)effectiveness of Frame-Inducing Rating Instructions in State-Trait Research (Poster - 197396)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Dr. Tracy L. Griggs, Dr. Charles E. Lance, Dr. SeongHee Cho, Michael James Szeman

Effects of Pay Transparency on Knowledge Hiding and OCB: A Moderated Mediation Model (Poster - 197449)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Xiaomin Xu, Xiaohe Liu, Yatian Zhou, Yongshi Liu, Yuchen Li

A Meta-Analytic Study of Vocational Interests and Work Values (Poster - 197450)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Yifan Zhang, James Rounds

Quantifying and Reducing Bias in Treatment Effect Estimates From Multiarmed Bandits (Poster - 197558)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: James Rigby, Jeremy David Curuksu

They Procrastinate Because You Laugh: Leader Humor and Employee Procrastination

(Poster - 197705)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Yan Qi, Anastasiia Popelnukha

Masculinity Contest Culture and Parental Leave: A Natural Language Processing Study

(Poster - 197709)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Seung Joo Yoo, Dr. Kawon Kim

Navigating the Obstacles: Understanding Risks to Women's Leader Emergence Across the lifespan (Poster - 197713)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Yuting Deng, Ning Chen, Yuting Deng

A Paradox Approach to Exploring the Effects of Creative Process Engagement (Poster - 198026)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Eun Soo Son, Dr. Christina E. Shalley

Navigating Employee Moral Defensiveness: Guidelines for Managers (Poster - 198047)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Dr. Logan L. Watts, Dr. Zhanna Sahatjian

Future Self-Continuity and Goal Progression Cross-Lagged Panel Model (Poster - 198059)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Hannah Michelle Finch, Dr. Joshua J. Prasad

Data Visualization and its Influence on Accuracy and Perceived Employer Care (Poster - 198148)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Catherine Muccini, Crystal Turner, Dr. Kevin Nolan, Dr. Terri Shapiro

Perceived Disability Legitimacy Mediates Perceptions of Coworkers With Disabilities (Poster - 198190)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Raymond Bennett, Elizabeth Canning, Monroe D Amos

Context Matters: A Call for Greater Transparency in Organizational Field Research (Poster - 198195)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Dr. Lukas Neville, AJ Martens

Computer Mediated Measurement: Digital Data Collection and Virtual Human Interviewers (Poster - 198215)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speaker: John Wesley Lee, II

Inconsistency Effect of Empowering Leadership on Follower's Resource Depletion (Poster - 198241)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Mr. Sunghyuck Mah, Minju Oh, Minjun Yoo, Seokhwa Yun

Algorithmic Reactions and Task Characteristics in College Admission (Poster - 198250)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Khue Tran, Nathan R. Kuncel

Predicting OCB: The Dynamics of Perfectionism, Endorsement, and Promotion Focus (Poster - 198259)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Sang Eun Park, Dasor Moon, Minjun Yoo, Mr. Sunghyuck Mah, Seokhwa Yun

The Impact Mechanism of Knowledge Digitization on Firm Performance (Poster - 198288)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Wucheng Han, Ruoyu Lu, Weijie Zhu, Xiaoyu Li, Xu Zu

Effect of Brand Familiarity and Applicant Values on Recruitment Effectiveness (Poster - 198319)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Janice Super, Priyamvada Rangan

Career Optimism: A Mediator Linking Perceived Overqualification and Thriving at Work (Poster - 198327)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speaker: John Wonjun Rhee

A Dynamic Goal Orientation Perspective on Team Innovative Performance (Poster - 198388)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Jie Li, Dr. Jingzhou Pan, Yaping Gong

Impact of COVID-19 Crisis Message Content on Perceptions and Well-Being (Poster - 198432)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Chad Yagey, Blakeley Thompson, Dr. Chelsea A. LeNoble, Katrina Lashinger, Nina Steigerwald

When Niceness Is (Ab)Normal: Is Norm-Abiding or -Violating Incivility More Harmful? (Poster - 198449)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Claire Elizabeth Smith, Alexandra Henderson, Dr. Yi-Ren Wang

Applicant Reactions to Organizational Successes and Failures in Diversity/Inclusion (Poster - 198501)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: William Ward, Jason David Kautz

CEO Advice Seeking and Enterprise Discontinuous Innovation: An Empirical Study (Poster - 198508)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Wucheng Han, Dongdong Wang, Xiaoyu Li, Zhichao Qian

Can We Talk? The Role of Trustor Communication in Trust Repair (Poster - 198529)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: William Ward, Dr. M. Audrey Korsgaard

Workforce Trainer–Learner Same-Race and Double Jeopardy Effects During COVID (Poster - 198535)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Ms. Bridget C. McHugh, Ph.D., Abena Anyidoho, Rebecca Fay Berenbon

The Widening Digital Divide: Internet Access and Workforce Training During COVID (Poster - 198556)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Ms. Bridget C. McHugh, Ph.D., Abena Anyidoho, Rebecca Fay Berenbon

Job Crafting in Different Manner: Examining Occupational Future Time Perspective as a (Poster - 198562)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Xinyi Liu, Professor Jian Min Sun, Ph.D., Xiaojuan Hu, Yixin Ding

A Mixed-Methods Exploration of Female Faculty's Leader Identity Formation (Poster - 198567)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speaker: Dr. Ague Mae Sumpo Manongsong

An Interdisciplinary Approach to Personnel Selection and Assessment: The Role of HSI (Poster - 198587)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Dr. Dennis C Wightman, Janae Lockett-Reynolds, Jennifer Blanchard, Kenneth Roof, Kristopher Korbela, Rebecca Lasky, Thomas Malone

Challenge Versus Hindrance Stressors and Job Outcomes: Role of Neuroticism (Poster - 198653)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Dr. Mahmut Bayazit, Eldar Sedaghatparast Saleh, İlknur Özalp Türetgen

The Role of Socialization Tactics on Organizational Newcomers' Inclusion Outcomes (Poster - 198671)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speaker: Sarah Kuang

Supervisor Bottom-Line Mentality and Workplace Incivility: A Sequential Mediating Mod

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Gabi Eissa, Jatin Pandey, Scott W. Lester, Varun Sharma

Examining the Methodological Qualities of Organizational Resilience Measures (Poster - 198705)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Dr. Armando X. Estrada, Cassie Berry

Supervisor to Employee Bottom-Line Mentality: A Moderated-Mediated Model

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Gabi Eissa, Scott W. Lester

Examining Gender Identity and Bias in Followership Using Thematic Analysis (Poster - 198729)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Dr. Patrick T. Coyle, Miriana Protano, Stephen Terrence Leyden

Age Diversity and Organizational Performance: A Meta-Analysis (Poster - 198738)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Xiao Xiao, Dishi Hu, Dr. In-Sue Oh

Psychometric AI for Emotional Intelligence: Applying Machine Learning Models (Poster - 198794)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Dr. Wei Wang, Chapman Lindgren, Max Lobel

Living a Calling in Older Adult Workers (Poster - 198795)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Kate Kidwell, Kimberly French

The Development and Validation of an Internal Job Search Scale (Poster - 198802)

12:00 PM - 12:50 PM

Location: Asynchronous/Prerecorded

Speakers: Kathryn Dlugos, Caroline E. Manning, Dorothea Roumpi, Jean Phillips, Mr. Kameron Carter

5:45 PM - 6:45 PM

Newcomer Reception

Location: Hyatt Crystal Ballroom C

7:00 PM - 7:50 PM

Opening Plenary (Special Event - 199654)

Location: Hyatt Ballroom EF

Speakers: Dr. Winny Shen, Dr. Alexis A. Fink, Dr. Nancy T. Tippins, Dr. Tara S. Behrend

8:00 PM - 9:30 PM

Welcome Reception and Top Poster Display

Location: Hyatt Ballroom EF

Thu, Apr 18, 2024

7:00 AM - 5:00 PM

General Conference Registration

Location: Hyatt Grand Foyer

7:00 AM - 8:00 AM

Continental Breakfast

Location: Hyatt Ballroom EF

7:00 AM - 8:00 AM

Fellows Breakfast (INVITATION ONLY)

Location: Hyatt Regency AB

8:00 AM - 8:50 AM

Unveiling the Human Impact of AI Recruitment: Insights from New Research (Partner Showcase)

Location: Hyatt Plaza Ballroom-Lobby Level

Speaker: Fred Rafilson, PhD

8:00 AM - 8:50 AM

Igniting a Fireside Chat on Personality–Cognitive Ability Relations (Alternative Presentation - 198209)

Location: Hyatt Ballroom A

Speakers: Dr. Deniz S. Ones, Kevin Stanek, Dr. Stephan Dilchert

8:00 AM - 8:50 AM

Teaching Incubator: Infusing DEI Content Into I-O Courses (Alternative Presentation - 198783)

Location: Hyatt Ballroom B

Speakers: Dr. Cynthia A. Prehar, Dr. Larry R. Martinez, Dr. Nicholas A. Smith, Dr. Nicholas P. Salter, Dr. Peter D. Bachiochi, Patrick P. McGonagle

8:00 AM - 8:50 AM

Unleashing Potential: Exploring Practical Uses of LLMs to Address I-O Challenges (Alternative Presentation - 197926)

Location: Hyatt Ballroom EF

Speakers: Dr. Manasia Sturdivant, Adam M. Smith, Evan R. Theys, Michael Sawdy, Parul Jain, Weiwen Nie

8:00 AM - 8:50 AM

Revisiting the Shift of I-O Psychologists to Business Schools (Panel Discussion - 198033)

Location: Hyatt Ballroom N CD

Speakers: Angelia Yvonne Delacruz, Dr. Alice F. Stuhlmacher, Dr. Eden B. King, Dr. James M. Diefendorff, Dr. Kurt Kraiger, Dr. Marcus W. Dickson, Dr. Melissa M. Robertson, Jessica Zalewski, Mr. Ricardo Rashawn Brooks, Shannon Juliette Rowley, Takudzwa Chawota

8:00 AM - 8:50 AM	Performance Monitoring in Organizations: Theory-X is Alive and Still Not Well Location: Hyatt Ballroom S CD Speakers: Joel Lefkowitz, Dr. Michael J. Zickar, Dr. Tara S. Behrend, Dr. Wayne F. Cascio
8:00 AM - 8:50 AM	Award: Best of SIOP (Special Event - 199648) Location: Hyatt Grand Hall H Speakers: Briana Squires, Cassandra Phetmisy, Chu Chu, Dr. Bradley S. Jayne, Dr. Jeffrey Olenick, Jennifer Feitosa, Kaitlyn Rose Gallagher, Karyssa Courey, Steven Zhou
8:00 AM - 8:50 AM	Virtually Possible: Understanding Employee Preferences in Remote Work Environments (Symposium - 198541) Location: Hyatt Grand Hall I Speakers: Alyssa Birnbaum, Ajay R. Ponnappalli, Amanuel G. Tekleab, Archana Manapragada Tedone, Ph.D., Dr. Andrew C. Loignon, Dr. Chockalingam Viswesvaran, Dr. Jessica Mesmer-Magnus, Dr. Larissa K. Barber, Dr. M. Gloria Gonzalez-Morales, Joseph Michael Yestrepesky, Kaitlyn Valesse
8:00 AM - 8:50 AM	Multi-Objective Optimization 5.0: Applications in the Workplace (Symposium - 197172) Location: Hyatt Grand Hall J Speakers: Chen Tang, Amanda J. Neuman, Caleb Rottman, Dr. Andrew Speer, Dr. Cari L. Gardner, Dr. Dawn Lambert, Dr. Jeffrey A. Dahlke, Dr. Q. Chelsea Song, Rick Jacobs, Dr. Scott B. Morris, Dr. Serena Wee, Harish Arunachalam, James Perrotta, Joshua S. Andrews, Louis Hickman
8:00 AM - 8:50 AM	Interpersonal Mistreatment: Interventions and Implications (Symposium - 198547) Location: Hyatt Grand Hall K Speakers: Dr. Whitney Botsford Morgan, Dr. Alicia A. Grandey, Dr. Allison S. Gabriel, Dr. Bailey A. Bigelow, Dr. Christine L. Nittrouer, Dr. Ethan P. Waples, Dr. Lilia M. Cortina, Dr. Monique Domingo, Johannah Stockdale, Mr. Timothy G. Kundro, Terrance L. Boyd
8:00 AM - 8:50 AM	Encouragement in Organizations: A Kickstart for Organizational Research (Symposium - 198610) Location: Hyatt Grand Hall L Speakers: Roger Mayer, Dr. Paul W. Mulvey, James Browne, James Peters, Joel Wong, Leigh Shamblin
8:00 AM - 8:50 AM	Reimagining Parental Leave in Academic Institutions: A Path Forward (Panel Discussion - 197560) Location: Hyatt Grand Hall MN Speakers: Dr. Amy C. Pytlovany, Dr. Katrina A. Burch, Dr. Michael T. Ford, Dr. Nitya Chawla, Dr. Tammy D. Allen
8:00 AM - 8:50 AM	Approaches to Impact Evaluation in Leadership Development (Panel Discussion - 198264) Location: Swissotel Montreux 1 Speakers: Dr. Chia-Lin Ho, Jeff J Kosovich, Mr. Stephen B. Jeong, S. Bartholomew Craig, Ph.D.
8:00 AM - 8:50 AM	Best Practices in Personality Test Reporting (Panel Discussion - 198095) Location: Swissotel Montreux 2/3 Speakers: Dr. Georgi P. Yankov, Dr. Ryne A. Sherman, Kathy MacKay, Mr. Chris Coughlin, Mr. Stewart Gregor Desson, Nikita Mikhailov, Victor Ellingsen
8:00 AM - 8:50 AM	Regulating Assessment Technology: Perspectives on Current and Emerging Regulations (Panel Discussion - 197858) Location: Swissotel Vevey 1/2 Speakers: Dr. Cari L. Gardner, Annette Tyman, Dr. Colin Willis, Dr. David B. Schmidt, Dr. Michael S. Fetzer, Dr. Paul D. DeKoekkoek, Mr. Andrew L. Solomonson
8:00 AM - 8:50 AM	You Thought Relationships Were Hard...Have You Tried Sharing Organizational Data? (Panel Discussion - 198493) Location: Swissotel Vevey 3/4 Speakers: Dr. Nataliya Baytalskaya, Aayushi Alpesh Dharia, Ali Shalfrooshan, Johanna Lascano, Rick Jacobs, Michelle Goro, Ngoc Duong
8:00 AM - 8:50 AM	Ageism Across the Employee Lifecycle: Age-Old Problems, Contemporary Solutions (Panel Discussion - 197186) Location: Swissotel Zurich AB Speakers: Dr. Kimberly T. Silva, Dr. Allison M. Tringale, Dr. Rachel Sisu Rauvola, Mr. Boris B. Baltes, Nikola Fedorowicz
8:00 AM - 8:50 AM	I-O and Coaching: Convergence, Clashes, and Complexity (Panel Discussion - 197562) Location: Swissotel Zurich D Speakers: Dr. Patrick Gavan O'Shea, Dr. Alison L. O'Malley, Dr. Michael M. Woodward, Dr. Shonna D. Waters, Dr. Soner Dumani

8:00 AM - 8:50 AM

Machine Learning for I-O 6.0: Addressing Algorithmic Bias and Fairness Concerns (Symposium - 197357)

Location: Swissotel Zurich EF

Speakers: Louis Hickman, Ashley Sylvara, Brandon Booth, Chris Huynh, Cory Moore, Fred Oswald, Dr. Joshua P. Liff, Louis Tay, Dr. Mengqiao (MQ) Liu, Dr. Nick C. Koenig, Dr. Rachel T. King, Tianjun Sun, Farshad Koohifar, Jason Nicholas Kuruzovich, Jessica Gass, Nikki M. Dudley, Stuti Thapa, Xin Hou

8:00 AM - 11:30 AM

Conference Career Center

Location: Hyatt Roosevelt Meeting Rooms

9:00 AM - 10:20 AM

Practical Steps to De-Risk Talent Mobility (Partner Showcase)

Location: Hyatt Plaza Ballroom-Lobby Level

Speakers: Marlene Dunne, PhD, Adriana Harvey, MA I-O, Rebecca (Becky) Layana, PHR, SHRM-CP

9:00 AM - 10:20 AM

Open Science Bootcamp (Alternative Presentation - 197175)

Location: Hyatt Ballroom A

Speakers: Fred Oswald, Dr. Jonas W.B. Lang, Dr. Lillian T. Eby, Dr. Scott B. Morris, Dr. Steven G. Rogelberg, Dr. Tammy D. Allen

9:00 AM - 10:20 AM

Solving Healthcare's Most Prominent Issues Through Teamwork (Symposium - 197277)

Location: Hyatt Ballroom B

Speakers: Gabriela Fernandez Castillo, Allison Traylor, Bryan L. Ohning, M.D., Ph.D., Dr. Eduardo Salas, Dr. Scott I. Tannenbaum, Eric Thomas, Gabrielle Rufrano, Lizzie Bell, Michael A. Rosen, Molly Kilcullen, Noelani Lewis, Philip E. Greilich, Salar Khaleghzadegan

9:00 AM - 10:20 AM

I-O for the CEO: Strategies for Answering Leaders' Top of Mind Concerns (Panel Discussion - 198436)

Location: Hyatt Ballroom EF

Speakers: Dr. Jeffrey A. Jolton, Dr. Elizabeth A. Conjar, Dr. Michael J. Benson, Dr. Seth Zimmer, Elaine Engle, Glenn Rosen, Jenna Munoz, Marc Effron

9:00 AM - 10:20 AM

What Defines a Good Leader? New Leadership Capabilities for a New Workforce (Alternative Presentation - 197905)

Location: Hyatt Ballroom N CD

Speakers: Dr. Gabriela I. Burlacu, Dr. Kelly A. Monahan, Ishabel Vicaria, Kim Fazio, Laurel Mikalouski, MS, Mrs. Caitlynn Sendra

9:00 AM - 10:20 AM

Navigating the New Dawn of Talent Strategy: Five Shifts Reshaping Work and Leadership (Panel Discussion - 198296)

Location: Hyatt Ballroom S CD

Speakers: Dr. Sandra Hartog, Dr. Anna Tavis, Dr. Daniel Fisher, Lynn Collins, Ph.D., Michael Ehret

9:00 AM - 10:20 AM

What's Changing With Change Management? (Panel Discussion - 197214)

Location: Hyatt Grand Hall H

Speakers: Renee Yang, Laura Dannels, Ramona Garcia, Sam Liu, Zach Hawkins

9:00 AM - 10:20 AM

Building the Scientist–Practitioner Toolkit: Storytelling to Communicate Science (Alternative Presentation - 198267)

Location: Hyatt Grand Hall I

Speakers: Dr. Amy Dawgert Grubb, Dr. Miriam T. Nelson, Dr. Seymour Adler

9:00 AM - 10:20 AM

Working women's menstrual and menopausal experiences and behaviors (Symposium 198006)

Location: Hyatt Grand Hall J

Speakers: Larissa Garcia, Dillon Stewart, Dr. Alicia A. Grandey, Dr. Derek R. Avery, Dr. Eden B. King, Dr. Michelle (Mikki) Hebl, Dr. Quinetta M. Roberson, Dr. Sabrina D. Volpone, Horatio Traylor, Jasmin Banks, Jazmin Vanessa Argueta-Rivera, Kayley Morris, Kristi Buczek Hatter, Morgan Andie Zipfel, Alexis Avery, Rhea Rungta, Suzuka Yamane, Victor Blocker

9:00 AM - 10:20 AM

Gameful Design and Redesign in Training and Assessment (Symposium - 198161)

Location: Hyatt Grand Hall K

Speakers: Vivien Lee, Filip Lievens, Dr. Joshua P. Liff, Dr. Klaus G. Melchers, Dr. Paul Agnello, Dr. Richard N. Landers, Elizabeth Simone Jenerson, Gady Agam, Gai Hao, Ivan Mutis Sin, Kristina N. Bauer, Liza Meredith, Marie Luise Ohlms, Nga Do, Reed Priest, Tao Jin, Uwe Peter Kanning, Xuanchang Liu

9:00 AM - 10:20 AM

Challenges and New Developments at Every Stage of the Succession Planning Lifecycle (Alternative Presentation - 197479)

Location: Hyatt Grand Hall L

Speakers: Lindsey Freier, Dr. Brittany J. Marcus-Blank, Dr. Erica I. Desrosiers, Dr. Lilly Lin, Dr. Sean D. Robinson, Dr. Tanya Brubaker, Ms. Samantha Le Chau

9:00 AM - 10:20 AM

So You’ve Operationalized an ML Model, Now What? A Panel on Model Maintenance (Panel Discussion - 197142)

Location: Hyatt Grand Hall MN

Speakers: Dr. Emily D. Campion, Dr. Daniel A. Schmerling, Dr. Michael A. Campion, Nathan Mondragon, Dr. Nick C. Koenig, Eric M. Dunleavy

9:00 AM - 10:20 AM

IGNITing DEIA Solutions Post UNC and Harvard Supreme Court Ruling (Alternative Presentation - 197822)

Location: Swissotel Montreux 1

Speakers: Nikola Fedorowicz, Christopher Patrick, Dr. Dustin Maneethai, Ph.D., Maryam Ahmad Kazmi, Ms. Joanna L. Colosimo, Shannon Miller

9:00 AM - 10:20 AM

Competition: The 2024 SIOP Machine Learning Competition (Special Event - 199653)

Location: Swissotel Montreux 2/3

Speakers: Sebastian Marin, Dr. Georgi P. Yankov, Dr. Isaac Benjamin Thompson, Dr. Ivan Hernandez, Dr. Jeffrey D. Facticeau, Dr. Nick C. Koenig, Tyler James Miranda

9:00 AM - 9:50 AM

Poster Sessions

Location: Hyatt - Riverside Exhibit Hall

De-Escalating or Escalating Workplace Conflict: The Role of Employee Voice (Poster - 196447)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Zihan Liu, Jiajin (Sophie) Tong

Newcomer Organizational Socialization: A Meta-Analytic Review (Poster - 196799)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Berrin Erdogan, Dr. Allison M. Ellis, Dr. Donald M. Truxillo, Talya Bauer, Mr. Grant Brady, Todd Bodner

Interactive Effect Between Vertical Diversity and Membership Fluidity on Coordination (Poster - 197000)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Daisuke Nakama, Yukiko Muramoto

Cultivating a Generative Workplace to Unleash Well-Being Through Support (Poster - 197243)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speaker: Ryan Musselman

Faking It for Our Team: Entitativity’s Role on Surface Acting and Meeting Recovery (Poster - 197305)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Emilee Eden, Dr. Joseph A. Allen, Katherine Castro, Tori Joy

Does Virtually Working Make Teams More Resilient? The Construal Fit Perspective (Poster - 197326)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Yibing Zhou, Yifei Wang

Bouncing Back From What? A Qualitative Investigation of Knowledge Team Adversity (Poster - 197486)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Madison Romero, Anthony Mikal Ferroni, Claire Seo, Dr. Tiffany M. Bisbey, Gillian Yi, Jennifer Perez, Johnathan Malcolm Traylor

Demands–Abilities Misfit: Emphasizing Positive Adaptation Through Proactivity (Poster - 197521)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Kang Yang Trevor Yu, Vijayan P Munusamy, Xinyu Han

Development and Measurement of Implicit Teammate Theories (Poster - 197636)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Alexandra Harris-Watson, Brandon Choi, Dr. Tiffany M. Bisbey, Jeffrey Masser, Madison Romero

Vocational Interests Fit and Career Success: A Polygenic Score Approach (Poster - 197765)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Zhaoli Song, Dr. Wen-Dong Li, Niaoyao (Amber) Du, Qiao Fan, Xin Zhang, Yimo Zhu

Am I Safe? The Interactive Effects of Task and Relationship Conflict in Project Teams (Poster - 197815)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Emily Redler, Dr. David J. Woehr, Matthew Ohland, Misty Loughry

The Effect of Media Richness on Uncertainty and Trust Within Virtual Work Teams (Poster - 197853)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speaker: Dr. Scott A. Cassidy

Strategic Decision Making in Multiteam Systems (Poster - 197868)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Anoop Javalagi, Amelia Emery, Dr. Leslie A. DeChurch

The Babble Hypothesis Revisited: Speaking Time, Voice, and Leadership Emergence (Poster - 197989)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Timothy Oxendahl, Margaret Beier, Lisa O'Bryan

Unpacking the Effects of Surface- and Deep-Level Faultlines in Teams (Poster - 197994)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Xiaoxia Zhu, Dr. Hong Ren, Mingqiao Luan, Xuguang Hao

Recruiter Onboarding: Harnessing Time-to-Event Metrics Using Survival Analysis (Poster - 198036)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Allison N. Besl, Dr. Dan V. Simonet, Gabrielle Danna, Rd Mitra

Narcissism in the Virtual Workspace: A Team-Centered Perspective (Poster - 198104)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Krisztina Szabo, Dr. C. Shawn Burke, Julia Jessup, Martyna Wasilewska

As I Say or as I Do? Mentor Hypocrisy Influences Work–Life Balance (Poster - 198132)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Thomas Vitti, II, Anjishnu Chakrabarti, Arielle P. Rogers, Dr. Courtney Baker, Dr. Lisa Finkelstein

Older Workers' Self-Efficacy, Opportunities, and Intentions to Work Longer (Poster - 198258)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Maaïke Schelllaert, Dr. Donald M. Truxillo, Dr. Eva Derous, Gemma McCarthy, Prof. Deirdre O'Shea

The Role of Artificial Intelligence in Supporting Team Resilience in High-Stakes Team (Poster - 198338)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Yichen Tang, Alyssa Sherice Davenport, Dr. Christopher Wiese

An Exploration of Fluid Team Effectiveness: Does Existing Team Science Apply? (Poster - 198376)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Brianna M. Billotti, Dr. Rebecca Grossman, Joseph Ha, Michael Cassara Cassara, D.O. MSEd

School-to-Work Transition: Job Search Experiences Facilitate Newcomer Adjustment (Poster - 198437)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Min Luo, Dr. Xiang Yao

There is No I in [Component] Team: Exploring Referent Shifts in Multiteam Systems (Poster - 198447)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Alexandria Noelle Wentworth, Dr. Marissa L. Shuffler, Edward Iannone, Jasmine Brown, Maddigan McGuinness, Marlee Elizabeth Johnson, Riley Heffernan

AI and Work Teams: Houston, We Have Collaboration (Poster - 198564)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Isabel Skovera, Jacob Breaux, Lauren Hunt

The Effect of Virtuality on Newcomer Socialization (Poster - 198574)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Jerod Cody White, Dr. Tara S. Behrend

A Profile-Based Approach to Examining Gender Differences in Vocational Interests (Poster - 198588)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Jasil yog Pearson, Kenneth Eduardo Granillo-Velasquez, Kevin Hoff, Srinija Kondur

How We Feel: Understanding the Emergence of Team Emotions (Poster - 198609)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speaker: Nathan Baker

The Longitudinal Impact of STEM Shock Experiences on STEM Career Outcomes (Poster - 198646)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Megan McSpedon, Margaret Beier, Michelle Hyun Ji Kim, Ms. Ashley Rittmayer Hanks

Mediated Regulatory Dynamics and Training Transfer Outcomes (Poster - 198693)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Javon Davis, Dr. Eric A. Surface, Dr. Jeffrey Olenick

The Road to Unit Cohesion (Poster - 198719)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Madison Brumbaugh, Dale Russell, Dr. Patrick J. Rosopa, Dr. Peter Roma, Elizabeth Smith, Rebecca Nicole Pool

Is Relationship Building or Feedback Seeking More Beneficial for Newcomers (Poster - 198748)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Haoying Xu, David Abonneau, Dr. Berrin Erdogan, Dr. Robert C. Liden, Talya Bauer, Serge Perrot

9:00 AM - 10:20 AM

DIY KSAOs: Career Exploration for I-O Graduate Students (Alternative Presentation - 197625)

Location: Swissotel Vevey 1/2

Speakers: Brittany Lynner, Alec Jorge Calvo, Bryan J. Dik, Daniele A. Bologna, Brian Cawley, Dr. Brittne Shepherd, Dr. Gena L. Cox, Ph.D., Dr. Joshua J. Prasad, Dr. Richard A. Mendelson, Dr. Rose A. Mueller-Hanson, Ryan Duffy, Julia Lynn Otero Beckel, Kelsie L. Colley, Nathan Price, Rachel Pohlman, William Luse

9:00 AM - 10:20 AM

Ethical AI-Based Assessment in Practice (Panel Discussion - 196998)

Location: Swissotel Vevey 3/4

Speakers: John A. Weiner, Dr. Ann Marie Ryan, Dr. Charles A. Handler, Dr. Liberty J. Munson, Dr. Nancy T. Tippins, Dr. Richard N. Landers

9:00 AM - 10:20 AM

Content Validity Court Decision: Tatum, 2022; An Insider's Analysis and Insights (Master Tutorial - 198548)

Location: Zoom Room 2

Speaker: Dr. Joel P. Wiesen

9:00 AM - 10:20 AM

Brain Gain: Cognitive Ability in Selection Research and Practice (Panel Discussion - 198199)

Location: Zoom Room 3

Speakers: Dr. Deniz S. Ones, Bennett E Postlethwaite, Dr. Chockalingam Viswesvaran, Dr. Huy Le, Dr. In-Sue Oh, Dr. Jeffrey M. Cucina, Konrad Kulikowski, Theodore L. Hayes

9:00 AM - 10:20 AM

From Zero to Hero: Building a People Analytics Unit From Scratch (Includes Comedy) (Alternative Presentation - 198578)

Location: Swissotel Zurich AB

Speakers: Dr. Michael N. Bazigos, Dr. Carl R. Persing, Dr. Lilia Hayrapetyan, Dr. Randy Lim, Dr. Suman Lam

9:00 AM - 10:20 AM

Designing an Open-Source Online Laboratory for Employee Survey Items and Norms (Alternative Presentation - 198031)

Location: Swissotel Zurich C

Speakers: Paul M. Mastrangelo, Dr. Salvatore V. Falletta, Sara Weiner, Dr. William H. Macey

9:00 AM - 10:20 AM

Experiments on Work–Nonwork Boundary Challenges (Symposium - 197604)

Location: Swissotel Zurich D

Speakers: Dr. Daniel Ravid, Anna Neumer, Asia Rigel Corwin, Dr. Ellen E. Kossek, Dr. Julie H. Wayne, Dr. Leslie B. Hammer, Dr. MacKenna L. Perry, Dr. Russell A. Matthews, Dr. Sabrina D. Volpone, Dr. Wendy J. Casper, Jiayun Xu, Julia Iser-Potempa, Katie M Lawson, Marla L. White, Meredith Lehman, Sabine Sonnentag, Sambhrant Dhakal, Shalene Allen, Todd Bodner

9:00 AM - 10:20 AM

Moving Past Pizza Parties: The Practical Application of Recognition in Organizations (Alternative Presentation - 198751)

Location: Swissotel Zurich EF

Speakers: Dr. Rachel T. Hill, Adam T. Myer, Dr. Matthew R. Grossman, Dr. Stephanie L. Murphy, Emily Lorenz

9:00 AM - 10:20 AM

COI: I-O Training and Generative AI—What, How, When, and Why? (Community of Interest - 199569)

Location: Swissotel Zurich G

Speakers: Dr. Shanique G. Brown, Bharati B. Belwalkar, Dr. Myia S. Williams, Dr. Steven R. Toaddy

9:00 AM - 11:00 AM

Conference Career Center Open House

Location: Hyatt Crystal Ballroom & Foyer

9:00 AM - 10:00 AM

Local I-O Group Networking/Meet & Greet

Location: Hyatt Randolph 3

10:00 AM - 10:50 AM

Ambassador Program Coffee & Connections (INVITATION ONLY)

Location: Hyatt Regency B

10:30 AM - 11:20 AM	Amplify Growth: Revolutionizing Learning and Development with AI (Partner Showcase) Location: Hyatt Plaza Ballroom-Lobby Level Speakers: Seterra Riggs, Adam Vassar
10:30 AM - 11:20 AM	Making "The Big Stay" Work for You: Reinventing Development for Tomorrow's Workforce (Panel Discussion - 198812) Location: Hyatt Ballroom A Speakers: Ms. Amber Marie Gettis, Ciara S. Riehl, Haley Freese, Julia Markus, Kennon C. Kasischke
10:30 AM - 11:20 AM	Burned Out and Overburdened, Now What? A Discussion With Healthcare Leaders and Scholars (Panel Discussion - 198708) Location: Hyatt Ballroom B Speakers: Lizzie Bell, Anna V. Wolf, Caroline George, Donald Wiper, Dr. Marissa L. Shuffler, Dr. Nastassia M. Savage, Thomas Britt, Emily Hirsh, Katelyn Hedrick, Michael A. Rosen
10:30 AM - 11:20 AM	Practical Machine Learning: ML Techniques for Big Qualitative Data and Demo (Alternative Presentation - 198667) Location: Hyatt Ballroom EF Speakers: Catrina Notari, Andrés Gutiérrez Ruiz, Lisa Black
10:30 AM - 11:20 AM	Bringing I-O Expertise to Innovation: Can We Have the Best of Both Worlds? (Panel Discussion - 198735) Location: Hyatt Ballroom N CD Speakers: Ms. Christine E. Boyce, Dr. Anthony S. Boyce, Dr. Eric E. Brasher, Dr. Jamie Donsbach Levy, Dr. W. Robert Lewis, Ms. Brooke Von Plinsky
10:30 AM - 11:20 AM	IGNITE + Facilitated Session: Creating Value Beyond, or in Place of, the Survey (Ignite - 198580) Location: Hyatt Ballroom S CD Speakers: Dr. Brittany Head, Dr. Maureen E. McCusker, Kian Conwell Betancourt, Meghan O'Brien, Thomas Hanna
10:30 AM - 11:20 AM	Reducing Bias and Improving Accuracy in Asynchronous Video Interviews (Symposium - 197757) Location: Hyatt Grand Hall H Speakers: Dr. Deborah M. Powell, Alexander MacIntosh, Dr. Jason G. Randall, Dr. Joshua S. Bourdage, Dr. Klaus G. Melchers, Dr. Michelle Martin-Raugh, Nicolas Roulin, Dr. Scott Highhouse, Henri Maindidze, Johannes Basch, Katrisha Smith, Lucas Weihrauch, Madeline Elizabeth Springle, Maxwell James Box, Shahad Abdulrazaq, Yiyu Xie
10:30 AM - 11:20 AM	Must I-O Professionals Be Licensed? Updates on Licensure and an I-O Credential (Alternative Presentation - 197663) Location: Hyatt Grand Hall I Speakers: Dr. Elliot D. Lasson, Dr. Amy DuVernet, Dr. Daniel A. Schroeder
10:30 AM - 11:20 AM	New Insights Into Personality and Self-Regulation in Counterproductive Work Behaviors (Symposium - 198617) Location: Hyatt Grand Hall J Speakers: Dr. Brittany K. Mercado, Dr. Brenton M. Wiernik, Dr. Deniz S. Ones, Dr. Michael P. Wilmot, Dr. Stephan Dilchert, Professor Casey A. Giordano, Yilei Wang, Ziyu Ren
10:30 AM - 11:20 AM	The Road Less Traveled in Academia: "Academic Professional" Positions for I-Os (Panel Discussion - 197581) Location: Hyatt Grand Hall K Speakers: Steven Zhou, Carolyn J. Winslow, Dr. Adriane M.F. Sanders, Dr. Christine Healy, Nathan Price, Rachel Whitman Rotch
10:30 AM - 11:20 AM	Gender in the Workplace: Are the Dynamics Changing? (Symposium - 197250) Location: Hyatt Grand Hall L Speakers: Jenna Bowker, Angela Grotto, Dr. Katina Sawyer, Dr. Steve W.J. Kozlowski, Jennifer Merluzzi, Julia Melin, Margaret Ormiston, Poonam Arora, Reut Livne-Tarandach, Sophie Pychlau, Ursula Martin
10:30 AM - 11:20 AM	Future of Performance Prediction and Evaluation: Artificial Intelligence and Big Data (Symposium - 197956) Location: Hyatt Grand Hall MN Speakers: Gloria Liou, Christine Seitz, Danielle Van Jaarsveld, Dr. Charles A. Handler, Dr. David D. Walker, Fred Oswald, Dr. Houston F. Lester, Dr. Jinyan Fan, Louis Tay, Michael Chetta, Dr. Tara S. Behrend, Tianjun Sun, Emily Gregg, Evan Mulfinger, Felix Wu, Gabrielle Voiseux, Jingyi Li, Jordan Everett, Karyssa Courey, Katerina Feddersen, Louis Hickman, Pengda Wang, Shanel LaShay Brown, Sima Sajjadi, Yaojia Chen, Zihan Liu

10:30 AM - 11:20 AM

The Present and Future of Recruitment in a Complex and Evolving Societal Context (Panel Discussion - 196995)

Location: Swissotel Montreux 1

Speakers: Dr. David G. Allen, Dr. Jerel E. Slaughter, Dr. Michelle (Mikki) Hebl, Dr. Patrick F. McKay, Youjeong Song

10:30 AM - 11:20 AM

Igniting SIOP's Top Workplace Trends With I-O Thought Leaders (Ignite - 197900)

Location: Swissotel Montreux 2/3

Speakers: Dr. Julia B. Haas, Jennifer Egan, Ms. Emilie Seyfang

10:30 AM - 11:20 AM

Poster Sessions

Development and Validation of a Measure of Thinking-in-Time in Army Officers (Poster - 196935)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Amanda Anderson, Cary Stothart, Ph.D., Connor Bartholomew, Dr. Kingsley C. Ejiogu, Dr. Ronald P. Vega, Jingyuan Xie, Nativita R. Kaminski, Rachel Taylor

The Impact of Asynchronous Video Interview Design Features on Evaluator Ratings (Poster - 196973)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speaker: Ethan James Ray

Artificial Language Tests and Other Predictors of Foreign Language Training Success (Poster - 197136)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Jeffrey M. Cucina, Dr. Laura P. Bryant, Jessica Rose Carre, Jill Petro, Kimberly J. Wilson, Lisa M Malik, Maria Elena De la Flor Musso, Miss Lisa Votraw, Scott K. Burntack

Natural Language Processing Dictionaries of Competencies and Personality Traits for P (Poster - 197191)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Emily D. Campion, Dr. Michael A. Campion, Mr. Marc Fogel

The Use of Large-Scale Complex Microworlds in Personnel Selection (Poster - 197377)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Gabrielle Teyssier-Roberge, Helen Hodgetts, Sébastien Tremblay

Integrating Ensemble Machine Learning Methods to Improve Selection Decisions (Poster - 197387)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Nathaniel Voss, Cassandra Chlevin, Chi-Leigh Warren, Frank Bryan Giordano, Leah S. Klos, Mr. Jin Lee

The Effect of Test Preparation on the Predictive Validity of Admission Test Scores (Poster - 197404)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: You Zhou, Anne Marie Griebie, Dr. Paul R. Sackett, Liza Meredith, Nathan R. Kuncel

Development of a Logical Reasoning Test for Selection of Intelligence Specialists (Poster - 197409)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr Shujaat F. Ahmed, Dr. J. Anthony Bayless

Investigating Order Effects in Presentation of MFC Personality Items (Poster - 197411)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Virginia Cheng, Dr. Philseok Lee, Steven Zhou

An Updated Meta-Analysis on Situation Judgment Test Validity (Poster - 197496)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: You Zhou, Filip Lievens, Dr. Paul R. Sackett, Jomel Wei Xuan Ng, Liyan Xi, Yixin Tian

Put on Your Blinders: Could Transcription Eliminate Gender Bias in Interviews? (Poster - 197649)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Rachael Pyram, Alexandra Funk, Andreas Frintrup, Connor Eichenauer, Dr. Ann Marie Ryan

Examining Personality Assessment Fairness Across Gender and Sexual Orientation (Poster - 197727)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Ryan Allen Rush, Ph.D., Dr. Alise Dabdoub, Ph.D., Linda Muller

Evaluation of Short Attention Tests for Selecting Navy Air Traffic Controllers (Poster - 197758)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Joseph Coyne, Alex Burgoyne, Christopher Draheim, Ciara Sibley, Cyrus Foroughi, Kaylin Strong, Randall W. Engle, Rebecca NeSmith

Social Entrepreneurs Everywhere? Biases in Self-Reports of Social Entrepreneurship (Poster - 197763)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Henrik Heinemann, Maximilian Weldert, Prof. Philipp Schäpers

Fear of Missing Out: How to Identify False Negatives in the Hiring Process (Poster - 197840)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Gabrielle Danna, Dr. Allison N. Besl, Dr. Anthony S. Boyce, Dr. Dan V. Simonet, Jennifer L. Harvel, Rd Mitra, Xuan Ye

The Errors Tour: The Era of User Engagement Effects on AI Interview Validity (Poster - 197969)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Emily Gregg, Ashley Sylvara, Tianjun Sun

A Comparison of the Criterion-Related Validity of College Degrees Versus Assessments (Poster - 197974)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Jeffrey M. Cucina, Dr. Crystal Dawn Connors, Dr. Laura P. Bryant, Jessica Rose Carre, Jill Petro, Kevin A. Byle, Miss Lisa Votraw, Scott K. Burtnick, Sharon McKean, Shelby M. Joseph

Revisiting Indifference of the Indicator: Group Differences Across Test Composites (Poster - 198086)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Isaac Bazian, Dr. Paul R. Sackett, Nathan R. Kuncel, Samuel Lee

Evaluating Machine Learning Methods to Predict Turnover: Modeling Imbalanced Criteria (Poster - 198096)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Oren R. Shewach, Dr. Dan J. Putka, Dr. Daniel J. Ingels, Dr. Jeffrey A. Dahlke, Mr. Michael Ingerick

The Effect of Job Interview Question Type on Faking and Applicant Reactions (Poster - 198146)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Damian Canagasuriam, Nicolas Roulin

A Randomized Trial of Adjustments to AVIs for Autistic Candidates (Poster - 198152)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Annika Lia Benson, Dr. Colin Willis, Dr. Joshua J. Prasad, Kelsie L. Colley

Trends in Workplace Discrimination Claims and Outcomes: A Systematic Review (Poster - 198159)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Hayden Nelson, Adam Fults, Alexander Davy, Anne Simpson, Dr. Xiaowen Chen, Elizabeth Curtis, Macy Daulton

The Use of Machine Learning to Evaluate Personal Competencies in Resumes (Poster - 198331)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Jennifer P. Green, Ahmed Kamel, Ana Danilochkina, Anushree Parsai, Árdís Elíasdóttir, Chiheb Daoues, Dr. Anthony S. Boyce, Dr. Robert W. Stewart, Hasnaa Daoud, John Kenton Pate, Josiah Michael Narog, Mikey Wilson, Pranali Ghagare, Salman Khan Pathan, Tania Bakhos

The Unique Contribution of Credit Information in the Selection Process (Poster - 198346)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Patrick M. McCarthy, Dr. Mark C. Frame, Mandy Matsumoto, Zeinab Mostafa

The Effect of Device-Type on Cognitive UIT Mean Scores, and Psychometric Properties (Poster - 198357)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Nidhal Mazza, Ashleigh Williams, Beomgyu Park, Dr. Bryan D. Edwards, Dr. Winfred Arthur, Jr., Zach K. Traylor

Understanding Candidate Motivations in Elite Military Selection: A NLP Approach (Poster - 198358)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Aaron K. Coombs, Dr. Neil M.A. Hauenstein

Examining the Effects of Experience on a Biodata Instrument's Predictive Validity (Poster - 198400)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Philip T. Walmsley, Chloe B. Goldman, Henry F. Thibodeaux, Mr. Andrew DeCesare, Zachary Levey

Global Trends in Mobile Device Usage for Assessments (Poster - 198546)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Tara K. McClure, Julia Schäke, Marie Wendel, Nino Sziedell

Does Trait Relevance Moderate the Personality–Job Performance Relationship? (Poster - 198661)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Nidhal Mazza, Benjamin D. Schulte, Beomgyu Park, Dr. Winfred Arthur, Jr., Mathew Neuman

What's in a Word? The Impact of SJT Action Sentiment on Responding Behavior (Poster - 198677)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Joy Pawirosetiko, James Perrotta

Selecting for Learning Agility: Validation of a Personality-Based Measure (Poster - 198760)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Jacob Wessels, Dr. Tara K. McClure

Tech Meets Tech: Applying Automated Item Generation to Technology Certification Exams (Poster - 198782)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Gregory M. Hurtz, Brooke Dresden, Mr. Steve R. VanKrevelen

10:30 AM - 11:20 AM

AI Beyond Prehire: Academic and Professional Perspectives on its Ethical Use (Alternative Presentation - 198254)

Location: Swissotel Vevey 1/2

Speakers: Davide Cannata, Hanyi Min, Dr. Richard Justenhoven, Dr. Sang Eun Woo, Tianjun Sun, Michael Schwendeman, Ph.D., Mrs. Caitlynn Sendra, Yizhen Egin Zhu

10:30 AM - 11:20 AM

chatgpt, make a catchy title about using generative ai in assessments (Symposium - 196502)

Location: Swissotel Vevey 3/4

Speakers: Chris Huynh, Dr. Dan J. Putka, Dr. Ivan Hernandez, Dr. Neil M.A. Hauenstein, Dr. Richard N. Landers, Dr. Tara S. Behrend, Emily Kim, Jessica Wang, Lina Huang, Victor Ellingsen, Yasmine Elfeki, Zachariah Roper

10:30 AM - 11:20 AM

Diversity Training Research: Extending Outcomes With Transfer and Leadership Impact (Symposium - 197268)

Location: Zoom Room 1

Speakers: Dr. Sandra L. Fisher, Anouk Decuypere, Ph.D., Ayfer Veli Korkmaz, Constantina Rokos, Dr. Alex P. Lindsey, Dr. Devalina Nag, Dr. Eden B. King, Dr. Enrica N. Ruggs, Dr. Kristen P. Jones, Lena Knappert, Marloes L van Engen, René Schalk, Svetlana Khapova

10:30 AM - 11:20 AM

Leadership Potential in Posthire Applications: Models, Tools, and Best Practice (Panel Discussion - 197421)

Location: Zoom Room 2

Speakers: Martin Lanik, PhD, Dr. Gunnar Schrah, Dr. Marino Mugayar-Baldocchi, Dr. Scott C. Erker, Matt Betts, Timothy William Bromley

10:30 AM - 11:20 AM

Equitable Design in Assessment Space: Best Practice, the Reality, and Challenges (Panel Discussion - 197239)

Location: Zoom Room 3

Speakers: Maria Schuchinsky, Kristin Allen, Dr. Mats P. Englund, Elizabeth Simone Jenerson, Fabian Alexander Abel, Sean Michael Noble, Sebastian Clifton

10:30 AM - 11:20 AM

A Lesson From the Past: Implementing DEIA in Today's Workplace (Panel Discussion - 198128)

Location: Swissotel Zurich AB

Speakers: Hina Ullah, Amanda Reid, Dr. Gena L. Cox, Ph.D., Dr. Lesley A. Perkins, Dr. Ludmila Praslova, Jamal Cottman, Scott Hoesman, Tamara Bruce

10:30 AM - 11:20 AM

Low Hanging Fruit for High Research ROI? Mentoring Undergraduate Research Assistants (Alternative Presentation - 197870)

Location: Swissotel Zurich C

Speakers: Rosalyn Stoa, Destiny M. Castro, Michael Spooner, Ms. Sin-Ning Cindy Liu, Olivia Detry, Regan A. R. Gurung, Rose Siuta

10:30 AM - 11:20 AM

Transit and Truck Drivers' Shiftwork, Sleep, and Health (Symposium - 198177)

Location: Swissotel Zurich D

Speakers: Dr. Ryan Olson, Andrew W McHill, Brad Wipfli, Chloe Hery, Talya Bauer, Dr. W. Kent Anger, Orfeu Buxton, Peter Graven, Sean Palmer Marquardt Rice, Todd Bodner

10:30 AM - 11:20 AM

Broadening Insights on the LGBTQ+ Work-Life Interface (Symposium - 197286)

Location: Swissotel Zurich EF

Speakers: Dr. Danielle M. Gardner, Chardae Henry, Danielle Grace West, Dr. Gwenith G. Fisher, Dr. Joshua J. Prasad, Dr. Larry R. Martinez, Dr. Nicholas P. Salter, Dr. Tammy D. Allen, Emily Martinez-Lares, Joseph Regina, Rachel Perpich, Zhi Luo

10:30 AM - 11:20 AM	COL: What Is Human? Exploring the Interconnection of Humans and AI (Community of Interest - 199552) Location: Swissotel Zurich G Speakers: Dr. Roza Jankovic, Dr. Alexandra Harris-Watson, Dr. Richard N. Landers
11:30 AM - 1:00 PM	Midday Break (Exhibit Hall Closed)
12:00 PM - 12:50 PM	Know your I/O Lingo? Win at Virtual Bingo! Location: Virtual
1:00 PM - 1:50 PM	The Future of Talent Analytics (Partner Showcase) Location: Hyatt Plaza Ballroom-Lobby Level Speaker: Roland Fyer, PhD
1:00 PM - 1:50 PM	EEOC/OFCCP Practitioners: Biden or Trump 2.0? What to Expect in an Election Year (Panel Discussion - 197718) Location: Hyatt Ballroom A Speakers: Ms. Joanna L. Colosimo, Dr. Julia Bayless, Dr. Mike G. Aamodt, Michelle Duncan, Shannon Miller
1:00 PM - 1:50 PM	What's nEXt for EX? The Current State and Future Landscape of Employee Experience (Panel Discussion - 197081) Location: Hyatt Ballroom B Speakers: Katherine Gibbard, Amy Huber, MS I-O, Dr. Christopher K. Adair, Michelle W. Mullins, Nikola Hartling
1:00 PM - 1:50 PM	Mastering 360° Feedback: A Practitioner's Playbook for Success (Panel Discussion - 197086) Location: Hyatt Ballroom EF Speakers: Cassandra Walter, Dr. Charmane Harrison, Dr. Elizabeth J. Lust, Mr. Jason D. Frizzell, Mr. Nathan K. Studebaker, Ms. Lauren R. LaBat, Paul E. Glatzhofer
1:00 PM - 1:50 PM	"Working" in Chicago: Lessons in Storytelling From Studs Terkel (Panel Discussion - 198020) Location: Hyatt Ballroom N CD Speakers: Dr. Patrick Gavan O'Shea, Dr. Lisa M. Kath, Dr. Michael J. Zickar, Dr. Nancy T. Tippins
1:00 PM - 1:50 PM	Advancing Organizational Science With Process Theory, Data, and Analytics (Panel Discussion - 198416) Location: Hyatt Ballroom S CD Speakers: Dr. Georgia T. Chao, Dr. Goran Kuljanin, Dr. James A. Grand, Dr. Michael T. Braun, Dr. Steve W.J. Kozlowski
1:00 PM - 1:50 PM	Short, Sweet, and Meaningful: The Power of Single-Item Measures (Alternative Presentation - 197061) Location: Hyatt Grand Hall H Speakers: Dr. Jaclyn Martin Kowal, Andrew Samo, Cory S. Adis, Dr. Jessica M. Badger Darrow, Kristen Horgen, Dr. Paul E. Spector, Dr. Russell A. Matthews, Dr. Stephanie A. Andel, Ms. Laura April Pineault
1:00 PM - 1:50 PM	Invited: Promoting SIOP Volunteer Leadership: Lessons From the trenches (Special Event - 199607) Location: Hyatt Grand Hall I Speakers: Dr. Maryalice Citera, Dr. Bill Handschin, Eileen Linnabery, Dr. Alan J. Tomassetti, Dr. Meisha-Ann Martin, Dr. Comila Shahani-Denning, Dr. Robert F. Calderon, Dr. Donna Landau Sylvan, Meredith F. Burnett, Ph.D., Jamie Forman, Ms. Jill L. May, Dr. Amanda L. Thomas
1:00 PM - 1:50 PM	Breaking Barriers: Tackling Gender Differences in Selection (Ignite - 198510) Location: Hyatt Grand Hall J Speakers: Dina Fleyshmakher, Cassidy Nicole Griffin, Dr. Christa P. Bupp, Dr. Nitya Chawla, Jonas Sutphin, Kaitlin Ann Busse, Lia Crowley, Linnea Ng, Reggie Romain, Yochi Cohen-Charash, Ph.D.
1:00 PM - 1:50 PM	Validity Transportability Today: Same Issues, Different Day? (Panel Discussion - 198511) Location: Hyatt Grand Hall K Speakers: Dr. Amanda D. Allen, Deborah Gebhardt, Dr. Joseph D. Abraham, Dr. Mark A. LoVerde, Dr. S. Morton McPhail, John A. Weiner
1:00 PM - 1:50 PM	When Creativity Hits the Practitioner's Fan: Examining Creativity in Practice (Panel Discussion - 197206) Location: Hyatt Grand Hall L Speakers: Dr. Kimberly S. Nei, Dr. Lauren Blackwell Landon, Dr. Ryan P. Royston, Emily Nusbaum, Nadine Tresa Maliakkal, Philip Simmons

1:00 PM - 1:50 PM

Avoiding Irrelevance in Hiring: Predicting the Outcomes That Matter (Panel Discussion - 198028)

Location: Hyatt Grand Hall MN

Speakers: Dr. Carter Gibson, Andrew J. Barsa, Dr. Swadeep U. Patel, Kendrick Settler, Ms. Sara Andrews

1:00 PM - 1:50 PM

Recruiting Research and Analytics: Tales From the Field (Alternative Presentation - 198362)

Location: Swissotel Montreux 1

Speakers: Kate LaPort, Danilo Le Sante, Dr. Allison N. Besl, Erin O'Brien, Justin D. Purl

1:00 PM - 1:50 PM

In Our Own Backyard: Diversity Science in Academic Work Contexts (Symposium - 197431)

Location: Swissotel Montreux 2/3

Speakers: Dr. Jennifer L. Wessel, Alexandra Kuvaeva, Allison Danielle Gutierrez, Christina Alston, Cynthia Werner, Damani White-Lewis, Dillon Stewart, Dr. Christiane Spitzmueller, Dr. Christine L. Nittrouer, Dr. Eden B. King, Fred Oswald, Dr. Juan Madera, Dr. Michelle (Mikki) Hebl, Elisabeth Rose Silver, Jazmin Vanessa Argueta-Rivera, Jeff Nittrouer, Karyssa Courey, KerryAnn O'Meara, Mark Torres, Peggy Lindner, Silvia Dee, Theodore Masters-Waage, Theresa Chatman, Wenyi Gu

1:00 PM - 1:50 PM

Poster Sessions

Location: Hyatt - Riverside Exhibit Hall

Perceptions of Work–Life Balance in Latina Emerging Adults (Poster - 197783)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Christina Soulios, Dionne Patricia Stephens, Dr. Valentina Bruk-Lee, Juan Sebastian Castillo-Perez

Development and Validation of an Organizational Justice Measure for Medical Trainees (Poster - 196521)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: You Zhou, Dr. Michael J. Cullen, Dr. Paul R. Sackett

Achievement Goal Orientation and Employee Creativity: A Meta-Analysis (Poster - 196795)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Sampoorna Nandi, Dr. Logan L. Watts

The Intermediate Role of Employee Reactions to Change: An Empirical Investigation (Poster - 196802)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Guangrong Dai, Dr. Kenneth P. De Meuse, Veronica Schmidt Harvey, Kim E. Ruyle

Customer-Initiated Illegitimate Tasks and Organization-Directed Citizenship Behavior (Poster - 196893)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Richard Currie, Juseob Lee

Workload and Motivation in the Post-COVID Workplace: Is Commitment the Connection? (Poster - 197125)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Alicia Stachowski, Hallie Krueger, Kate Sulzle

Does Having a Paradox Mindset Lead to Well-Being and Performance? (Poster - 197282)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Louis Tay, Audrey Palmeri

Work Mental Labor: Investigating Mental Labor and its Outcomes Beyond the Home (Poster - 197340)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Emma Stephenson, Dr. Laura S. Fruhen, Dr. Serena Wee, Patrick Benetti, Professor Gillian B. Yeo

Employees' Daily Activity Patterns and Well-Being: Based on the US Time Use Survey (Poster - 197459)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Shumin Zheng, Mr. Yumeng Yue, Prof Kristina Potocnik

Making Long Work Hours Work: Exploring the Nonwork Time Sacrifices of Working Parents (Poster - 197566)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Lin Lu, Annie Nottingham, Dr. Lauren Kuykendall, Julia Woods, Madeline Elizabeth Wonders, Peter Joseph McEachern, Riho Ikeda

Was This Part of the Plan? Examining Self-Control, Planning, and Interruptions (Poster - 197666)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dominic Fedele, Brett Wallace, Dr. Patrick D. Converse, Lauren Soda

Parents' Work–Life Boundary Management Strategies for Remote Work in the New Normal (Poster - 197771)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speaker: Ashleigh Dickson Guthrie

Good Intentions, Bad Outcomes: How Family Motivation Can Lead to Work–Family Conflict (Poster - 197791)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Yujia Li, Dr. Jason L. Huang, Jian Liang, Miss Danyang Du

“I’ll Respond When I Return”: How Workgroup Norms Impact Away Messages and Vacations (Poster - 197861)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Lauren Kuykendall, Lilian O’Sullivan, Mindy Wu, Peter Joseph McEachern, Xueyi Sherry Liao

We’re Not Done Yet: Investigating Federal Employee Resources in Later Pandemic Stages (Poster - 197878)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Traci Bricka, Benjamin Liberman, Dr. Coty S. Hoover

Advancing Measurement of Supervisor Support for Parental Leave (Poster - 197962)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Candice L. Thomas, Diego Theisen, Georgia Smith, Madeline L. Billeaud, Mario Diaz, Natalie Lamb

Examining the Childcare Outcomes of Employees With Exceptional Care Responsibilities (Poster - 198003)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speaker: Benjamin Liberman

Work–Family Balance and Life Satisfaction in Dual-Income Couples (Poster - 198051)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Madeline L. Billeaud, Alexius E. Strasburg, Dr. Candice L. Thomas, Haley Cobb, Kristen Wathen, Madison Veres

Breaking Down Barriers: FSSB’s Role in Overcoming Breastfeeding Bias (Poster - 198071)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Patricia Guerrero, Dr. David F. Arena, Jr.

Impact of Organizational Justice and Perceived Leader Integrity on Employee Attitudes (Poster - 198083)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Elizabeth Furrow, Dr. Margaret E. Brooks

From Task Conflict to Relationship Conflict: The Moderating Effects (Poster - 198238)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speaker: Heekyeong Kim, BA

The Impact of Side Hustle on Stress Appraisal and Proactive Behavior (Poster - 198262)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Shiqi Xiao, Jane Yan Jiang

When Workers Become Parents: How Parental Involvement Facilitates Work Absorption (Poster - 198337)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Mengyin Li, Guihang Qin, Zhengguang Liu

Speaking Up as A Mixed Blessing: Within-Individual Consequences of Voice Behavior (Poster - 198406)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Noriko Tan, Dr. Yao Jingxian

Boundary Management and Work–Nonwork Conflict: A Meta-Analysis (Poster - 198418)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Alyssa Lezcano, Dr. Tammy D. Allen, Hattie Wilczewski, Molly Schoffel

Clarifying the Effects of Commuting Demands on Domain-Specific Well-Beings (Poster - 198479)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Kevin C. Loo, Dr. Christopher Wiese, Dr. Lauren Kuykendall, Seth Kaplan, Dr. Ze Zhu

Gender Differences in Physiological Responses to Work–Family Conflict Events (Poster - 198542)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Katherine Fecteau, Dr. Kristen M. Shockley, Dr. Winny Shen

Happy Worker, Happy Life? A Meta-Analysis of Job Satisfaction and Subjective Well-Being (Poster - 198583)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Sierra René Stryker, Brandon Kang, Dr. Brian J. Hoffman, Dr. Jorge Lumbreras

Who Helps? The Role of EI, Agency, and Communion (Poster - 198660)

	1:00 PM - 1:50 PM Location: Hyatt - Riverside Exhibit Hall Speakers: Rebecca Reed, Daniel A. Newman, Ning Hsu Which Star We Welcome: The Study of Colleagues' Reaction to Different Star Newcomers (Poster - 198684) 1:00 PM - 1:50 PM Location: Hyatt - Riverside Exhibit Hall Speakers: JiaYu Li, Huang Jianwei, Xiao Deng, YaYing Huang Identification of Recovery Activities Associated With Recovery Experiences (Poster - 198767) 1:00 PM - 1:50 PM Location: Hyatt - Riverside Exhibit Hall Speakers: Juseob Lee, Boram Kim, Dr. Steve M. Jex, Ken Barton Intrinsic Job Factors Moderate Compensation and Job Satisfaction in the Public Sector (Poster - 198804) 1:00 PM - 1:50 PM Location: Hyatt - Riverside Exhibit Hall Speakers: Paul McAvoy, Dr. Thomas Sy, Laura E. Ashlock, Merab Gomez
1:00 PM - 1:50 PM	Here for the Right Reasons? The Desired and Unintended Consequences of NYC LL 144 (Panel Discussion - 197116) Location: Swissotel Vevey 1/2 Speakers: Dr. Emily S. Medvin, Dr. Breanna R. Timko, Dr. Eric J. Sydel, Dr. Mark Alan Smith, Ethan Rothstein, Rachel See
1:00 PM - 1:50 PM	A New Era in Burnout (Panel Discussion - 198351) Location: Swissotel Vevey 3/4 Speakers: Paul Coppola, Dr. Mark D. Agars, Leanne Torte, Ryan Taylor Ward McCreedy
1:00 PM - 1:50 PM	Implementing AI for Skills-Based Talent Practices: Perspectives From the Journey (Panel Discussion - 197349) Location: Zoom Room 2 Speakers: Matthew Kleinman, Ali Badibanga, Amanda Shull Tomkoria, Dr. Brett W. Guidry
1:00 PM - 1:50 PM	Enhancing Neuroinclusion at Work: Design Thinking Session for Solution Development (Alternative Presentation - 197782) Location: Zoom Room 3 Speakers: Ashley Rhodes, Aaron Helton, Brielle Johnson, Carrie Irvin, Lauren Kronenberg, Lea Lynn Yen, Mesaley A. Alemseged
1:00 PM - 1:50 PM	Early-Stage Startups and I-O Psychology: Filling the Void in Science and Practice (Panel Discussion - 198642) Location: Swissotel Zurich AB Speakers: Dane Wagner, Dr. Jonathan M. Canger, Kalifa Oliver, Lynessa M Rico, Mr. Jon C. Willford
1:00 PM - 1:50 PM	Modern Interviewing Roundtable: Best Practices for Remote and AI-Assisted Interviews (Alternative Presentation - 197977) Location: Swissotel Zurich C Speakers: Dr. Neil Morelli, Dr. Christopher J. Hartwell, Dr. Joshua S. Bourdage, Dr. Julia Levashina, Kate Malter McLean, Vlas Zyrianov
1:00 PM - 1:50 PM	"Igniting" Pride at Work: Best Practices for LGBTQIA+ Inclusion (Ignite - 197394) Location: Swissotel Zurich D Speakers: Erica Boucher, Abbey Salvas, Dr. Sabrina D. Volpone, Kelly Gabriel, Lora Bishop, Mr. Thomas Sasso
1:00 PM - 1:50 PM	Machine Learning for I-O 6.0: Applications of Large Language Models (Symposium - 198103) Location: Swissotel Zurich EF Speakers: Dr. Mengqiao (MQ) Liu, Ammar Ansari, Dawn Sepehr, Denver McNeney, Dr. Anthony S. Boyce, Dr. Georgi P. Yankov, Hanyi Min, Dr. Isaac Benjamin Thompson, Dr. Ivan Hernandez, Dr. Richard N. Landers, Tianjun Sun, Feng Guo, John Capman, Ph.D., Kayden Stockdale, Louis Hickman, Siyi Liu
1:00 PM - 1:50 PM	COI: Enhancing Equity Through Culturally Responsive Assessments: Bridging Gaps in I-O (Community of Interest - 199563) Location: Swissotel Zurich G Speakers: Dr. Michelle Martin-Raugh, Emily Gallegos, Katrisha Smith
1:00 PM - 5:30 PM	Conference Career Center Location: Hyatt Roosevelt Meeting Rooms
2:00 PM - 3:10 PM	Fueling Talent Mobility with Better Skills Data (Tech Demo) Location: Hyatt Plaza Ballroom-Lobby Level Speakers: Kristen Cooper, Marlene Dunne, PhD

2:00 PM - 3:20 PM	“Who Are We?”: An Elevator Pitch Competition to Rebrand the Future of I-O Psychology (Ignite - 198656) Location: Hyatt Ballroom A Speakers: Zytlay Magana Corona, Alex Ochoa, Daniella Lockhart, Dr. Jorge Lumbreras, Rachel Ann Hernandez
2:00 PM - 3:20 PM	Zooming to a Halt: The Future of Flexible Work Arrangements and Digitalized Work (Panel Discussion - 197079) Location: Hyatt Ballroom B Speakers: Kirby Hockensmith, Dr. Erin Eatough, Kimberly French, Dr. Larissa K. Barber, Jennifer M. Ragsdale, Mr. George Montgomery, Ms. Jeannie A.S. Nigam
2:00 PM - 3:20 PM	Building Talent Ontologies Quickly With NLP Enhanced Job Analysis (Master Tutorial - 198670) Location: Hyatt Ballroom EF Speakers: Dr. Maureen E. McCusker, Isabelle Ponce-Pore, Michael A Thomas
2:00 PM - 3:20 PM	Strengthening Culture of Environmental Stewardship: Scientist and Practitioner Insights (Alternative Presentation - 197447) Location: Hyatt Ballroom N CD Speakers: Dr. Shanon R. Harmon, Dr. Alice F. Stuhlmacher, Dr. Deniz S. Ones, Dr. Elise L. Amel, Dr. Stephan Dilchert, Nicholas Carruth, Thomas S Bateman, Tiana Ritchell, Yagizhan Yazar, Yilei Wang
2:00 PM - 3:20 PM	Advancing New Approaches to Stressor Appraisal (Symposium - 197997) Location: Hyatt Ballroom S CD Speakers: Dr. Marcus J. Fila, Chelsea Day Bean, Claudio Torres, Dr. Andrei Ion, Dr. Kristin A. Horan, Dr. Sharon Glazer, Dr. Steve M. Jex, Dr. Victoria L. Pace, Kinjal Chheda, Liron Karpati, Marcel Kern, Ph.D., Maria Daniela Postelnicu, Marvin Schroeder, Norbert K. Semmer
2:00 PM - 3:20 PM	Invited: Cross-Pollination of Ideas: Insights on I-O Challenges From Outside Scholars (Special Event - 199634) Location: Hyatt Grand Hall H Speakers: Dr. Cody B. Cox, Anthony Chen, Katherine Cooper, Kristen L. Swigart, Nicole Porter, Robert Bruno
2:00 PM - 3:20 PM	Stronger Together: A–P Partnerships to Advance the Next Generation of AI Tools (Alternative Presentation - 197059) Location: Hyatt Grand Hall I Speakers: Gema Ruiz de Huydobro, Dr. David W. Dorsey, Dr. Joshua P. Liff, Dr. Neil Morelli, Dr. Richard N. Landers, Dr. Yael Oelbaum, Elena Auer, Heng Xu
2:00 PM - 3:20 PM	Beyond the Dictionary: Specialized NLP Applications in I-O Psychology (Symposium - 198102) Location: Hyatt Grand Hall J Speakers: Dr. Dan V. Simonet, Dr. Dan J. Putka, Dr. Daniel A. Schmerling, Dr. Martin C. Yu, Gary Benattar, Justin ONeal, Mr. James C. Meaden, Oren Rasekh, Rd Mitra, Weiwen Nie, Yan Zhou, Yizhen Egyn Zhu
2:00 PM - 3:20 PM	In With the Old, In With the New: Novel Insights on Foundational DEI Concepts (Symposium - 197129) Location: Hyatt Grand Hall K Speakers: Horatio Traylor, Adrian S. Tillman, Aylime Bueno (she/her), Dr. David J. Dwertmann, Dr. Derek R. Avery, Dr. Dustin Maneethai, Ph.D., Dr. Enrica N. Ruggs, Fred Oswald, Dr. Kristie L. McAlpine, Dr. Lars U. Johnson, Dr. Mukta Kulkarni, Felix Wu, Karyssa Courey, Kristi Buczek Hatter, Larissa Garcia, George Banks, Stephan Boehm, Tiffany Owens, Victoria Udomsirirat
2:00 PM - 3:20 PM	Strategic 360 Feedback: What Has Changed in Five Years? (Panel Discussion - 198292) Location: Hyatt Grand Hall L Speakers: Dr. David W. Bracken, Dr. Anna Marie Valerio, Dr. Christopher T. Rotolo, Dr. Dale S. Rose, Dr. Elaine D. Pulakos, Dr. Janine Wacławski, Dr. Jason Dahling, Keith Goudy
2:00 PM - 3:20 PM	The Evolving Landscape of Skills-Based Practices: Current State and Future Prospects (Panel Discussion - 197656) Location: Hyatt Grand Hall MN Speakers: Gauri Rege, Dr. Christina K. Curnow, Dr. Christina Norris-Watts, Dr. Scott M. Reithel, Justin Heck, Michael Blair
2:00 PM - 3:20 PM	Working Women’s Menstrual and Menopausal Experiences and Behaviors (Symposium - 198006) Location: Swissotel Montreux 1 Speakers: Didar Zeytun, Aqsa Dutli, Belinda Steffan, Debora Debora, Dr. Alicia A. Grandey, Dr. Allison S. Gabriel, Dr. Eden B. King, Dr. Katina Sawyer, Dr. Nitya Chawla, Rachel Hahn
2:00 PM - 2:50 PM	Poster Sessions Location: Hyatt - Riverside Exhibit Hall

Leader Sex and Race Differences: Comparing Two Designs Predicting Leader Derailment (Poster - 198446)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Adam J. Vanhove, James Krauss, Stephanie Virgine Wormington

What Happens When Mom Works From Home? A Dual-Penalty Mechanism (Poster - 197004)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speaker: SinHui Chong

Examining Anti-LGBTQIA+ Legislation as a Mega Threat (Poster - 197124)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Lindsay Y. Dhanani, Dr. David F. Arena, Jr., Jerry Liu

Working Hours and Well-Being: A Study of Mothers of Children With Disabilities (Poster - 197629)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Mia Alexandra Rodriguez, Diana Ugalde, Dr. Valentina Bruk-Lee

Cross-Class Interactions and Creative Work Behavior: A Construal Level Perspective (Poster - 197768)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: SinHui Chong, Jiajin (Sophie) Tong, Xinyu Han, Yi Huang

Relationships Among Internalized Racism, Age, Locus of Control, and Work Engagement (Poster - 197838)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Rachel Lynn Rushing, Darnisha Crockett, Dr. Lisa Finkelstein

Understanding How and When Inclusive Supervisors Impact Black Employees (Poster - 198117)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speaker: Dr. Darryl B. Rice

Diversity-Valuing Behaviors as a Performance Asset: The Role of DEI Accountability (Poster - 198129)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speaker: Darius Washington

Dimensions of Disability Stigma in Organizational Contexts (Poster - 198143)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speaker: Elisa Fattoracci

Perceptions of Female Leaders: Do Organizational Culture and Employees' Sex Matter? (Poster - 198173)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Vi Ngoc Tuong Phung, Dr. Comila Shahani-Denning, Dr. Rebecca Grossman, Emily Martinez-Lares, Oyindamola Adebo

How Effective Are Wage Adjustments Really? (Poster - 198178)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speaker: Sulan Kith

Attention, Metastereotypes Ahead! Women's Attention Patterns Toward Job Ads (Poster - 198229)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Aylin Koçak, Delphine Van Muylem, Dr. Eva Deros

Is the Joke on You? How and Why (Non)Sexist Joking Relates to Work Outcomes (Poster - 198343)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Yara Bouckaert, Annika Mertens, David Loschelder, Louisa Vofrei, Meikel Soliman, Nina Jonczyk

A Model of Prototypicality Perceptions Among LGBTQ+ Employees (Poster - 198384)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Lindsay Y. Dhanani, Dr. David F. Arena, Jr., Jerry Liu

Capturing Code Switching: A Scale Development Paper (Poster - 198414)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Jason David Kautz, Christina Hymer, Yemisi Bolumole

Empirically Examining Demographic Differences Through the Lens of Remote Work (Poster - 198417)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Morgan Russell, Amanda J. Drescher, Dr. Daniel P. Meltzer, Dr. Michael S. McGuire

Self-Efficacy and Performance: The Role of In-Group Dynamics for Non-Native Speakers (Poster - 198429)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Sara J. Perry, Dr. Natalia Lorinkova, Emily Maria Foy, Gabriela Fernandez Castillo

Inclusion Is What You Do: Operationalizing Inclusion as a Behavioral Construct (Poster - 198435)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Anthony Roberson, Dr. Nicholas P. Salter, Dr. Victoria P. Mattingly

Self and Other Focused Pathways to Meaningfulness in Native American Workers (Poster - 198440)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Amanda Butler Stephens, Cooper Delafield, Dr. Lori Anderson Snyder, Raechel Sanger, Yomna Helmy

Buffering the Impact of Discrimination: The Critical Role of Institutional Agents (Poster - 198457)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Kristen Campbell, Dr. Donna Chrobot-Mason

Content Review of DEI Measurement and Theories: In Search of Missing Links (Poster - 198477)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Elaine Atay, Dr. Aisha S. Taylor, Nan Hung Yuan

Disclosing Miscarriage at Work: Motives, Processes, Outcomes, and Boundary Conditions (Poster - 198525)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Nikki Drader, Dr. Allison S. Gabriel, Hoda Vaziri, Zahra Heydarifard

Prejudice and Comprehensibility of Accented Speech in Hiring Decisions (Poster - 198536)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Artemii Udovenko, Dr. Kelly Bouas Henry

The Benefits of ADHD? ADHDer's Perceptions of Workplace Task Conflict (Poster - 198537)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Samuel Lawrence Plotnick, Samantha Hancock

The Unintended Consequences of Positive Stereotypes for Women in Management (Poster - 198585)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Michelle Checketts, Catherine Tinsley, Denise Loyd, Emily T Amanatullah, Taeya Howell

Perceptions of Diversity Training, Does Framing Make a Difference? (Poster - 198592)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Lizzie Bell, Allison Traylor, Alyssa Lander, Lauren Elizabeth Desing, Maria Pilar Del Mastro

DEI Initiatives and Job Satisfaction—a Meta-analysis (Poster - 198631)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: DuBois Barnes, Julia Barrett

Analyzing Female Employee Experiences: A Topic Modeling Approach (Poster - 198647)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Fabrice Delice, Yasmine Elfeki

Day-to-Day Identity Management Among Workers With ADHD: The Role of Social Support (Poster - 198690)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Elizabeth Sarah Bohrer, Dr. Alecia M. Santuzzi, Dr. Lisa Finkelstein, Lauren Luchetti, Robert Thomas Keating

A Scoping Review of the Workplace Neurodiversity Literature (Poster - 198715)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Evan Nault, Chloe Oberkirch, Dr. Isaac E. Sabat

Stereotype Threat and Intragroup Marginalization: Racial Trauma in Minority Workers (Poster - 198757)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Jessica Jacob Chackoria, Dr. Rachel Sisu Rauvola, Kiana King

Change in Perceptions of Minority Candidates for Precarious Leader Roles (Poster - 198761)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Anthony Roberson, Dr. Kisha S. Jones, Dr. Samuel T. Hunter

Racial Discrimination and Work–Family Conflict: A Multiple Mediation Model (Poster - 198815)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Nikhil Awasty, Jigyasu(Jigs) Shukla

2:00 PM - 3:20 PM	Caring for Caregivers: Experiences and Solutions to Support Caregivers in Academia (Panel Discussion - 197502) Location: Swissotel Vevey 1/2 Speakers: Renee McCauley, Dr. Afra S. Ahmad, Dr. Clair A. Reynolds Kueny, Dr. Ho Kwan Cheung, Dr. Ivona Hideg, Dr. Keaton A. Fletcher, Humaira Hatif, Lauren Offermann
2:00 PM - 3:20 PM	Supporting Employees With Chronic Health Conditions and Disabilities (Alternative Presentation - 197314) Location: Swissotel Vevey 3/4 Speakers: Dr. Melissa M. Robertson, Dr. Alecia M. Santuzzi, Alyssa McGonagle, Dr. Christopher E. Whelpley, Dr. Jennifer K. Dimoff, Dr. Jennifer L. Wessel, Dr. Lisa Finkelstein, Mia Kendrick
2:00 PM - 3:20 PM	New Innovations and Advancements in Personality Assessment (Round 3) (Ignite - 198427) Location: Zoom Room 1 Speakers: Dr. Jeff Foster, Peter Harms, Dr. Thomas H. Stone, Moses Bovenschen, Mr. David Mayfield, Ms. Hilary Butera, Ms. Kristin M. Delgado, Yan Yi Lance Du
2:00 PM - 3:20 PM	Mastering Music: Music as a Data Source in I-O Psychology (Master Tutorial - 198396) Location: Zoom Room 2 Speakers: Cortney Busick, Dr. Ivan Hernandez
2:00 PM - 3:20 PM	Too Important to Fade Away: Building DEI Programs That Endure (Panel Discussion - 198692) Location: Zoom Room 3 Speakers: Dr. Michael Hepperlen, Cori Hill, Dr. Sharon Sackett, Keisha Powell, Ken Charles, Paul Knutson
2:00 PM - 3:20 PM	Attracting, Hiring, and Retaining Talent in Law Enforcement (Symposium - 198391) Location: Swissotel Zurich AB Speakers: Dr. Deepshikha Chatterjee, Anna Marie Bending, Bradley Pitcher, Caraline Malloy, Dr. Ann Marie Ryan, Dr. Bradley J. Alge, Dr. Charles A. Scherbaum, Dr. Daniel Ravid, Dr. Elliott C. Larson, Dr. Harold W. Goldstein, Dr. Jennifer R. Rineer, Dr. Ken Yusko, Rick Jacobs, Dr. Tara S. Behrend, J.K. Liebler, Jessica Sobolewski, Joie Magalona, Jordan Elizabeth Holmes, Josee Marie Alanis, Katherine Hoogesteyn, Kurt von Seekamm, Theophilus Kyeremateng, Travis Taniguchi, Yicheng Xue, Yuliya M. Cheban-Gore
2:00 PM - 3:20 PM	Research Incubator: Current Research and Professional Behaviors of the LGB Workforce (Alternative Presentation - 197475) Location: Swissotel Zurich C Speakers: Kristi Buczek Hatter, Alberto Beiza, Dr. Danielle M. Gardner, Dr. Enrica N. Ruggs, Dr. Jessica L. Wildman, Dr. Sabrina D. Volpone, Larissa Garcia, Marionne Sevilla, Mohammed Akib
2:00 PM - 3:20 PM	Driving Personal Growth Through Professional Challenges: I-Os Share Their Stories (Panel Discussion - 197542) Location: Swissotel Zurich D Speakers: Mr. Jürgen Bank, Dr. Brad A. Chambers, Dr. Douglas H. Reynolds, Dr. Harold W. Goldstein, Dr. Nancy T. Tippins, Dr. Suzanne Tsacoumis
2:00 PM - 3:20 PM	Using Analytics to Accelerate Progress on Diversity, Equity, and Inclusion (Symposium - 198114) Location: Swissotel Zurich EF Speakers: Dr. Scott B. Morris, Alison Hartmann, Dr. Daniel V. Lezotte, Dr. Jonathan M. Cottrell, Dr. Patrick F. McKay, Keli P. Wilson, Mr. Brandon A. Fleener, Mr. Maxwell G. Porter, Yi Wang
3:30 PM - 4:00 PM	Coffee Break with the Exhibitors Location: Hyatt - Riverside Exhibit Hall
4:00 PM - 4:50 PM	Leveraging AI Coaching For All with Experian, General Mills, & Schneider Electric (Partner Showcase) Location: Hyatt Plaza Ballroom-Lobby Level Speakers: Richard Chambers, PhD, Parker Mitchell, PhD, Brad Haime, MA I-O, Carine Kauffmann
4:00 PM - 4:50 PM	Navigating Neurodiversity: Neurodiverse Experiences Across Employment Stages (Symposium - 197826) Location: Hyatt Ballroom A Speakers: Elisabeth Rose Silver, Carina Lomberg, Dr. Alecia M. Santuzzi, Dr. Christine L. Nittrouer, Fred Oswald, Dr. Lisa Finkelstein, Dr. Michelle (Mikki) Hebl, Dr. Susanne M. Bruyere, Emily Neubert, Jared Allen, Lauren Luchetti, Laurine Keller, Matthew Saleh, Robert Thomas Keating, Timothy Vogus, Vicki Chang
4:00 PM - 4:50 PM	Competition: SIOP Student Consulting Challenge (Special Event - 199652) Location: Hyatt Ballroom B Speakers: Briana Squires, Alexi Licata, Dr. Daniel Sachau

4:00 PM - 4:50 PM	Fighting Common Misconceptions Found in Subfields of Organizational Science (Ignite - 198411) Location: Hyatt Ballroom EF Speakers: Kyle Matthew Christenson, Dr. Cort W. Rudolph, Dr. Joseph A. Allen, Dr. Marissa L. Shuffler, Dr. Roni Reiter-Palmon, Matthew Cronin, Payge Japp, Professor Nathan T. Carter
4:00 PM - 4:50 PM	Innovations in Hiring for Dynamic Job Environments: A Case Study in Cybersecurity (Alternative Presentation - 197979) Location: Hyatt Ballroom N CD Speakers: David Swiderski, Dr. Jaclyn Martin Kowal, Dr. Rachel C. Dreibelbis, Jordan Dovel, Scott Bedwell
4:00 PM - 4:50 PM	Forging Academic and Business Partnerships: Evolving HR Through Collaboration (Panel Discussion - 197819) Location: Hyatt Ballroom S CD Speakers: Dr. Bethany Dohleman, Angela M. Lane, Dr. Paul D. Bliese, Dr. Sarah Wittman, Michael Jarrett, Timothy Richmond
4:00 PM - 4:50 PM	Award: Speech by Dunnette Prize Winners (Special Event - 199650) Location: Hyatt Grand Hall H Speakers: Briana Squires, Dr. Ruth Kanfer, Dr. Zhen Zhang, Phillip L Ackerman
4:00 PM - 4:50 PM	Your Employee Survey Is Done, Now What? Best Practice Reporting and Action Planning (Panel Discussion - 198169) Location: Hyatt Grand Hall I Speakers: Dr. William Shepherd, Christina Fleck, Dr. Joshua L. Brenner, Dr. Meghan R. Lowery, Dr. Rick H. Pollak
4:00 PM - 4:50 PM	Industrial, Work, and Organizational Psychology and the United Nations: Present and Future (Alternative Presentation - 198272) Location: Hyatt Grand Hall J Speakers: Nick Banerjee, Dr. Ishbel McWha-Hermann, Morrie Mullins, Dr. Sharon Glazer, Julie B. Olson-Buchanan
4:00 PM - 4:50 PM	Machine Learning for I-O 6.0: Advances in Organizational Applications (Symposium - 197350) Location: Hyatt Grand Hall K Speakers: Louis Hickman, Brent Anthony Stevenor, Buddhi Jayatileke, Dr. Ashlie R. Plants, Dr. Dave A. Mayers, Dr. In-Sue Oh, Dr. Jacqueline E. Carpenter, Dr. Joshua P. Liff, Dr. Mengqiao (MQ) Liu, Dr. Nadine L. McBride, Dr. Nicole L. Petersen, Dr. Q. Chelsea Song, Dr. Rachel T. King, Leo Pham, Qianqi Song, Nikki M. Dudley, Yesuel Lillian Kim, Yimeng Dai
4:00 PM - 4:50 PM	Beyond Instinct: Harnessing Assessments for Coaching Excellence (Panel Discussion - 197968) Location: Hyatt Grand Hall L Speakers: Paige Brown, Adam Vassar, Amy Huber, MS I-O, Dr. Charmon Parker Williams, Dr. Erica N. Pieczonka
4:00 PM - 4:50 PM	Navigating the STEM Talent Pool: Best Practices for Elevating Underrepresented Groups (Panel Discussion - 197747) Location: Hyatt Grand Hall MN Speakers: Seterra Riggs, Danilo Le Sante, Dr Betsir G. Zemen, Hayley Walton, Ketaki Sodhi, Ms. Brenda To Dromgoole
4:00 PM - 4:50 PM	All the Buzz: An Interactive Session Breaking Down Buzzwords (Alternative Presentation - 197925) Location: Swissotel Montreux 1 Speakers: Dr. Catherine Anne Neale, Dr. Amanda L. Valone, Dr. Justin Travis, Dr. Laura J. Ferguson, Dr. Sam J. Wilgus, S. Bartholomew Craig, Ph.D.
4:00 PM - 4:50 PM	To RIASEC and Beyond: Advances in Vocational Interest Research (Symposium - 198361) Location: Swissotel Montreux 2/3 Speakers: Kevin Hoff, Christine Seitz, Chu Chu, Dr. Alexis Victoria Hanna, Bo Zhang, Fred Oswald, Dr. Michael L. Morris, Tianjun Sun, Felix Wu, Hannah Sarah Nelson, James Rounds, Kenneth Eduardo Granillo-Velasquez, Pengda Wang
4:00 PM - 4:50 PM	Poster Sessions Location: Hyatt - Riverside Exhibit Hall The Role of Intellectual Humility in Sustainable Tourism (Poster - 196603) 4:00 PM - 4:50 PM Location: Hyatt - Riverside Exhibit Hall Speakers: Ms. Nhung T. Hendy, Nathalie Montargot Shielding Your Comrades: Employers as Financial Protectors (Poster - 196865) 4:00 PM - 4:50 PM Location: Hyatt - Riverside Exhibit Hall Speaker: Gavin Williamson The Selection Science–Practice Gap: A Model of User Reactions Toward Selection

Tools (Poster - 196920)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Connor Eichenauer, Dr. Ann Marie Ryan

Detecting Interview Faking in Virtual Interviews Using Cognitive Interventions (Poster - 196921)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Benjamin Moon, Dr. Joshua S. Bourdage, Nicolas Roulin

Discrimination Is Not OK, But....: When Is Discrimination Based on Political Orientation (Poster - 197120)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Denise Vesper, Cornelius König, Prof. Philipp Schäpers

Job Ad Gender Cues and Women's and Men's Interest in a Job—a Meta-Analysis (Poster - 197164)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Klaus G. Melchers, Julia Buettner

On the Go: Exploring the Use of Interview Anxiety Interventions in an AVI Setting (Poster - 197275)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Harley Harwood, Benjamin Moon, Dr. Deborah M. Powell, Dr. Joshua S. Bourdage, Jenny Lee

The Role of Cognitive Ability on Impression Management in Job Interviews (Poster - 197292)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Benjamin Moon, Dr. Joshua S. Bourdage, Dr. Klaus G. Melchers, Nicolas Roulin, Stephanie J. Law, Ph.D.

Occupations, Skills, and Work Outcomes of Psychology Baccalaureate Graduates (Poster - 197339)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Adam B. Butler, Michael B. Gasser

The Impact of Auditory Interruptions on Virtual Interviews (Poster - 197427)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Emma Paisley Shultz, Agnes Wong, Dr. Charles A. Scherbaum

Talk Hope Not Hype: Hope and Optimism Rhetoric and Social Venture Pitch Outcomes (Poster - 197448)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Hee Chan Yoon, Dr. Kawon Kim

"By Jove, I Think They've Got It!" Implicit Potential Theories (Poster - 197488)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Madison Romero, Dr. David P. Costanza, Jennifer Perez, Petra H. Momcilovic

When Job Ads Turn Qualified Ethnic Minorities Down: Metastereotypes Matter (Poster - 197503)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Delphine Van Muylen, Dr. Eva Deros

Media Salience Effects on Racial Discrimination in Hiring Decisions (Poster - 197616)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Marie Childers, Dr. Samuel T. McAbee, Kate Den Houter, Sabrina Yu

Making Work With Nonprofits More Accessible: A Latent Profile Analysis Walkthrough (Poster - 197646)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Abigail Gregory, Dr. Chelsea A. LeNoble, Matthew Ng

Attitude Toward AI Interviewing: Scale Development and Validation (Poster - 197687)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Kang Yang Trevor Yu, Sitong Yu, Tong Wu

Improving Recruitment and Retention of Volunteers With Personality Targeted Messaging (Poster - 197697)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Patrick D. Dunlop, Christine Soo, Mr. Djurre Holtrop, Professor John Cordery, FASSA, Professor Marylene Gagne

Applicant Reactions to Automated Assessments: Moderation by Job Type (Poster - 197722)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Timothy J. Huelsman, Caleb Pollard, Yalcin Acikgoz, Madison Dawn Culver

Hiring for Merit or Diversity: Political Ideology and the Diversity–Validity Dilemma (Poster - 197744)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Rustin D. Meyer, Destiny Rose Hemsey, Madison Lenz, Tayana J. Rich

Artificial Intelligence in Selection Systems: Determinants of Applicant Reactions (Poster - 197756)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Leonel Horta, Dr. Chockalingam Viswesvaran

A Meta-Analysis on the Effects of Nonstandard Language in Job Interviews (Poster - 197766)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Johannes Basch, Dr. Klaus G. Melchers, Hannah-Sophie Hay, Niklas Schulte

Playing the Field: Perceptions of Game Framing Across Job Levels and Industries (Poster - 197778)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Jenna Ellen-Marie McChesney, Chelsi F. Campbell, Katherine McMahan, Lori L. Foster

The Role of Organizational Political Affiliations in Employee Recruitment (Poster - 197841)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Alexa Rosenblatt, Anjishnu Chakrabarti, Anthony Mikal Ferroni, Dr. Yisheng Peng

A Dynamic Investigation of Applicant Impression Management: Profiles and Personality (Poster - 197882)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Joseph A. Schmidt, Dr. Eden-Ray Lukacik, Dr. Joshua S. Bourdage, Dr. Patrick D. Dunlop

Shaping Applicant Experience: Cultural Insights on Biodata Questions

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Matthew S. Prewett, Naga Shilpa Alamuri

The Effects of Candid Responding Across Roles Within Selection Assessment (Poster - 198109)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Allison Stone, Gustavo Antonio Ugueto-Rey

Examining the Psychological Outcomes of Decent Work (Poster - 198162)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Zachary Hesson, Dr. Patrick D. Converse, Jasmina Milosevic

Virtual Reality SJT Versus Paper SJT: (Dis)Advantage for Older Applicants? (Poster - 198263)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Maaïke Schellaert, Dr. Eva Derous, Dr. Janneke K. Oostrom

Do As I Say Not As I Do: Organizational Responses During COVID-19 (Poster - 198367)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Lilah Donnelly Eads, Agnieszka Shepard, Dr. Daniel J. Svyantek

Emotionally Capable to Do the Right Thing: Predicting Ethical Outcomes (Poster - 198513)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Sarah Carver, Dr. Hayden Woodley

The Impact of Value Alignment in Online Reviews on Applicant Attitudes and Intentions (Poster - 198521)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Henri Maindidze, Dr. Jason G. Randall

Using Overt Integrity Tests to Predict Driving Accidents (Poster - 198709)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Timothy Raider Smith, MBA, Dr. Jerel E. Slaughter, Dr. Stephen W. Gilliland

4:00 PM - 4:50 PM

A Winning Approach to Team Coaching: The Dos and Don'ts (Panel Discussion - 198789)

Location: Swissotel Vevey 1/2

Speakers: Katherine Rau, Alexander Gilles Caillet, Dr. Cary Kemp Larson, Jacklyn Scymczyk, James Donohue, Jayne Jenkins, Terri McNelly

4:00 PM - 4:50 PM

Group and Team Coaching: Expanding Beyond the Individual (Panel Discussion - 198365)

Location: Swissotel Vevey 3/4

Speakers: Kyle Sandell, Dr. Alison L. O'Malley, Dr. Christa E. Kiersch, William Tanner

4:00 PM - 4:50 PM	Invited: Conversations at All Stages of I-O (Special Event - 199632) Location: Zoom Room 1 Speakers: Xin Wei Ong, Dr. Andrew C. Loignon, Dr. Dennis Doverspike, Dr. Jeff Foster, Dr. Jonathan Flinchum, George Stock, Leah Christina Bourque, Liana Kremer, Dr. Michelle Martin-Raugh, Patricia Jewel Morrison, Rose Siuta
4:00 PM - 4:50 PM	Achieving Social Justice in Organizational Change (Alternative Presentation - 197045) Location: Zoom Room 2 Speakers: Dr. Kimberly S. Scott, Dorie Ellzey Blesoff, Ranjani Iyengar, Sonya Kaleel, Susan C Guest, Yabome Gilpin-Jackson
4:00 PM - 4:50 PM	Afraid I-O Will Be Replaced by A-I? Skills for the Modern I-O (Panel Discussion - 197954) Location: Zoom Room 3 Speakers: Jennifer Garrow, Erin Maureen Lazarus, Michael A. Knott, Miss Nivedita Prabhu, Ms. Bridget K. O'Mera
4:00 PM - 4:50 PM	Your Personal Assistant: A Guide to Harnessing the Power of Large Language Models (Master Tutorial - 198633) Location: Swissotel Zurich AB Speakers: Sebastian Marin, Amel Chekili, Dr. Ivan Hernandez
4:00 PM - 4:50 PM	Hitting the Target: The Use of Employee Survey Scores in Performance Management (Alternative Presentation - 198421) Location: Swissotel Zurich C Speakers: Dr. Anna L. Hulett, Crystal D. Perel, Benjamin Granger, Dr. Kyle D. McNeal, Matt Turner, Yesenia Cancel
4:00 PM - 4:50 PM	The Effect of Affect: Exploring the Role of Negative Affect in the Workplace (Panel Discussion - 198668) Location: Swissotel Zurich D Speakers: Aarti Polavarapu, Clare L. Barratt, Donald E. Gibson, Dr. Daniel J. Beal, Seth Kaplan, Dr. Steve M. Jex, Gaurangi Das, Melissa Sorensen
4:00 PM - 4:50 PM	Unlocking Organizational Excellence: Exploring Competencies in the Modern Workplace (Panel Discussion - 197313) Location: Swissotel Zurich EF Speakers: Belinda Williams, Ph.D., Dr. Ryan Gertner, Kathleen Williams, Mr. Brandon W. Jordan, Patrick Rolwes, Samantha A. Nesnidol, Ph.D.
4:00 PM - 4:50 PM	COI: AI in Action: Real-World Implementations in Personnel Selection (Community of Interest - 199562) Location: Swissotel Zurich G Speakers: Mr. Jonathan F. Kochert, Dr. Jacob Seybert, Mr. Ricardo Rashawn Brooks
5:00 PM - 5:50 PM	The ONA Hype Cycle and Why This Time is Different (Partner Showcase) Location: Hyatt Plaza Ballroom-Lobby Level Speakers: Philip Arkcoll, Michael Arena, PhD
5:00 PM - 5:50 PM	Set Fire to the Silos: Igniting Interdisciplinary Research and Practice in I-O (Ignite - 198010) Location: Hyatt Ballroom A Speakers: Hannah Elizabeth Perkins Stark, Brittany Lynner, Bryan J. Dik, David Rene Vera, Dr. Gwenith G. Fisher, Dr. Jennifer K. Dimoff, Dr. Rebecca Brossoit, Dr. Steven R. Toaddy, Julie B. Olson-Buchanan
5:00 PM - 5:50 PM	The Accommodations Conversation: A Guide to Disability Inclusion at Work (Alternative Presentation - 197344) Location: Hyatt Ballroom B Speakers: Jamie Forman, Dr. Alecia M. Santuzzi, Dr. Valentina Bruk-Lee, Garret Rosiek, Loubna Charef
5:00 PM - 5:50 PM	AI in Employee Selection Update: State and Local Laws, Federal Guidance, and Litigation (Panel Discussion - 197653) Location: Hyatt Ballroom EF Speakers: Dr. Breanna R. Timko, Cari Miller, Chase Winterberg, J.D., Ph.D., Dr. Cliff R. Haimann, Dr. David B. Schmidt, Niloy Ray
5:00 PM - 5:50 PM	Selling Technopsychology: I-O Psychology in the HR Technology Market (Panel Discussion - 196606) Location: Hyatt Ballroom N CD Speakers: Dr. Steven T. Hunt, Benjamin Granger, Dr. Muriel G. Clauson, John H. Golden, Mr. Michael J. Hudy

5:00 PM - 5:50 PM

Versatile Leadership: Measurement, Validation, and the Curious Role of Personality (Symposium - 196858)

Location: Hyatt Ballroom S CD
Speakers: Mr. Robert B. Kaiser, Peter Harms, Dr. Robert Hogan, Dr. Ryne A. Sherman

5:00 PM - 5:50 PM

Navigating Imposter Syndrome as a Neurodivergent: An Exploration of Resilience

Location: Hyatt Grand Hall H
Speakers: Jamal Cottman, Dr. Elizabeth A. Ritterbush, Dr. Nastassia M. Savage, Kimberly Rose Nuss, Macey Cox

5:00 PM - 5:50 PM

A Closer Look at Validating and Implementing Skill-Based Practices (Panel Discussion - 198101)

Location: Hyatt Grand Hall I
Speakers: Sara Trevino, Dr. Christina K. Curnow, Dr. Craig D. Haas, Dr. Michael C. Heil, Dr. Robert F. Calderon

5:00 PM - 5:50 PM

Work–Family Dynamics Across the Lifespan: Supporting Workers at Every Intersection (Symposium - 196882)

Location: Hyatt Grand Hall J
Speakers: Dr. Valerie J. Morganson, Amanda Butler Stephens, Andrew Yu, Anthony Mikal Ferroni, Cooper Delafield, Dr. Ellen E. Kossek, Dr. Jie Ma, Dr. Lisa Finkelstein, Dr. Lori Anderson Snyder, Dr. Russell A. Matthews, Dr. Shaun Pichler, Dr. Wenqin Zhang, Dr. Yisheng Peng, Grace Schirle, Hudson Barthes, Jiayun Xu, Katalina Pho, Mekenzie Maki, Kayla Duperreault, Raechel Sanger, Rebekah Phillips

5:00 PM - 5:50 PM

Blurred Lines: How to Build Strategic Leadership in HR (Panel Discussion - 198151)

Location: Hyatt Grand Hall K
Speakers: Austin Prewett, Dr. Matthew S. Christensen

5:00 PM - 5:50 PM

From Lead to Gold: The Hidden Promise of the “Hot Mess” of SJTs’ Construct Validity (Symposium - 197731)

Location: Hyatt Grand Hall L
Speakers: Dr. Harrison J. Kell, Alyce Thiel, Cristina Anguiano-Carrasco, Da Yeon Her, Dana Murano, Derek Qingxiong Weng, Filip Lievens, Dr. Jason D. Way, Dr. Jeremy T. Burrus, Juan I. Sanchez, Dr. Matthew I. Brown, Dr. Michelle Martin-Raugh, Dr. Stefan Krumm, Liyan Xi, Macarena Gonzalez, Nomi Reznik, Siddharth Upadhyay

5:00 PM - 5:50 PM

Where’s the Love? The Consequences of Lacking Empathy in Leadership and Organizations (Panel Discussion - 198150)

Location: Hyatt Grand Hall MN
Speakers: Nicole Ennen, Keli P. Wilson, Lisa McCallister, Somya Mathur Kouma

5:00 PM - 5:50 PM

Can Neuroscience Inform I-O Research? And if so, How? (Debate - 197662)

Location: Swissotel Montreux 1
Speakers: Rongjun Yu, Dr. Thomas Rockstuhl, Dr. Wen-Dong Li, Georgios Christopoulos, Professor Xu Huang, Sebastiano Massaro

5:00 PM - 5:50 PM

Poster Sessions

Location: Hyatt - Riverside Exhibit Hall

“Re-Entry Shock”: Perceptions of Workplace Re-Entry Injustice and Turnover Intentions (Poster - 196513)

5:00 PM - 5:50 PM
Location: Hyatt - Riverside Exhibit Hall
Speaker: Yan Yi Lance Du

Leaky Startup Talent Pipelines: An Enrichment-Reward Model of Startup Worker Mobility (Poster - 196866)

5:00 PM - 5:50 PM
Location: Hyatt - Riverside Exhibit Hall
Speaker: Gavin Williamson

Fun or Fair? Comparing Applicant Reactions to Different Game-Based Assessments (Poster - 196925)

5:00 PM - 5:50 PM
Location: Hyatt - Riverside Exhibit Hall
Speakers: Dr. Klaus G. Melchers, Marie Luise Ohlms

Harnessing the Power of Explanations to Increase Trust in Workplace Generative AI (Poster - 197029)

5:00 PM - 5:50 PM
Location: Hyatt - Riverside Exhibit Hall
Speakers: Katherine Gibbard, Dr. Deborah M. Powell, Dr. Harjinder Gill, Dr. Peter Hausdorf

Exoskeletons: Applications and Acceptance in the Workplace (Poster - 197134)

5:00 PM - 5:50 PM
Location: Hyatt - Riverside Exhibit Hall
Speakers: Rebecca I. Lindgren, Dr. Georgia T. Chao

“Anything You Can Do I Can Do”: ChatGPT’s Use in SJTs for Professional Programs (Poster - 197182)

5:00 PM - 5:50 PM
Location: Hyatt - Riverside Exhibit Hall
Speakers: Harley Harwood, Nicolas Roulin, Muhammad Zafar Iqbal

An Age-Old Problem or a New Work Trend? A Critical Analysis of Quiet Quitting (Poster - 197264)

5:00 PM - 5:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Sandra L. Fisher, Anna Schenk, Constantina Rokos

Lean on Me: The Role of Support in Burnout and Turnover in Helping Professionals (Poster - 197288)

5:00 PM - 5:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Maddison North, Ashley Jorgensen, Erin K. Taylor, Jane F Silovsky, M Elizabeth Ralston, Ph.D., Michelle Miller, Yutian T. Thompson

Bridging Research and Practice: Simulating Emotional Exhaustion Interventions (Poster - 197355)

5:00 PM - 5:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Enzo Novi Migliano, Xin Wei Ong

Does the Applicant's Eye Gaze Affect Interview Outcomes in Virtual Job Interviews? (Poster - 197385)

5:00 PM - 5:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Cheryl Stenmark, Heewon Jang

Development and Validation of the Artificial Intelligence Salience Scale (Poster - 197437)

5:00 PM - 5:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Brandon Kang, Dr. Neal Outland, Felicity Doddato

The Curse of Employee Privilege: Harnessing Virtual Reality to Inhibit Workplace Envy (Poster - 197463)

5:00 PM - 5:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Anand van Zelderen, Dr. Nicky Dries, Jochen Menges

(Not) Believing in Hireability: Religious Similarity Bias in Cybervetting (Poster - 197523)

5:00 PM - 5:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Franz Wilhelm Mönke, Hamida Farshid Kooshani, Prof. Philipp Schäpers

Humanizing Artificial Intelligence: Race and Reactions to AI-Based Assessments (Poster - 197619)

5:00 PM - 5:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Manuel F. Gonzalez, Emily Pinsk, John Capman, Ph.D.

Stayers' Psychological Reactions to Others' Turnover: A Topic Modeling Analysis (Poster - 197695)

5:00 PM - 5:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Nayeon Lee, Dr. Kawon Kim, Seung Joo Yoo

From Virtual Sparks to Reality: How VR Exposure Influences Career Intentions (Poster - 197767)

5:00 PM - 5:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Xin Hou, Bradley Pitcher, Dr. Tara S. Behrend, Meaghan Marie Tracy

Linking Presenteeism to Organizational Performance: Mediating and Buffering Factors (Poster - 197799)

5:00 PM - 5:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Nathalie Delobbe, Martin Lauzier

Supervisor Support Buffers the Negative Impacts of Presenteeism for Racial Minorities through Self-Pressure

5:00 PM - 5:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Hwayeon Myeong, Dr. Eden B. King, Jeremy F. Dawson

The Impact of Technocomplexity on Productivity and Role Overload (Poster - 198193)

5:00 PM - 5:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speaker: Santiago Alphonso Bueno, IV

The Digital Reflection: Expressions of Personality and Job Attitudes on Twitter (Poster - 198295)

5:00 PM - 5:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Juan Manuel Alzate Vanegas, Chrysafis Vogiatzis, D. A. Briley, Bo Zhang, Dr. Fritz Drasgow, Susu Zhang

Development and Validation of the Intersectionality Burnout Inventory (Poster - 198378)

5:00 PM - 5:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Leanne Torte, Erika Heilman, Psy.D., Paul Coppola, Tuesday Cooper

Topic Modeling Quiet Quitting and Antiwork Through the Lens of Motivation Theory (Poster - 198468)

5:00 PM - 5:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Thomas Paul DePatie, Mr. David Cassell, Regina Agassian

Technology in Employment Interviews: Common Practice and Applicant Reactions

(Poster - 198471)

5:00 PM - 5:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Andrew Reed Greenagel, Dr. Scott B. Morris, Erin Young, Kristina N. Bauer, Tony Lam

The Impacts of Employee AI Use on Performance and Well-Being (Poster - 198514)

5:00 PM - 5:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Chengquan Huang, Dr. Mo Wang, Dr. Ruodan Shao, Dr. Yifan Song, Emma Madison Williams, Mr. Young Ho Song, Yiduo Shao

The Dual Impact of Social Media-Induced Fear of Missing Out in Workplace (Poster - 198515)

5:00 PM - 5:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: JiaYu Li, Huang Jianwei, Xiao Deng, YaYing Huang

Self-Initiated Expatriate (SIE) Turnover During the COVID-19 Pandemic (Poster - 198550)

5:00 PM - 5:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Alexandra Henderson, Taiba Hussain, Yi Zhang

"Help Me, Please, ChatGPT!" Does Generative AI Use Promote Work-Related Learning? (Poster - 198645)

5:00 PM - 5:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Julian Decius, Hannah Louisa Krüger, Michèle Rieth, Mrs. Carolin Graßmann

Problematising Sexual Harassment in Digital Workplaces (Poster - 198688)

5:00 PM - 5:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Alexis d'Amato, Dr. Samuel T. Hunter

The Great Resignation: A Qualitative Study Examining Turnover During COVID-19 (Poster - 198759)

5:00 PM - 5:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Faith Shannon, Jesse S. Michel

Brain Meets Business: Perceptions of Direct Neural Interfaces in the Workplace (Poster - 198764)

5:00 PM - 5:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speaker: Emmanuel Bazzucchi

Skynet, or Free Labor? Automating Military Operations With Large Language Models (Poster - 198793)

5:00 PM - 5:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Joseph Zachary Conger, Alexander Sferrella, Kara Masick, Ning Hsu

Cultural Values Predict Electronic Performance Monitoring Acceptance (Poster - 198814)

5:00 PM - 5:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Mr. David L. Tomczak, Christine Cairoli, Dr. Tara S. Behrend, Mauren Wolff

5:00 PM - 5:50 PM

Integration of Employee Listening Data: Successes and Learnings From the Field (Panel Discussion - 197856)

Location: Swissotel Vevey 1/2

Speakers: Victoria Hendrickson, Dr. Chris L. Lovato, Dr. Meghan R. Lowery, Dr. Melinda J. Moye, Kaytlynn R. Griswold

5:00 PM - 5:50 PM

Building Your Negotiation Toolkit: Tips for Early Career Women and Racial Minorities (Panel Discussion - 198469)

Location: Swissotel Vevey 3/4

Speakers: Morgan Rose Taylor, Dr. Alice F. Stuhlmacher, Dr. Ny Mia Tran, Kaitlyn Rose Gallagher, Ms. Samantha Le Chau, Reshma R Shelke

5:00 PM - 5:50 PM

A Web Scraping Survival Guide for Research and Practitioners (Master Tutorial - 198568)

Location: Zoom Room 1

Speakers: Cortney Busick, Dr. Teresa Ristow

5:00 PM - 5:50 PM

Decoding DEI: Practitioner Perspectives on Challenges in Interview Research (Panel Discussion - 197298)

Location: Zoom Room 2

Speakers: Ms. Laura N. Johnson, Charissa Samaniego, Kaitlin Ward, Maryam Ahmad Kazmi, Mr. Tunji Oki

5:00 PM - 5:50 PM

Shaping the Policy Landscape Through I-O Psychology Research (Panel Discussion - 197163)

Location: Zoom Room 3

Speakers: Dr. Ishbel McWha-Hermann, Stuart Carr, Jo Silvester, Rosalind H. Searle

5:00 PM - 5:50 PM	Measuring the Unmeasured: Assessing General and Leader-Specific Identity Construction (Symposium - 198380) Location: Swissotel Zurich AB Speakers: Dr. Greg R. Thrasher, Björn Atterstam, Carolina Bysh, Dr. Benjamin Biermeier-Hanson, Dr. Cort W. Rudolph, Dr. Gabriele Jacobs-Belschak, Dr. Michelle M. Hammond, Dr. Robert G. Lord, Ms. Sofya Isaakyan, Olga Epitropaki, Steffen Giessner
5:00 PM - 5:50 PM	Tech Trekking the Virtual Frontier: A Journey Into Meeting Dynamics and Inclusion (Symposium - 197714) Location: Swissotel Zurich D Speakers: Liana Kreamer, Dr. Alexandra M. Dunn, Dr. Andrew C. Loignon, Dr. Christina S. Li, Dr. Diane M. Bergeron, Dr. Haley Woznyj, Dr. Joseph A. Allen, Dr. Steven G. Rogelberg, Emilee Eden, Katherine Castro, Mr. Michael A Johnson, Sabrina L. Speights
5:00 PM - 5:50 PM	Subject Experts Matter! Cocreation of Best Practices for Expert Talent Management (Alternative Presentation - 198500) Location: Swissotel Zurich EF Speakers: Davide Cannata, Dr. Richard Justenhoven, Joshua Connel
5:00 PM - 5:50 PM	COI: Cybersecurity and I-O: Learn From and Contribute to This Critical Partnership (Community of Interest - 199558) Location: Swissotel Zurich G Speakers: Daniel B. Shore, Ph.D., Dr. Matthew T. Allen
6:00 PM - 8:00 PM	SIOP Foundation Reception (INVITATION ONLY) Location: Hyatt Crystal Ballroom A
6:00 PM - 8:00 PM	Women's Inclusion Network (WIN) Reception Location: Hyatt Toronto
6:00 PM - 6:00 PM	Committee on Ethnic Minority Affairs (CEMA) and Diversifying I-O Psychology (DIP) Reception
6:00 PM - 8:00 PM	International Affairs (IAC) Reception Location: Fairmont Regent Room
6:30 PM - 7:30 PM	Practitioner Networking Reception Location: Hyatt Crystal Ballroom
7:00 PM - 8:50 PM	SIOP's Got Talent Location: Hyatt Grand Ballroom EF Speakers: Nikita Mikhailov, Destinee Prete, Ph.D.

Fri, Apr 19, 2024

7:00 AM - 5:00 PM	General Conference Registration Location: Hyatt Grand Foyer
7:00 AM - 8:00 AM	Continental Breakfast Location: Hyatt Ballroom EF
8:00 AM - 8:50 AM	Fair AI in Talent Optimization: Driving Innovation and Inclusion (Partner Showcase) Location: Hyatt Plaza Ballroom-Lobby Level Speaker: Tanaya Devi, PhD
8:00 AM - 8:50 AM	IGNITE-ing Innovation: Uses of Generative AI in Industrial Organizational Psychology (Ignite - 198744) Location: Hyatt Ballroom A Speakers: Kristina N. Bauer, Caribay Garcia Marquez, Dr. Alan D. Mead, Dr. Daniel A. Gandara, Erin Young, Jessica Wang
8:00 AM - 8:50 AM	Calling All Entrepreneurs: Connecting as We Are Now to Prepare for What's Next (Alternative Presentation - 198329) Location: Hyatt Ballroom B Speakers: Dr. Alison L. O'Malley, Dr. Brodie Gregory Riordan, Dr. Nikki Blacksmith, Dr. Victoria P. Mattingly, Ms. Kyana Beckles

8:00 AM - 8:50 AM	From Vulnerable to Victorious: A Critical Role Strategy for Organizational Resilience (Panel Discussion - 197529) Location: Hyatt Ballroom EF Speakers: Maia Whelan, Dr. Mariangela Battista, José H. David, Ph.D., Lindsey M. Kotrba, Lynn Collins, Ph.D., Matthew Dreyer
8:00 AM - 8:50 AM	Leveraging Industry Insights: Navigating the Return to Office (Panel Discussion - 198137) Location: Hyatt Ballroom N CD Speakers: Mr. Michael A. Rotch, Dr. Darrin Grelle, Dr. Frankie Guros, Dr. Gabriela I. Burlacu, Dr. Thaddeus B. Rada-Bayne, Mr. Paul M. Fursman
8:00 AM - 8:50 AM	LIVE: Directionally Correct Podcast With Special People Analytics Guests (Alternative Presentation - 197384) Location: Hyatt Ballroom S CD Speakers: Cole Napper, Anthony C. Ferreras, Dr. Amy Frost, Dr. Emily M. Pelosi, Dr. Frederick R. Stilson, Dr. Scott Hines, Kelsie L. Colley
8:00 AM - 8:50 AM	Award: Serving and Engaging With Purpose (Special Event - 199651) Location: Hyatt Grand Hall H Speakers: Briana Squires, Dr. Benjamin L. Butina, Dr. Jeffrey J. McHenry, Dr. Jia (Jasmine) Hu, Dr. Katina Sawyer, Julie B. Olson-Buchanan
8:00 AM - 8:50 AM	Finding and Securing External Funding: A Discussion With the Experts (Panel Discussion - 197913) Location: Hyatt Grand Hall I Speakers: Dr. Lindsey M. Greco, Louis Tay, Margaret Beier, Dr. Rong Su, Dr. Yifan Song, Jack Taejin Goodman
8:00 AM - 8:50 AM	Psychosocial Dynamics in Extreme Teams: Insights From NASA Space Analog Crews (Symposium - 197137) Location: Hyatt Grand Hall J Speakers: Dr. Anoop Javalagi, Alina Lungeanu, Dr. C. Shawn Burke, Dr. Dorothy R. Carter, Dr. Leslie A. DeChurch, Megan Chan
8:00 AM - 8:50 AM	Modern Careers Research on Success, Satisfaction, and Continuance in the Gig Economy (Symposium - 197512) Location: Hyatt Grand Hall K Speakers: Jenna Van Fossen, Amy M. Schuster, Dr. Alice M. Brawley Newlin, Dr. Chu-Hsiang (Daisy) Chang, Dr. Matthew J. Grawitch, Gwendolyn Paige Watson, Ifeyimika O. Ajaiyeoba, Michael Tidwell, Ms. Kristi N. Lavigne, Nathan Baker, Ryszard Jacek Koziel, Shelia Hyde, Shelia R Cotten, Ph.D., Shubham Agrawal
8:00 AM - 8:50 AM	Inclusive Leadership: Women's Impact and Influence (Panel Discussion - 197829) Location: Hyatt Grand Hall L Speakers: Paige Brown, Ashley Haines, Courtney Rose Quigley, Debra E. Orr, Dr. Patrice Reid, Erica Grant, Kelly E. Levin, Ms. Karisa Morris
8:00 AM - 8:50 AM	Tick Tock, You Only Got Four Days to Save the World (Panel Discussion - 198155) Location: Hyatt Grand Hall MN Speakers: Jacob Hollander, Becky Lawrence, Jessica Haig, MA, Michaela Fisher, Nikita Mikhailov, Ofir Brodie, Sam C Brooks, Sophia Zia
8:00 AM - 8:50 AM	Less Pain, More Gain: Optimizing the Participant Experience During Assessment Centers (Panel Discussion - 197792) Location: Swissotel Montreux 1 Speakers: Dr. D. Annie Simpson, Conni Claflin, Dr. Matthew J. Del Giudice, Ms. Alexandra D. Petruzzelli Somers
8:00 AM - 8:50 AM	Too Many Constructs Spoil the Broth: A Recipe for Simplifying the Psychological Stew (Symposium - 198064) Location: Swissotel Montreux 2/3 Speakers: Bharati B. Belwalkar, Alessandra Mogrovejo, Catrina Notari, Dr. Christina K. Curnow, Dr. Nathan A. Bowling, Edileide Oliveira, Jasper Duniveld, Madeline Elizabeth Springle, Mr. Brannan W. Mitchel-Slantz, M.A., Nelsy Paulino, Valerie Sessa, Richard Ryan, Sara Margaret Stavely, Shiyang Su, Stefano Domenico, William Ryan, Yuliya M. Cheban-Gore
8:00 AM - 8:50 AM	A Rising Tide: How Allyship Elevates Employee Experiences (Symposium - 198680) Location: Swissotel Vevey 1/2 Speakers: Emily Ready, Christopher Waterbury, Dr. Enrica N. Ruggs, Dr. Jeffrey Olenick, Dr. Larry R. Martinez, Dr. Nicholas A. Smith, Eva Thanheiser, Frances Evalyne K Hampton, Gina Greco, Idowu Ajibade, John Michael Savage, Liana Bernard, Lisa Weasel, Megan Snoeyink, Tessa L. Dover

8:00 AM - 8:50 AM	Leveling Up and Scaling 360 Feedback: Overcoming Obstacles (Panel Discussion - 198087) Location: Swissotel Vevey 3/4 Speakers: Anne Whiting, Dr. Ariel A. Roberts, Dr. Dale S. Rose, Dr. Eric E. Brasher, Dr. Joan M. Glaman, Sean Knudsen
8:00 AM - 8:50 AM	The Assessment Measurement/Efficiency Tradeoff: Practitioner Stories From the Field (Ignite - 198575) Location: Swissotel Zurich AB Speakers: Dr. Christa P. Bupp, Dr. Allison N. Besl, Dr. Leah Ellison, Mr. Charles West Glover, Mrs. Lindsey M. Burke
8:00 AM - 8:50 AM	Soft Skills in I-O: Navigating the Interpersonal Landscape of Data-Driven Roles (Panel Discussion - 197891) Location: Swissotel Zurich C Speakers: Dr. Catherine Anne Neale, Dr. Amanda L. Valone, Dr. Justin Travis, Dr. Laura J. Ferguson, Dr. Sam J. Wilgus
8:00 AM - 8:50 AM	Applying the I-O Skillset: How to Design and Activate an Employee Value Proposition (Alternative Presentation - 198276) Location: Swissotel Zurich D Speakers: Jenna Filipkowski, Jill Havely, Kristin Chase, Taylor Scotese, Tracy Xiong-Morel, Yannick Fouagou
8:00 AM - 8:50 AM	Measuring Inclusion, Microaggressions, and Belonging: Translating Theory Into Practice (Ignite - 198561) Location: Swissotel Zurich EF Speakers: Rebecca Harmata, Dan McDonald, Dr. Brian J. Hoffman, Jennifer Feitosa, Dr. Roza Jankovic, Miss Sijia Li, Tchicaya e.r. Brooks, Ph.D.
8:00 AM - 11:30 AM	Conference Career Center Location: Hyatt Roosevelt Meeting Rooms
8:00 AM - 8:30 AM	Friday Morning Seminars Check-In Location: Michigan Rooms
8:30 AM - 11:30 AM	Friday Morning Seminars (Seminars 1, 2, and 3) Location: Michigan Rooms
9:00 AM - 10:10 AM	Intelligent Nudges: The Surprising Science of Behavior Change (Partner Showcase) Location: Hyatt Plaza Ballroom-Lobby Level Speaker: Sarah Foster, MS I-O
9:00 AM - 10:20 AM	A Lesson in Giving Back: I-Os Doing Prosocial/Pro Bono Work (Panel Discussion - 197571) Location: Hyatt Ballroom A Speakers: Kira Barden, Amy Sarraf Renshaw, Dr. Helen H. Chung, Irina Cozma, Dr. M. Peter Scontrino, Sara Sadat Motahari
9:00 AM - 10:20 AM	Pivotal Practices: Training, Team Development, and Organizational Development/Change (Alternative Presentation - 198214) Location: Hyatt Ballroom B Speakers: Dr. Scott M. Brooks, Dr. Kurt Kraiger, Dr. Michael N. Bazigos, Dr. Rob F. Silzer, Dr. Scott I. Tannenbaum, Dr. Shonna D. Waters
9:00 AM - 10:20 AM	Using Different Research Designs to Study Workplace Ostracism (Symposium - 197869) Location: Hyatt Ballroom EF Speakers: Dr. Cong Liu, Dirk De Clercq, Dr. Dong Liu, Dr. Jun Yang, Dr. Kristin Sommer, Dr. Lindsay S. Pyc, Inam Ul Haq, Jiajun Yuan, Joshua Nagel, Sami Walid Abdelal, Umer Muhammad Azeem, Vi Ngoc Tuong Phung, Xixi Gu
9:00 AM - 10:20 AM	Innovative Research Unpacking Within and Between Team Dynamics (Symposium - 197676) Location: Hyatt Ballroom N CD Speakers: Professor Marylene Gagne, Alex Benson, Dan Douglas Agate, Desmond McEwan, Dr. Eduardo Salas, Dr. Hayden Woodley, Dr. Matthew J.W. McLarnon, Dr. Thomas A. O'Neill, Erika Lieu, Jennifer Lynch, Rylee Linhardt
9:00 AM - 10:20 AM	Novel Insights to Moderating Factors on the Workplace Recovery Process [Symposium] Location: Hyatt Ballroom S CD Speakers: Haylie Anne Lloyd, Brittany Ikner, Claire Elizabeth Smith, Clare L. Barratt, Dr. Alexander T. Jackson, Dr. Judith L. Van Hein, Dr. Kristen Jennings Black, Dr. Laura Venz, Grayson Sturgis, Jennifer M. Ragsdale, Seth Maxwell Brooks, Thomas Ayres

9:00 AM - 10:20 AM	Practical Tips for Implementing Engaging Learning Activities in I-O Education (Panel Discussion - 197970) Location: Hyatt Grand Hall H Speakers: Dr. Alaina C. Keim, Dr. Adriane M.F. Sanders, Dr. Ashley E. Nixon, Dr. Clair A. Reynolds Kueny, Dr. David R. Earnest, Dr. Katrina A. Burch, Dr. M. Gloria Gonzalez-Morales
9:00 AM - 10:20 AM	Finding and Securing External Funding: A Grant Proposal Writing Workshop (Alternative Presentation - 197922) Location: Hyatt Grand Hall I Speakers: Dr. Lindsey M. Greco, Dr. Andrei Ion, Dr. Dorothy R. Carter, Dr. Liu-Qin Yang, Dr. Songqi Liu, Dr. Yifan Song
9:00 AM - 10:20 AM	Recruiting in a Permacrisis: Strategies for Finding Talent in Turmoil (Panel Discussion - 198549) Location: Hyatt Grand Hall J Speakers: Dr. Chantale Wilson Antonik, Dr. Christopher R. Honts, Dr. Ken Lahti, Dr. Rachel T. King, Mr. Andrew L. Solomonson, Ms. Kristen L. Pryor
9:00 AM - 10:20 AM	Breaking the Fourth Wall: Disentangling the Developmental Process Behind Methods Contributions (Panel Discussion - 197820) Location: Hyatt Grand Hall K Speakers: Jayci Robison Pickering, Dr. Dina V. Krasikova, Dr. Justin A. DeSimone, Dr. Larry J. Williams, Dr. Le Zhou, Lisa Schurer Lambert, Louis Tay, Jeremy F. Dawson, Victoria Creed
9:00 AM - 10:20 AM	(A)I Can Be Your Teammate! Exploring the Impacts of AI in Organizational Teams (Symposium - 197433) Location: Hyatt Grand Hall L Speakers: Brandon Kang, Anna-Sophie Ulfert-Blank, Dr. Andrew M. Naber, Dr. Neal Outland, Eleni Georganta, Justin Bonny, Kevin T. Wynne, Nancy Cooke
9:00 AM - 10:20 AM	Breathing New Life Into Old 360 Feedback Systems (Symposium - 197817) Location: Hyatt Grand Hall MN Speakers: Dr. Allan H. Church, Amanda Shull Tomkoria, Cassy Van Dyke, Dr. Deborah R. Lee, Dr. Joel Philo, Dr. Stephen F. Young, Jerry Seibert
9:00 AM - 10:20 AM	Working on Purpose: Discussing Current and Future Directions for Meaningful Work (Alternative Presentation - 198598) Location: Swissotel Montreux 1 Speakers: Andrew Samo, Bryan J. Dik, Dr. Amy E. Crook, Dr. Andrew N. Garman, Dr. Randy Lim, Dr. Scott Highhouse, Matt Betts, Mr. Daniel P. Russell, Nicolette Ann Rainone
9:00 AM - 10:20 AM	Recent Advances in Research on Organizational Constraints (Symposium - 197689) Location: Swissotel Montreux 2/3 Speakers: Mark C. Ramsey, Cristian Balducci, Dr. Konstantin Cigularov, Dr. Nathan A. Bowling, Dr. Shani Pindek, Dr. Steve M. Jex, Thomas Britt, Luca Menghini, Mr. Phillip Dillulio
9:00 AM - 9:50 AM	Poster Sessions Location: Hyatt - Riverside Exhibit Hall It Takes Two to Make Power Moves: A Dyadic Investigation Into Rank Dynamics (Poster - 197403) 9:00 AM - 9:50 AM Location: Hyatt - Riverside Exhibit Hall Speakers: Zhuo Li, Alex Benson The Toxic Triangle: Leadership, Team Mental Models, and Core Self-Evaluations (Poster - 197513) 9:00 AM - 9:50 AM Location: Hyatt - Riverside Exhibit Hall Speakers: Cecelia Gordon, Dr. Shane Connelly, Joseph W. Stewart Inconsistent Leadership: Abusive Supervision, Humor, and Leader–Member Exchange (Poster - 197585) 9:00 AM - 9:50 AM Location: Hyatt - Riverside Exhibit Hall Speakers: Trevor Eric Skinner, Dr. Courtney Baker, Dr. Lisa Finkelstein, Morgan Gabrielle Tillery, Rushika De Bruin Contemporary Leadership: Implicit Leadership Theories of Social Media Influencers (Poster - 197635) 9:00 AM - 9:50 AM Location: Hyatt - Riverside Exhibit Hall Speakers: Merab Gomez, Dr. Thomas Sy, Laura E. Ashlock, Paul McAvoy A Multidimensional Framework for Measuring Change in Leadership Development (Poster - 197661) 9:00 AM - 9:50 AM Location: Hyatt - Riverside Exhibit Hall Speakers: Jeff J Kosovich, Julia Isabelle Baines, Mr. Stephen B. Jeong, S. Bartholomew Craig, Ph.D.

The Benevolent Leadership of Wonder Woman: Love of Self and Humanity (Poster - 197665)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Darlene M. Piva, MAOP, PsyD, Dr. Kathryn Stanley, Ph.D., Dr. Miranda J. Ralston

The Role of Industry Gender Composition in Leadership Stereotyping (Poster - 197708)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Maria M. Clapham, Shukri Aden Abdullahi

From Breach to Bridge: The Role of Managers in Psychological Contract Breach Recovery (Poster - 197711)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Zhiyuan Cai, Dr. Susan E. Murphy, Mr. Yumeng Yue

Women's Leader Identification: Leader-Role Alignment and Perceptions of Risk (Poster - 197712)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Julia Elizabeth MacGregor, Dr. Lisa A. Steelman

How Voice Content Is Developed by Employees and Evaluated by Managers (Poster - 197721)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Zhang Shimin, Prof. Wu Liu

CEO Personality Convergence: Examining Reputation Across Organizational Hierarchy (Poster - 197930)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Alise Dabdoub, Ph.D., Jerod Cody White, Mr. Matthew R. Lemming, Nadine Tresa Maliakkal, Phillip Borden

Leadership Influence Tactics and LMX: Dyadic Effects From a Social Relations Model (Poster - 197972)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Mark Hunter Meyers, Daniel A. Newman, Jun-Yeob Kim, Mr. Kevin M. Mullaney

Exploring Significance of Key Leadership Competencies Across Four Leadership Levels (Poster - 198025)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Nikita Agnihotri, Ms. Laurence Crevier-Braud, Ph.D.

Harnessing the Power of Paradox: Paradox Mindset, Power, and Leadership Emergence (Poster - 198089)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Eriselda Danaj, Alexandru D. Bucevski, Yizhaq Benbenisty, Ph.D.

Leading the Goals' Rush: How Leadership Mindsets Make All the Difference (Poster - 198130)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Lauren Hunt, Dr. Jennifer Bragger, Fayza Abbasi, Gianna Rose Kubu, M.D., Allama Ikbal Sijan

How Does Perspective Taking Reduce Abusive Supervision? (Poster - 198142)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Di Song, Rongjun Yu

Leadership or Likability? Exploring the Role of Affect in Leader Evaluations (Poster - 198167)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Yasmine Elfeki, Dr. Bryan P. Acton, Dr. Robert G. Lord, Dr. Roseanne J. Foti, Dr. Tiffany Hansbrough Keller

Being Both Leader and Follower: Follower-Leader Identity Integration and Partitioning (Poster - 198168)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Laura E. Ashlock, Dr. Thomas Sy

Felt Inclusion: Leadership Empowering Behavior's Indirect Role in Turnover Intention (Poster - 198191)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Ho-Chun Tsai, Anthony Robert Rea, Grace Vestuto, Isabel Mendoza, Robert Thomas Keating

Leader Identity Claiming and Granting: The Role of Gender on Perceptions of Leadership (Poster - 198231)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Melanie P. Standish, Ph.D., Dr. Roya Ayman

Gender and Communication: Unpacking Common Leader Emergence Topics (Poster - 198310)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Alisha Tronetti, Adi Chen, Dr. James A. Grand, Draven Roberto Vasquez, Jessica Terrill, Joshua

Strauss, Kailyn Noble, Mawamba Hilary Tonle

Blind Loyalty: The Interplay of Member Trait Loyalty and Leader Group Prototypicality (Poster - 198342)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Young-Jae Yoon, Tae Yang, Jeong-Gil Seo

Being a Parent Helps Being a Benevolent Leader: A Mixed-Method Approach (Poster - 198375)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Mengyin Li, Cheng Wang, Zhengguang Liu, ZhenKun Liang

The How (Well) of Leadership: Using NLP to Explore Themes in Managerial Performance (Poster - 198415)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Philip T. Walmsley, Chloe B. Goldman, Dr. Steven R. Burnkrant, Lauren Davis Kistler, Traci Bricka, Tyler Reck

Don't Blame Me. I Procrastinate Because of My Supervisor! (Poster - 198488)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Meiqiao Gu, Dr. Lixin Jiang, Dr. Wenqin Zhang, Dr. Xiaohong (Violet) Xu, Dr. Yisheng Peng

The Emergence of Environmental Leadership (Poster - 198618)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Annie Steep, Dr. Kathrynne E. Dupre

Beneath the Surface: Collective Leader Perceptions via NLP (Poster - 198678)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Fabrice Delice, Dr. Ivan Hernandez, Dr. Micah Roediger, Dr. Patrick T. Coyle, Dr. Roseanne J. Foti

How Change Fatigue Impacts the Positive Effect of Implementation Leadership (Poster - 198694)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Alexandra Kandah, Dr. Gregory A. Aarons, Dr. Mark G. Ehrhart, Marisa Sklar

Measuring Expected Characteristics for Followers Across Three Dimensions (Poster - 198721)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Patrick T. Coyle, Dr. Roseanne J. Foti, Katie Benton-Snead Boyd, Ms. Ashita Goswami, Stephen Terrence Leyden

The Impact of Abusive Supervision Frequency Inconsistency on Leader-Directed Deviance (Poster - 198724)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Hwayoung Kim, Dr. Riki Takeuchi

Do Employees Quit Their Boss? Meta-Analysis of Leadership and Turnover/Intentions (Poster - 198754)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Talia Culotta, Cassidy Gaddie, Dr. Brian J. Hoffman, Dr. Yimin He, Dr. Young-Jae Kim

Crisis Leadership: Follower Perceptions of Crisis and General Leadership (Poster - 198822)

9:00 AM - 9:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speaker: Chapman Lindgren

9:00 AM - 10:20 AM

Text to Teamwork: Decoding Team Dynamics With Computer-Aided Text Analysis (Alternative Presentation - 198463)

Location: Swissotel Vevey 1/2

Speakers: Megan Chan, Dr. John E. Mathieu, Dr. Suzanne T. Bell, Hancheng Cao, Jonathan Kush, Noshir Contractor, Sydney Begerowski

9:00 AM - 10:20 AM

Preparing the Next Generation of I-O Practitioners for Large Language Models (Alternative Presentation - 197140)

Location: Swissotel Vevey 3/4

Speakers: Kate LaPort, Dr. Aaron M. Schmidt, Dr. Afra S. Ahmad, Dr. Garrett N. Howardson, Dr. Jeffrey A. Ryer, Dr. Teresa Ristow, Ms. Laura N. Johnson

9:00 AM - 10:20 AM

Regulation and Assessment of AI in the Workplace: Frameworks, Questions, and Possibilities (Ignite - 198734)

Location: Zoom Room 1

Speakers: Kristen Cooper, Amy Wester, Dr. Joshua Douglas Cotton, Dr. Zachary M. Roberts, Justin Hess, Kathryn Mantoan, Mrs. Asiyat Magomaeva

9:00 AM - 10:20 AM	Practical Solutions in Assessment: Frugal Innovation for Item Development (Master Tutorial - 197717) Location: Zoom Room 2 Speakers: Yuliya M. Cheban-Gore, Bharati B. Belwalkar, Dr. Christina K. Curnow, Mr. Brannan W. Mitchel-Slantz, M.A.
9:00 AM - 10:20 AM	The Great 8 Success Factors and NEO IPIP on the Periodic Table of Personality (Symposium - 198516) Location: Zoom Room 3 Speakers: Rainer H. Kurz, Lakshmi Narayanan, Mr. Michele Guarini, Shanker Menon
9:00 AM - 10:20 AM	Advancing Personality Assessment: Leveraging Classic Theories and Modern Measures (Symposium - 198593) Location: Swissotel Zurich AB Speakers: Brian S. Connelly, Andreas Rauch, Andrew Perossa, Ashley Sylvara, Dr. Christoph Nils Herde, Filip Lievens, Dr. Joeri Hofmans, Dr. Michael Frese, Dr. Michael P. Wilmot, Tianjun Sun, Ray Fang, Saadat Saeed, Theresa Leyens, Xavier Heron
9:00 AM - 10:20 AM	Ask the Experts: Crowdsourcing Solutions to Your Top Talent Challenges (Alternative Presentation - 197568) Location: Swissotel Zurich C Speakers: Dr. Julia B. Haas, Carsynn Faith Miller, Dr. Charles A. Handler, Dr. Christopher T. Rotolo, Dr. Stephanie N. Downey, Dr. Temitayo Lawal, Ia Ko, Lindsay Johnson
9:00 AM - 10:20 AM	Recovery From Work Stress: Insights From Experience Sampling Methodology Research (Symposium - 197589) Location: Swissotel Zurich D Speakers: Morgan Rose Taylor, Anna L. Clark, Binisha Maharjan, Dr. Chu-Hsiang (Daisy) Chang, Dr. Joeri Hofmans, Dr. Kristen M. Shockley, Dr. Lucille S. Headrick, Dr. Ze Zhu, Erika A. Schemmel, Frank Wang, Gerald Marc Weiher, Holger Horz, Lia Jane O'Malley, Oliver Weigelt, Ryan Scott Grant, Zhang Xiaolong, Yasemin Zeynep Varol
9:00 AM - 10:20 AM	Making the Decision to Leave Your Job: How to Know When It's Time to Go (Panel Discussion - 198662) Location: Swissotel Zurich EF Speakers: Dr. Megan K. Leasher, Dr. David Futrell, Dr. Elizabeth B. Kolmstetter, Dr. Erica I. Desrosiers, Dr. Mark A. Morris
10:30 AM - 11:20 AM	What Got You to Management Won't Get You to C-Suite: Potential Is Level-Specific (Partner Showcase) Location: Hyatt Plaza Ballroom-Lobby Level Speakers: Martin Lanik, PhD, Amy Huber, MS I-O
10:30 AM - 11:20 AM	Intelligent or Deceptive: Should Applicants Be Allowed to Use AI During Assessments? (Debate - 198075) Location: Hyatt Ballroom A Speakers: Dr. Sylvia Mol, Dr. Jacob Seybert, John Shea, Nathan A. Hundley, Ph.D., Weiwen Nie
10:30 AM - 11:20 AM	Oye Mi Canto, Otra Vez: Illuminating the Complexities of the Latine/o/a/x Experience (Alternative Presentation - 198217) Location: Hyatt Ballroom B Speakers: Ayline Bueno (she/her), Denise L. Reyes, Ph.D., Dr. Juan Madera, Dr. Michelle Martin-Raugh, Sylvia Hysong, Lorena Solis, Patricia Guerrero, Tyleen N. Lopez
10:30 AM - 11:20 AM	Home-Like Workplaces: Where Do We Draw the Line? (Panel Discussion - 197577) Location: Hyatt Ballroom EF Speakers: Jack Friedrich, Dr. Candice L. Thomas, Dr. Cristina G. Banks, Dr. Rebecca Brossoit, Haley Cobb, Lauren D. Murphy, Ryszard Jacek Koziel
10:30 AM - 11:20 AM	The UN and I-O Psychology: Impact Through Research, Education, and Practice (Panel Discussion - 197570) Location: Hyatt Ballroom N CD Speakers: David B. Fecteau, Dr. Lillian T. Eby, Mark Poteet, Morrie Mullins, Julie B. Olson-Buchanan, Mrs. Julie M. Weintraub
10:30 AM - 11:20 AM	Measuring Progress: Effective Diversity, Equity, Inclusion Measurement at Work (Panel Discussion - 198124) Location: Hyatt Ballroom S CD Speakers: Nan Hung Yuan, Dr. Aisha S. Taylor, Dr. Ho Kwan Cheung, Dr. Larry R. Martinez, Dr. Liu-Qin Yang, Dr. Mindy E. Bergman, Dr. Victoria P. Mattingly

10:30 AM - 11:20 AM	Navigating Graduate School as an URM student (Panel Discussion - 197476) Location: Hyatt Grand Hall H Speakers: Dillon Stewart, Dr. Danielle D. King, Frances Evalyne K Hampton, Javon Davis, Jazmin Vanessa Argueta-Rivera, Shelby Nicole Davis, William Thai
10:30 AM - 11:20 AM	How to Defend Surveys From Bad Actors to Maximize Data Quality: A Colloquium (Panel Discussion - 198118) Location: Hyatt Grand Hall I Speakers: Joseph Regina, Aashna Matty Waiwood, Dr. Soner Dumani, Hayden Thatcher DuBois, Ian Michael Hughes
10:30 AM - 11:20 AM	Upping Our Game at Using Data for Enhancing Team Effectiveness in Organizations (Symposium - 197985) Location: Hyatt Grand Hall J Speakers: Dr. Allan H. Church, Danielle Mongeau, Dr. Gina A. Seaton, Dylan C Rago, Joe Garbus, Megan Libby, Seth Osborn
10:30 AM - 11:20 AM	Navigating the Complexities of Ongoing Survey Development and Validation (Ignite - 198792) Location: Hyatt Grand Hall K Speakers: Dr. Matthew S. Castillo, Christina Cantu Thompson, Dr. Frank P. Igou, Patrick Green, Shane McKnight
10:30 AM - 11:20 AM	Practice Incubator: Leading the AI Transformation With I-O Psychology (Alternative Presentation - 198275) Location: Hyatt Grand Hall L Speakers: Dr. Taylor Sparks Sullivan, Dr. Gokhan Oztunc, Dr. Muriel G. Clauson
10:30 AM - 11:20 AM	Unlocking Potential: AI Applications in Diversity, Equity, and Inclusion Research (Symposium - 197322) Location: Hyatt Grand Hall MN Speakers: Yasmine Elfeki, Ajay Gupta, Chris Huynh, Dr. Eric A. Surface, Dr. Ivan Hernandez, Dr. Jeffrey Olenick, Dr. Jinyan Fan, Dr. Nicholas P. Salter, Jamie Ousterout, Kristen D. Egger, M.D., Allama Ikbil Sijan, Shoaib Alyaan, Soonyoung Kim, Susan D'Mello
10:30 AM - 11:20 AM	The Mental Load: A Conversation Between Researchers and Employees/Practitioners (Alternative Presentation - 197352) Location: Swissotel Montreux 1 Speakers: Professor Gillian B. Yeo, Dr. Ivona Hideg, Dr. Julie H. Wayne, Dr. Kristen M. Shockley, Samantha Paustian-Underdahl, Emma Stephenson
10:30 AM - 11:20 AM	Poster Sessions Location: Hyatt - Riverside Exhibit Hall Daily Customer Sexual Harassment and the Role of Organizations (Poster - 197022) 10:30 AM - 11:20 AM Location: Hyatt - Riverside Exhibit Hall Speakers: Yijue Liang, Dr. Sooyeol Kim, Dr. YoungAh Park, Sohee Kim The Impact of Negative Customer Feedback on Gig Workers (Poster - 197025) 10:30 AM - 11:20 AM Location: Hyatt - Riverside Exhibit Hall Speakers: Yijue Liang, Tianjun Sun, Dr. Ze Zhu How Does Safety Listening Avert Aviation Accidents? A Qualitative Study (Poster - 197161) 10:30 AM - 11:20 AM Location: Hyatt - Riverside Exhibit Hall Speakers: Alyssa Pandolfo, Alex Gillespie, Tom Reader Safety Listening in Organizations: An Integrated Conceptual Review (Poster - 197240) 10:30 AM - 11:20 AM Location: Hyatt - Riverside Exhibit Hall Speakers: Alyssa Pandolfo, Alex Gillespie, Tom Reader Between Traits and Sheets: Meta-Analysis of Big-Five Facets and Sleep (Poster - 197391) 10:30 AM - 11:20 AM Location: Hyatt - Riverside Exhibit Hall Speakers: Ziyu Ren, Dr. Deniz S. Ones, Yilei Wang How Personality and Sleep Shape Each Other: Two Longitudinal Investigations (Poster - 197395) 10:30 AM - 11:20 AM Location: Hyatt - Riverside Exhibit Hall Speakers: Ziyu Ren, Dr. Deniz S. Ones, Yilei Wang The Harmful Effects of Secondary Traumatic Stress on Child Abuse Pediatricians (Poster - 197497) 10:30 AM - 11:20 AM Location: Hyatt - Riverside Exhibit Hall Speakers: Ebenezer Edema-Sillo, Denise L. Reyes, Ph.D., Evan Nault, Joshua Ash, Kalifa Nailah Thomas The Well-Being Cost of Workplace Age Discrimination: The Roles of Gender and Race

(Poster - 197524)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Claire Seo, Chelsea Nicole Riccardi, Dr. Yisheng Peng, Gracie Schirle

Examining the Impact of Understaffing on Nurses' Moral Injury (Poster - 197634)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Kailey Ann Meyer, Brent Reed, Dr. Shani Pindek, Maryana Arvan, Ph.D.

Work–Family Conflict to Unsafe Commuting: A Road Through Perceived Stress and Affect? (Poster - 197638)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Fiyinfunjah Dosumu, Dr. Charles C. Calderwood, Jessica Gass

Employee Attachment Styles and Burnout: A Meta-Analysis (Poster - 197657)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Bincy Davis, Aaron Buchanan, Dr. Debra Steele-Johnson, Dr. Nathan A. Bowling

More Challenges, Better Performance? A Diary Study With Objective Assessments (Poster - 197700)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Prof. Dr. Verena C. Haun, Elisabeth Maria Riedl, Joachim Thomas, Johanna Perzl

Initial Findings on an App-Based Stress Intervention for Military-Related Personnel (Poster - 197732)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Ann H. Huffman, Emma Federman, Heidi A Wayment, Kiahna Seijo, Max Knaus, Rebecca Pax

A Factor Analysis of Burnout and the Development of the Burnout at Work Inventory (Poster - 197833)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Lauren Postier, Jesse S. Michel

Direct and Indirect Effects of Customer Sexual Harassment on Employee Outcomes (Poster - 197846)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Fernanda Wolburg Martinez, Dr. Liu-Qin Yang, Mrs. Stefanie Fox, Xi Yu

What Is Well-Being?: A Systematic Review (Poster - 197871)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Meredith Jordan Pool, Gwendolyn Paige Watson, Kendalle Quast

Microbreaks and Recovery at Home (Poster - 197893)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Sooyeol Kim, Yeonghee Kang

Examination of the Ambition–Burnout Relationship via Mastery Recovery Experiences (Poster - 197906)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Jessica W. McDuffie, Rebecca Nicole Pool, Weiwen Nie, Zayna Hustoft

Daily leadership effects on fatigue and engagement: general exhaustion as a moderator

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Thomas Ayres, Dr. Laura Venz

Recovery Activities Spiral: From Enjoying Lunch Meal to Interacting With Coworkers (Poster - 197948)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Mansik Yun, Claudia Marie Zappia, Nga Do, Yingyi Chang

Social Microbreaks and Their Moderating Effects Against Workplace Ostracism (Poster - 197949)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Allisa Lynn Ciccio, Dr. Cong Liu

Confidence and Multiteam System Efficacy During and After COVID-19 (Poster - 198115)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Anoop Javalagi, Amelia Emery, Dr. Leslie A. DeChurch

A Moderated-Mediation Model Linking Cognitive Ability to Employee Health (Poster - 198141)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Youngduk Lee, Dr. Christopher M. Berry, Dr. Erik N. Gonzalez-Mule

Sleep's Silent Signal: Myth of Daily Sleep Duration's Negative Influence (Poster - 198212)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Ming-Him Tai, Dr. Deniz S. Ones, Kevin Stanek, Dr. Stephan Dilchert

Implicit Theories of Energy Resource Gains and Losses During Work and Nonwork Time (Poster - 198332)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Prof. Dr. Verena C. Haun, Sebastian Seibel

DART-ing Toward Success: Unveiling the Power of the Data Analytics Readiness Tool (Poster - 198460)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Jacob Arland Leslie, Alexandra Mecklenburg, Caleb Pollard, Dr. Shawn Bergman, Drew Sipe, Firzana Syazania, Mariana Solanilla, Rylie Sant, Tanner Landolt, Taylor Brynds, Timothy Ludwig

A Field in Flight: Frontline Healthcare COVID-19 Exposure and Turnover Intentions (Poster - 198467)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Cassidy Gaddie, Dr. Brian J. Hoffman

Occupation-Based Metaperceptions: Self-View (Dis)Confirmation in Disesteemed Jobs (Poster - 198492)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Nick A. Smith, Dr. Lisa Finkelstein

Evaluation of an Online Stress Management Training for Air Traffic Control Trainees (Poster - 198596)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Brett Torrence, Tammy Ho

The Unexpected Positive Effects of Workplace Ostracism: A Moderated-Mediation Model (Poster - 198628)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Vi Ngoc Tuong Phung, Dr. Cong Liu

I Think So: The Mediating Role of Attributions Between Incivility and CWB (Poster - 198683)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Boram Kim, Dr. Steve M. Jex, Juseob Lee

Location, Location, Location: A Meta-Analysis of Burnout Across Continents (Poster - 198717)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Krystal N. Roach, Kimberly O'Brien, Dr. Terry A. Beehr

Theoretical Perspectives from I-O Psychology Linking Work Characteristics to Suicide (Poster - 198825)

10:30 AM - 11:20 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dan Manh Nguyen, Dr. Kara L. Orvis, Dr. Zach P. Klinefelter, Jessica M Shenberger-Trujillo, Thomas Joiner

10:30 AM - 11:20 AM

AI Adoption in Workplaces: The Role of Industrial-Organizational Psychologists (Panel Discussion - 198652)

Location: Swissotel Vevey 1/2

Speakers: Ketaki Sodhi, Antoneyous Mellek, Cari Miller, Dr. Eric J. Sydel, Josh John VanderLeest

10:30 AM - 11:20 AM

Mashup: Alternative Approaches to Leadership Potential in Talent Management (Alternative Presentation - 198243)

Location: Swissotel Vevey 3/4

Speakers: Dr. Hennie J. Kriek, Dr Ann C Wheeler, Dr. Paula Caligiuri, Dr. Robert C. Satterwhite, Karin Viljoen, Kathleen Yu, Lauren Jeffery-Smith, Mr. Rab MacIver, Phil Jefferis, Rani Bains

10:30 AM - 11:20 AM

Invited: Meet the Experts: A Panel of Leading Researchers and Practitioners in I-O (Special Event - 199633)

Location: Zoom Room 1

Speakers: Amanda C. Pietrofeso, Dr. Deniz S. Ones, John Scott, Dr. Michelle (Mikki) Hebl, Dr. Nancy T. Tippins, Dr. Richard N. Landers, Dr. Steve W.J. Kozlowski, Dr. Steven G. Rogelberg, Dr. Tara S. Behrend, Liana Kremer

10:30 AM - 11:20 AM

I-O Podcasts: Extending I-O Topics To Mainstream Audiences (Panel Discussion - 197580)

Location: Zoom Room 2

Speakers: Laura Eigel, Cole Napper, Arlene Green, Dr. Benjamin L. Butina

10:30 AM - 11:20 AM

From Campus to Career: A Woman's Guide to Early Career I-O Success (Panel Discussion - 198452)

Location: Zoom Room 3

Speakers: Kenzie Joy Hurley, Dr. Alyssa D. Marshall, Dr. Jessica Gladfelter, Dr. Samantha Elliott, Molly Eleanor Minnen

10:30 AM - 11:20 AM	A Scientist–Practitioner Approach to Improving Experiences of Neurodiverse Candidates (Panel Discussion - 198462) Location: Swissotel Zurich AB Speakers: Kate Den Houter, Andrew Kemp, Katelyn Hedrick, Marie Childers, Rebecca Clancy, William Luke Camden
10:30 AM - 11:20 AM	Creating a Workplace Environment for Managers Who Coach: A Generative Discussion (Master Tutorial - 198234) Location: Swissotel Zurich C Speakers: Sara Cannon, Alyssa Hope Lopez, Kira Marshall
10:30 AM - 11:20 AM	Skills IGNITE: Threading Skills Throughout Talent Practices via Talent Architecture (Alternative Presentation - 198293) Location: Swissotel Zurich D Speakers: Dr. Julie S. Lyon, Eccho Yu, Jeff Mullen, Leah Springer, Nicole A. Sestrap, Rachel Krah, Tiffany R. Poeppelman
10:30 AM - 11:20 AM	Humanizing the Assessment Experience Through Accessibility and Inclusivity (Symposium - 197650) Location: Swissotel Zurich EF Speakers: Dr. Liberty J. Munson, Mr. Charles West Glover, Mr. Lorin M. Mueller, Tara Myers
11:30 AM - 1:00 PM	Midday Break (Exhibit Hall Closed)
12:00 PM - 12:50 PM	Global Mix N' Mingle: A Virtual I/O Networking Event Location: Virtual
1:00 PM - 1:50 PM	EX Transformation: Maximize Impact with the Perceptyx People Insights Platform Location: Hyatt Plaza Ballroom-Lobby Level
1:00 PM - 1:50 PM	Invited: DEI Under Fire: A Conversation With SIOP DEI Committee Chairs (Special Event - 199605) Location: Hyatt Ballroom A Speakers: Dr. David F. Arena, Jr., Destinee Prete, Ph.D., Dr. Aleksandra Luksyte, Dr. Christine L. Nittrouer, Dr. Courtney Bryant Shelby, Dr. Lars U. Johnson, Dr. Lindsay Y. Dhanani, Dr. Ny Mia Tran
1:00 PM - 1:50 PM	People Analytics for the Modern I-O: AI, Careers, and More (Panel Discussion - 198464) Location: Hyatt Ballroom B Speakers: Dr. Christopher P. Cerasoli, Anthony C. Ferreras, Cole Napper, Dr. Hannah Markell-Goldstein, Dr. Kristin N. Saboe
1:00 PM - 1:50 PM	Work Is on my Mind: Examining the Role of Cognition in the Workaholism Experience (Symposium - 197491) Location: Hyatt Ballroom EF Speakers: Joel Hernandez, Austin Cunningham, Cristian Balducci, Dr. Gargi Sawhney, Dr. Lillian T. Eby, Dr. Lixin Jiang, Dr. Malissa A. Clark, Dr. Rachel Williamson Smith, Dr. Tammy D. Allen, Dr. Wenqin Zhang, Dr. Xiaohong (Violet) Xu, Kendall McGoe, Nicholas J. Haynes
1:00 PM - 1:50 PM	Optimizing Candidate Experience: Design Features of Asynchronous Video Interviews (Symposium - 197607) Location: Hyatt Ballroom N CD Speakers: Dr. Deborah M. Powell, Bao Gia Ho, Dr. Ashlie R. Plants, Cornelius König, Dr. Jeffrey Spence, Dr. Joshua P. Liff, Dr. Markus Langer, Dr. Michael J. Zickar, Nicolas Roulin, Dr. Patrick D. Dunlop, Hayley Ina Moore, Lucas Rietheimer, Madhura Jayaratne, Mr. Djurre Holtrop, Professor Marylene Gagne, Rahul Patel, Yimeng Dai, Yizhen Egyn Zhu
1:00 PM - 1:50 PM	Alpha to Omega: Thoughtful Engagement Through the Leader Lifecycle (Alternative Presentation - 197866) Location: Hyatt Ballroom S CD Speakers: Dr. Alissa D. Parr, Dr. Bradley S. Jayne, Dr. Julian Bryant Allen, Dr. Leslie M. Golay, Dr. Nicole M. Ginther, José H. David, Ph.D., Ms. Kelle Moracz
1:00 PM - 1:50 PM	The AI Will Interview You Now: Latest Developments in Deploying AI-Based Interviews (Panel Discussion - 197917) Location: Hyatt Grand Hall H Speakers: Kevin John Rutherford, Dr. Colin Willis, Karim Badr, Nico Tschöpe

1:00 PM - 1:50 PM

Next Generation Impact: From Utility Analysis to Pilots and Prototypes (Panel Discussion - 197293)

Location: Hyatt Grand Hall K
Speakers: Ms. Laura N. Johnson, Courtney T. Van Overberghe, Dr. Anuradha Ramesh, Dr. Emily G. Solberg, Dr. Kristina R. Barr, Melissa S. Sharpe, Mr. Allen M. Kamin

1:00 PM - 1:50 PM

Revisiting Traditional Statistical Techniques and Corrections (Symposium - 198123)

Location: Hyatt Grand Hall L
Speakers: Jennifer P. Green, Árdís Elíasdóttir, Charlene Zhang, Dr. Jose M. Cortina, Dr. Paul D. DeKoekkoek, Dr. Paul R. Sackett, Dr. Robert W. Stewart, James M. LeBreton, John Kenton Pate, Josiah Michael Narog, Kathleen R. Keeler, Ph.D., Tania Bakhos, Yin Lin

1:00 PM - 1:50 PM

Network-Based Approaches for Understanding Diversity in Organizations (Symposium - 198712)

Location: Hyatt Grand Hall MN
Speakers: Dr. Cynthia K. Maupin, Anwesha Choudhury, Dr. Enrica N. Ruggs, Dr. Houston F. Lester, Dr. Kristin L. Cullen-Lester, Dr. Scott Tonidandel, Fatima Esam Osman Koko, Horatio Traylor, Juan Du, Karoline Summerville, Pooja Khatija

1:00 PM - 1:50 PM

AI Remembers It All Too Well: The Power of AI in Personality Interviews (Symposium - 197788)

Location: Swissotel Montreux 1
Speakers: Ashley Sylvara, Buddhi Jayatilleke, Dr. Ashlie R. Plants, Dr. Jinyan Fan, Tianjun Sun, Jiayi Liu, Madhura Jayaratne, Michael Waring, Yimeng Dai

1:00 PM - 1:50 PM

Poster Sessions

Location: Hyatt - Riverside Exhibit Hall

Intrusive Inquiries: The Effect of Coworker Nosiness on Employee Knowledge Hiding (Poster - 196897)

1:00 PM - 1:50 PM
Location: Hyatt - Riverside Exhibit Hall
Speakers: Richard Currie, Beya Arlen Aguinaga, Xinyu Chang, Ziqi Lin

Moral Flexibility and Unethical Behavior: The Dual Protection of Ethical Leadership (Poster - 197278)

1:00 PM - 1:50 PM
Location: Hyatt - Riverside Exhibit Hall
Speakers: Joongseo Kim, Dr. Michael E. Brown, Sophia Elizabeth Diplacido, Yun Chung Kim

Good Versus Bad Situational Strength? Within-Person Effects on Affect and Performance (Poster - 197347)

1:00 PM - 1:50 PM
Location: Hyatt - Riverside Exhibit Hall
Speakers: JeongJin Kim, Seth Kaplan, Dr. Ze Zhu, John Aitken, Julia Isabelle Baines, Reeshad S. Dalal

An Examination of Incivility’s Effects on Patient Pain and Operational Outcomes (Poster - 197368)

1:00 PM - 1:50 PM
Location: Hyatt - Riverside Exhibit Hall
Speakers: Eugene Tay, Dr. Sandy Lim, E-Yang Goh, Jeremy Wee Choon Peng, Timothy Tan

When Employees Engage in Time Theft for Different Motives: A Latent Profile Analysis (Poster - 197441)

1:00 PM - 1:50 PM
Location: Hyatt - Riverside Exhibit Hall
Speakers: Dizhen Lu, Biyun Hu, Liang Meng, Yuan Wang

Necessary Nerves? An Expanded Theoretical Model of Anxiety’s Workplace Outcomes (Poster - 197600)

1:00 PM - 1:50 PM
Location: Hyatt - Riverside Exhibit Hall
Speakers: Manuel F. Gonzalez, Wassim Elhouar

Context Matters: Profiles of Emotion Regulation at Work and Home (Poster - 197633)

1:00 PM - 1:50 PM
Location: Hyatt - Riverside Exhibit Hall
Speaker: Roxanne Lawrence

Ecological Momentary Emotion Regulation Intervention in the Workplace (Poster - 197680)

1:00 PM - 1:50 PM
Location: Hyatt - Riverside Exhibit Hall
Speakers: Dr. Ze Zhu, Seth Kaplan, JeongJin Kim, John Aitken, Jordan Hassani, Julia Isabelle Baines, Reeshad S. Dalal

Coworkers’ Organizational Embodiment: Attributing Coworker Incivility to Organization (Poster - 197830)

1:00 PM - 1:50 PM
Location: Hyatt - Riverside Exhibit Hall
Speakers: Kyoung Yong Kim, Cassidy Marquis, Dr. Laura Clark Joiner, Eun Kyung Joung, Ijeoma Ugwuanyi

A Meta-Analysis of the Within-Person Relationship Between Affect and Job Performance (Poster - 197982)

1:00 PM - 1:50 PM
Location: Hyatt - Riverside Exhibit Hall
Speakers: John Aitken, Seth Kaplan, JeongJin Kim, Jonathan Edward Clark, Julia Isabelle Baines, Madeline

Elizabeth Wonders

A Moral Perspective on the Self-Regulation of Counterproductive Work Behavior (Poster - 197995)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: John Aitken, Seth Kaplan, Dr. Ze Zhu, JeongJin Kim, Jordan Hassani, Julia Isabelle Baines, Reeshad S. Dalal

Processing Personal Grief While at Work (Poster - 198046)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speaker: Jessica Zalewski

Overeducation, Cognitive Overqualification, and Interpersonal Dynamics in the Workplace (Poster - 198052)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Berrin Erdogan, Alper Erturk, Dr. Allison M. Ellis, Dr. Aysegul Karaeminogullari, Talya Bauer, Zahide Karakitapoglu-Aygun

Unmasking Silence: Illegitimate Tasks, Moral Disengagement, and Social Contexts (Poster - 198135)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Kaitlin Ann Busse, Dr. Zhiqing E. Zhou, Kelly Nguyen, Wiston Rodriguez

How Conflict Affects Vulnerable Narcissists at Work: A Moderated Mediation Model

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Anita Pai, Kimberly O'Brien, Sarah C. Adams

Nuanced Emotion Regulation: Burnout and Counterproductive Work Behaviors (Poster - 198172)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Kyle Mann, Kimberly O'Brien, Matthew Tappe

A Within-Individual Examination of How Employees Cope With Injustice Through Gossip (Poster - 198247)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Noriko Tan, Dr. Yao Jingxian

The Development and Validation of the Politically Based Maltreatment at Work Scale (Poster - 198274)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Lucas Jeffrey Wall, Dr. Michael J. Zickar, Dr. Richard A. Mendelson, Emily E. Brown, Gloria C Kozak

Development of an Expectancy Theory Counterproductive Work Behavior Scale (Poster - 198345)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Adam W. Meade, Quin Kidder, S. Bartholomew Craig, Ph.D.

CANCELLED: Effect of Family Motivation on Time Theft From an Impression Management Perspective (Poster - 198353)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dandan Li, Biyun Hu, Liang Meng

Unlocking the Power of Envy: Knowledge Sharing and Hiding Targeting High Performers (Poster - 198377)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Soohyun (Ashley) Lee, Ph.D., Dr. Kristin Sommer

Don't Thank Me Like That: When and Why Gratitude Expressions Violate Expectations (Poster - 198438)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Meghan Kane, Dr. Lauren R. Locklear, Dr. Mark G. Ehrhart, Madison Philio, Peyton Geisler, Rhea Patel

Dark Personality Predicts Dark Behavior: Linking HDS Scales to Specific CWBs (Poster - 198456)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Linda Muller, Chase Winterberg, J.D., Ph.D., Deidre Hall, Michael Boudreaux

Reexamining the Factor Structure of the Perth Emotional Reactivity Scale (PERS-S) (Poster - 198528)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Maddison North, Ares Boira, Brandon Choi, Catherine Bain, Dr. Eric A. Day, James Lue, Joshua Dean Rice, Justine Rockwood

Frequent, Intense, and Intentional? Examining Profiles of Mistreatment Using LPA (Poster - 198539)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Sarah Carver, Dr. Joan E. Finegan

The Effects of Shame and Guilt in Workplace on Work-Related Rumination: The Role of

W (Poster - 198552)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speaker: Sunghyun Chang

Complex Task Performance: The Role of Emotion Reactivity in the Face of Change (Poster - 198591)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Ares Boira, Brandon Choi, Catherine Bain, Dr. Eric A. Day, James Lue, Joshua Dean Rice, Justine Rockwood, Maddison North

Workplace Conflict, Emotions, and Strain: A Process Approach (Poster - 198597)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speaker: Sophie Kay

A Process Model of Workplace Cyber Incivility Spillover (Poster - 198696)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Katrina A. Burch, Cora Hurt

A Meta-Analysis of Trait Boredom With Internalized and Externalized Outcomes (Poster - 198768)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Wei Ming Jonathan Phan, Paul E. Didham

Malicious Compliance: Development and Initial Validation of a New Scale (Poster - 198786)

1:00 PM - 1:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Grace Elizabeth Cox, Chelsi F. Campbell

1:00 PM - 1:50 PM

Ripping Up the Blueprint: The Many Ways to Transform Organizational Culture (Alternative Presentation - 198285)

Location: Swissotel Vevey 1/2

Speakers: Jacklyn Scymcyk, Abigail E. Reiss-Carnow, Ph.D., Brenna Hearn, Caitlin J. Jacobson, Dr. James Scrivani, Ms. Rebecca L. Stern

1:00 PM - 1:50 PM

CANCELLED: Cultivating (Gen) AI-Ready Talent (Alternative Presentation - 197623)

Location: Swissotel Vevey 3/4

Speakers: Susannah Leigh Ivory, Dr. Marino Mugayar-Baldocchi, Joachim Talloen, Mukhuth Raghavan, Yueyang Chen

1:00 PM - 1:50 PM

Alliance: Unlocking Whole Person Management: Benefits, Hidden Costs, and Solutions (Special Event - 199640)

Location: Zoom Room 1

Speakers: Dr. Julia B. Haas, Dr. David Cadiz, Dr. Elizabeth Pavese, Dr. Peter J. Reiley, Dr. Stephanie N. Downey, Nicole Ennen

1:00 PM - 1:50 PM

How Innovative Technology Is Shifting Leadership Development (Panel Discussion - 197802)

Location: Zoom Room 2

Speakers: Kevin Thomas, Kevin Kruse

1:00 PM - 1:50 PM

Removing the Cement Shoes: Advice on Making Boundary-Spanning I-O Career Transitions (Panel Discussion - 197755)

Location: Zoom Room 3

Speakers: Dr. Stephanie A. Andel, Ali Badibanga, Archana Manapragada Tedone, Ph.D., Dr. Erica N. Pieczonka, Maryana Arvan, Ph.D.

1:00 PM - 1:50 PM

Invitation for Research: Race and Ethnicity Questions for the Government and Beyond (Alternative Presentation - 198627)

Location: Swissotel Zurich AB

Speakers: Dr. Courtney Bryant Shelby, Dr. Cheryl Fernandez, Dr. Niambi M. Powell, Maria Elena De la Flor Musso

1:00 PM - 1:50 PM

Alliance: IWOP Declaration of Identity: Creating a Global Shared Identity (Special Event - 199641)

Location: Swissotel Zurich C

Speakers: Prof. Deirdre O'Shea, Dr. Barbara Kozusznik, Dr. Ivona Hideg, Mark Poteet, Dr. Sharon Glazer, Dr. Tara S. Behrend, Evangelia Demerouti, Hayden Fricke, Ruwayne Kock, Vicente Martinez-Tur

1:00 PM - 1:50 PM

How (Not) to Cybervet: New Insights From Social Media in Selection (Symposium - 197490)

Location: Swissotel Zurich D

Speakers: Franz Wilhelm Mönke, Amelie Sophie Bürger, Dr. Christopher J. Hartwell, Dr. Julia Levashina, Dr. Meghan A. Thornton-Lugo, Dr. Michael A. Campion, Faith Lee, Jake Harrison, Marc Cubrich, Prof. Philipp Schäpers, Tobias Sallach

1:00 PM - 1:50 PM	IGNITE + Facilitated Session: Monsters Versus Ghosts: What Is Scarier, Tired Practices (Ignite - 198685) Location: Swissotel Zurich EF Speakers: Dr. Brittany Head, Dan Fiedler, Dr. Boris Genzer, Kian Conwell Betancourt, Meghan O'Brien, Scott Spayd
1:00 PM - 1:50 PM	COI: Org Trauma Meets Cultural Identity; Understanding the BIPOC Workforce Experience (Community of Interest - 199554) Location: Swissotel Zurich G Speakers: Dr. Myia S. Williams, Dr. Juliette Nelson, Ph.D., Dr. Rajanique Modeste
1:00 PM - 5:30 PM	Conference Career Center Location: Hyatt Roosevelt Meeting Rooms
1:30 PM - 2:00 PM	Friday Afternoon Seminars Check-In Location: Michigan Rooms
2:00 PM - 3:10 PM	Report Launch: Gen AI and L&D - Rethinking & Reinventing, With VP People, Google (Partner Showcase) Location: Hyatt Plaza Ballroom-Lobby Level Speakers: Parker Mitchell, PhD, Prasad Setty
2:00 PM - 3:20 PM	SIOP Intelligence on AI 2.0: Legal, Practice, Science, and Ethics Perspectives (Alternative Presentation - 197918) Location: Hyatt Ballroom A Speakers: Dr. Kayla Dawn Finuf, Adam T. Klein, Chase Winterberg, J.D., Ph.D., Dr. Ann Marie Ryan, Fred Oswald, Dr. Toni S. Locklear, Jessica Haig, MA, John Capman, Ph.D.
2:00 PM - 3:20 PM	The Bigger Picture: Unsiloing Economic and Financial Stressors Research (Symposium - 197976) Location: Hyatt Ballroom B Speakers: Emily Ready, Alexis J. Powell, Anahí van Hootegem, Andrea Bazzoli, Cassandra Phetmisy, Dr. Eric D. Heggestad, Dr. Larry R. Martinez, Dr. Leslie B. Hammer, Dr. Mark G. Ehrhart, Dr. Mindy K. Shoss, Emily Hill, Faviola Robles-Saenz, Julian Decius, Katharina Klug, Lisa Walker, Megan Snoeyink, Meghan Kathleen Davenport, Tarya Bardwell
2:00 PM - 3:20 PM	High Impact Coaching Techniques: Successes From the Front Lines (Panel Discussion - 198144) Location: Hyatt Ballroom EF Speakers: President + Co-Founder Stefanie A. Mockler, Ph.D., Amanda Bell, Dr. Dale S. Rose, Dr. Elna M. Hall, Jake Weiss, Lacey Savage
2:00 PM - 3:20 PM	Human-Centered, Ethical, and Responsible Artificial Intelligence (HCER-AI) at Work: I (Symposium - 198635) Location: Hyatt Ballroom N CD Speakers: Andrew Samo, Ahleah Miles, Bradley Pitcher, Buddhi Jayatilleke, Fred Oswald, Dr. Sang Eun Woo, Dr. Tara S. Behrend, JeongJin Kim, Jerod Cody White, Joachim Talloen, Kevin Hoff, Mr. David L. Tomczak, Ms. Jiyoung Park, Xin Hou, Zachariah Roper
2:00 PM - 3:20 PM	Human-Centric Assessments: Rethinking How to Assess Talent in Radically Human Ways (Panel Discussion - 198017) Location: Hyatt Ballroom S CD Speakers: Dr. Michel A. Buffet, Dr. Amy Dawgert Grubb, Dr. Eileen C. Toomey
2:00 PM - 3:20 PM	Charting Your Course: Career Navigation in I-O Psychology (Alternative Presentation - 197336) Location: Hyatt Grand Hall H Speakers: Leah R. Wolfeld, Ph.D., Angela Grotto, Dr. Lilia Hayrapetyan, Dr. Michael J. Kern, Dr. Seymour Adler, Dr. Walter Reichman
2:00 PM - 3:20 PM	Religion at the Workplace: Two Years of Talking and Now It Is Time to Act (Alternative Presentation - 198133) Location: Hyatt Grand Hall I Speakers: Dr. Elliot D. Lasson, Annette Tyman, Dr. Swadeep U. Patel, Mr. Daniel P. Russell, Sherif al-Qallawi
2:00 PM - 3:20 PM	Experiences From Neurodivergent Leaders (Master Tutorial - 198428) Location: Hyatt Grand Hall J Speakers: Tiffany Jameson, Dr. Nancy Elizabeth Doyle

2:00 PM - 3:20 PM

U.S. Anti-LGBTQ+ Legislation: Next Steps for Research and Practice (Panel Discussion - 197696)

Location: Hyatt Grand Hall K

Speakers: Lauren Moran, Dr. Christopher Wiese, Dr. David F. Arena, Jr., Dr. Isaac E. Sabat, Dr. Lindsay Y. Dhanani, Elena Cabrera, Wesley Ashworth

2:00 PM - 3:20 PM

Golden Paths: This Is the Way Versus Roads Less Traveled (Panel Discussion - 198405)

Location: Hyatt Grand Hall L

Speakers: LCDR Michael W. Natali, Brennan D. Cox, Dr. Sean D. Robinson, Dr. Stephanie A. Zajac, Mr. Nathan D. Page

2:00 PM - 3:20 PM

Survey Action: What Really Happens, How Do We Know, and Does it Really Matter? (Symposium - 198230)

Location: Hyatt Grand Hall MN

Speakers: Dr. Scott M. Brooks, Bailey Heather Strong, Dr. Joel Philo, Dr. Joshua L. Brenner, Dr. Stephen F. Young, Marisa Rosen, Ms. LeClaire Hammerle

2:00 PM - 3:20 PM

Faith Forward: Generating New Research on Religious Diversity in the Workplace (Alternative Presentation - 198219)

Location: Swissotel Montreux 2/3

Speakers: Dr. Helen H. Chung, Anne E. Kato, Denise Daniels, Dr. Afra S. Ahmad, Dr. Christine R. Smith, Joshua Nagel, Paul Lambert

2:00 PM - 2:50 PM

Poster Sessions

Location: Hyatt - Riverside Exhibit Hall

Attitudes, Threat Appraisal, and Self-Efficacy Trajectories Across Technology Changes (Poster - 196489)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Makai Ruffin, Margaret Beier, Meghan Kathleen Davenport

Mass Migrations: Examining the Effects of Work Modality on Employee Health (Poster - 196636)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Riley Schwanz, Alexandria Bohn, Dr. Debra Steele-Johnson, Mark C. Ramsey

Self-Interest Attribution Effects of Priority of Safety on Proactive Safety Behaviors (Poster - 196759)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Yibing Zhou, Lei Wang, Yang Ouyang

Employees' Sleep and Systematic Changes in Stressor Appraisals During the Day (Poster - 196783)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Jette Völker, Miriam Schilbach, Monika Maria Wiegelmann

Cyberloafing as a Tool for Resource Replenishment (Poster - 196891)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Alexandria Bohn, Dr. Debra Steele-Johnson, Riley Schwanz

Rank Ordering Personal Resources for Work Ability in the Health and Retirement Study (Poster - 196957)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Edileide Oliveira, Dr. Rick Allen Laguerre

When Plans Do Not Work Out: Planning's Role for Stress During Goal Striving (Poster - 197167)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Nina Trenz, Nina Keith

Examining the Moderating Influence of Subjective Age on Two Types of Motivation (Poster - 197251)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Seth Jones, Dr. Courtney Baker, Dr. Rick Allen Laguerre

Antecedents, Outcomes, and Relative Importance of Role Stressors: A Meta-Analysis (Poster - 197299)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Austin Cunningham, Dr. Gargi Sawhney, Mallory McCord, Kwesi O. Adjei, Peter Cook

Workaholism and Alternative Recovery Experiences Over the Weekend (Poster - 197319)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Haylie Anne Lloyd, Dr. Alexander T. Jackson, Dr. Judith L. Van Hein, Roxana Johnson

"It's Always Looming Over You": A Multimethod Study of Responses to Job Insecurity (Poster - 197338)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Ann Schlotzhauer, Dr. Mindy K. Shoss, Emily Hill, Hannah A. Crandell, Phuong Tran, Rishika Sharma

Interpersonal Coopetition and Social Relationships at Work (Poster - 197369)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Lea Katharina Lempert, Nina Keith

The Impact of Professional Rejection on Willingness to Perform and Affectivity (Poster - 197388)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Kenneth Eduardo Granillo-Velasquez, Allison Danielle Gutierrez, Denise L. Reyes, Ph.D.

Patterns of Precarity Among Older Workers: A Latent Profile Approach (Poster - 197553)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Alissa Neal, Dr. Barbara A. Fritzsche

Supervisor Support and Employee Mental Health: A Systematic Literature Review (Poster - 197557)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speaker: Lauren Offermann

The Benefits of Social Participation: Drawing on the Health and Retirement Study (Poster - 197565)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Christina Christodoulou, Dr. Rick Allen Laguerre

The Complex Relationship Among Calling, Workaholism, Perfectionism, and Mental Health (Poster - 197594)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Emma Vosika, Thomas Britt, Sarah Meyer

Burnout: Understanding the Roles of Meaning and Uncertainty (Poster - 197596)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Jo  G. Leduc, Dr. Kathleen Boies

Effect of Leader Appreciation on Employee Burnout: A Self-Determination Perspective (Poster - 197627)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Annalissa Thomas, Dr. Zhiqing E. Zhou

Does Money Matter? Exploring the Dynamic Link Between Income and Job Satisfaction (Poster - 197641)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Nanhee Kim, Bo Zhang

All the Lonely Workers: A Meta-Analysis of the Literature on Workplace Loneliness (Poster - 197685)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Amy Wax, Catherine Warren, Megan Sands

Organizational Identification and Organizational Performance: Which Leads to Which? (Poster - 197812)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Kyoung Yong Kim, Cassidy Marquis, Eun Kyung Joung, Mengwei Li

Diversity Mindset: Relationships With Adaptability, Growth Mindset, and Job Outcomes (Poster - 197857)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: William Scott, Dr. Frederick T. Leong, Siddharth Chandra, William Chopik

Social Capital, Emotional Labor, and Work Engagement in Frontline Restaurant Employees (Poster - 197947)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speaker: Brianna McCartney

Weight-Related Metastereotypes and Stereotype Threat as Predictors of Work Attitudes (Poster - 198126)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Matthew Joseph Gerson, Nancy Dorr

Religion, Organizational Commitment, and Reactions to Workplace Offenses (Poster - 198281)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Michael Horvath, Angela Lewis, Megan Crow Brauer, Nicole Diehl, Ominia Hamad

Emotions Matter: Why How We Chat Matters More Than What We Say (Poster - 198308)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: John W. Michel, Ph.D., Emily Pinsk, Michael J. Tews, Ph.D.

Do Survey Response Rates Influence Employee Engagement Survey Results? (Poster - 198370)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Sharon McKean, Dr. Jeffrey M. Cucina, Hanna Greenberg, JaQuira Moore, Jill Petro, Kevin A. Byle, Ms. Sarah Agarwal, Scott K. Burtnick

Development and Validation of the Social Connection Preference Behaviors Scale (Poster - 198382)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Takudzwa Chawota, Dr. Marcus W. Dickson

Understanding Turnover Intent After Workplace Ostracism (Poster - 198571)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Uma Kedharnath, Dr. Chris A. Henle, Dr. Rachel E. Frieder

Delivering Critical Feedback Without Attracting Criticism: An Investigation of Female (Poster - 198737)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Cassandra L. Batz-Barbarich, Whitney Tyler Douglas Buser

2:00 PM - 3:20 PM

Trans Inclusion: A Candid Conversation With Trans and Nonbinary Experts (Panel Discussion - 198106)

Location: Swissotel Vevey 1/2

Speakers: Mateo Cruz, Cory Nyamora, Hayden Thatcher DuBois, Matthew Banks, Melanie Willingham-Jaggers, Nick Alm

2:00 PM - 3:20 PM

Computational Modeling for Everyone: A Beginner's Guide to Modeling in I-O Research (Panel Discussion - 197492)

Location: Swissotel Vevey 3/4

Speakers: Nina Carmichael-Tanaka, Ashlyn Lowe, Dr. Goran Kuljanin, Dr. James A. Grand, Dr. Michael T. Braun, Dr. Yihao Liu, Ryan Scott Grant

2:00 PM - 3:20 PM

Navigating Employer Perceptions of Assessments and Aversion to Measurement (Panel Discussion - 197648)

Location: Zoom Room 1

Speakers: Gauri Rege, Dr. Ashlie R. Plants, Erika Robinson-Morrall, Dr. Lauren J. Ramsay, Dr. Mark Alan Smith, Jeffrey R. Labrador, Ms. Sarah N. Layman, Yuliya M. Cheban-Gore

2:00 PM - 3:20 PM

Surveying the Unsurveyable: Challenges of Surveying a Mobile and Deskless Workforce (Panel Discussion - 198775)

Location: Zoom Room 2

Speakers: Dr. Julian Bryant Allen, Dr. Christopher T. Rotolo, Mariya Dubrovina, Jerry Seibert, Kira Barden, Nabila Sheikh-Hashmi

2:00 PM - 3:20 PM

I-O for Good: Case Studies and Best Practices for Prosocial I-O Psychology (Panel Discussion - 197834)

Location: Zoom Room 3

Speakers: Dr. Jensen T. Mecca, Dr. Brodie Gregory Riordan, Dr. Jennifer A. Griffith, Dr. Kristin N. Saboe, Katherine Green

2:00 PM - 3:20 PM

Examining Graduate Admissions Criteria: Validity, Bias, and Decision-Making Practices (Symposium - 197828)

Location: Swissotel Zurich AB

Speakers: Saron Demeke, Anne Marie Griebie, Dr. Marcus Crede, Melissa Keith, Dr. Paul R. Sackett, Isaac Bazian, James M. LeBreton, Marvin Neumann, Nathan R. Kuncel, Reed Priest, Samuel Lee

2:00 PM - 3:20 PM

SIOP Executive Board Roundtable Discussion (Special Event - 199627)

Location: Swissotel Zurich C

Speakers: Dr. Tara S. Behrend, Dr. Alexis A. Fink, Dr. Amy DuVernet, Dr. Chu-Hsiang (Daisy) Chang, Dr. Derek R. Avery, Dr. Emily G. Solberg, Dr. Enrica N. Ruggs, Dr. Eric D. Heggstad, Dr. Liberty J. Munson, Dr. Mo Wang, Dr. Nikki Blacksmith, Dr. Richard N. Landers, Dr. Scott Highhouse, Dr. Scott I. Tannenbaum, Dr. Songqi Liu, Reeshad S. Dalal

2:00 PM - 3:20 PM

Navigating Talent Trends: Insights From Industry Leaders (Alternative Presentation - 197978)

Location: Swissotel Zurich D

Speakers: McKenzie Specht, Cynthia P. Shasky, Jacob Wessels, Karim Badr, Kaylen P. Wood, Matthew Bennett, Nino Sziedell

2:00 PM - 3:20 PM

Applying the Organizational Maturity Framework to Organizational Change (Master Tutorial - 198716)

Location: Swissotel Zurich EF

Speaker: Bill Curtis

2:00 PM - 5:00 PM	Friday Afternoon Seminars (Seminars 4, 5, and 6) Location: Michigan Rooms
3:30 PM - 4:00 PM	Coffee Break with the Exhibitors Location: Hyatt - Riverside Exhibit Hall
4:00 PM - 4:50 PM	Unlocking the Secret to Successful Executive Assessment Programs (Partner Showcase) Location: Hyatt Plaza Ballroom-Lobby Level Speakers: Jill Coln, Caleb Morfit, PhD, Dan Russell, MSc, CPsychol, AFBPsS, PCC
4:00 PM - 4:50 PM	Tapping Talent and Enhancing DEI: Applicants With Nontraditional Lived Experiences (Alternative Presentation - 198049) Location: Hyatt Ballroom A Speakers: Victor Ellingsen, Dr. Eric C. Popp, Dr. Fred G. Macoukji, Jeremiah McFarland, Miss Kerri C. Nelson
4:00 PM - 4:50 PM	Next-Gen Workforce Planning: Leveraging Data, Analytics, and Building Resilient Bus. (Panel Discussion - 198742) Location: Hyatt Ballroom B Speakers: Dr. Daniel V. Lezotte, Dr. Aaron Sorensen, Jeff Mullen, Michael J. Walsh
4:00 PM - 4:50 PM	Remaining True to Our Roots: Academic Careers in Psychology Departments (Panel Discussion - 197642) Location: Hyatt Ballroom EF Speakers: Dr. Stephanie C. Payne, Dr. Fritz Drasgow, Dr. Jaime B. Henning, Dr. Richard J. Klimoski, Dr. Sylvia G. Roch, Margaret T. Horner, Yanai Yvette Otero La Porte
4:00 PM - 4:50 PM	They Matter Too: Examining Underserved Populations in Work–Life Policy Research (Symposium - 197228) Location: Hyatt Ballroom N CD Speakers: Dr. Drake Van Egdom, Chelsey Jackson, Angela Grotto, Dr. Beth A. Heinen, Dr. Ellen E. Kossek, Dr. Jacqueline T. Marhefka, Dr. Rebecca J. Thompson, Dr. Stephanie E.V. Brown, Jeanine Andreassi, Steven Zhou, Yingyi Chang
4:00 PM - 4:50 PM	Rising Together: A Vital Call to Address Burnout in Life Sciences and Healthcare (Alternative Presentation - 198145) Location: Hyatt Ballroom S CD Speakers: Dr. Nicholas Kovacs, Dr. Sara J. Shondrick, Mrs. Gina Phelps Thoebes, Rob Saper, MD MPH
4:00 PM - 4:50 PM	Affective and Psychological Processes in the Maternity–Work Intersection (Symposium - 198282) Location: Hyatt Grand Hall H Speakers: Aashna Matty Waiwood, Abbie Griffith Oliver, Beth Sara Schinoff, Dr. Allison S. Gabriel, Dr. David F. Arena, Jr., Dr. Devalina Nag, Dr. Kristen P. Jones, Dr. Meghan A. Thornton-Lugo, Dr. Nitya Chawla, Dr. Tammy D. Allen, Jinfeng Chen, Megan Crow Brauer, Yu Tse Heng
4:00 PM - 4:50 PM	Remote and Hybrid Work: Advice and Lessons of Experience From CHROs (Panel Discussion - 198192) Location: Hyatt Grand Hall I Speakers: Dr. William Shepherd, Alana Cober, Dr. Elizabeth B. Kolmstetter, Maura Stevenson, Dr. Megan K. Leasher, Sarah Evans
4:00 PM - 4:50 PM	Pain and Champagne Moments in Tech Talent Acquisition (Ignite - 196812) Location: Hyatt Grand Hall J Speakers: Kama D. Dodge, Dr. Ariel A. Roberts, Dr. Emily S. Medvin, Dr. Robbie C. Brusso, Ms. Katie Kuker, Wenjie Xie
4:00 PM - 4:50 PM	Innovations in the Research and Practice of Job Analysis (Panel Discussion - 197923) Location: Hyatt Grand Hall K Speakers: Annie Nottingham, Dr. Dan J. Putka, Dr. Jennifer S. Tucker, John Scott, Dr. Krista Ratwani, John Aitken, Madeline Elizabeth Wonders
4:00 PM - 4:50 PM	Getting Started With Smartwatch Data in I-O Psychology Research (Master Tutorial - 197640) Location: Hyatt Grand Hall L Speakers: Fiyinfunjah Dosumu, Dr. Charles C. Calderwood, Dr. Ivan Hernandez

4:00 PM - 4:50 PM

Helping Revisited: Research on Alternative Workplace Social Support Perspectives (Symposium - 197950)

Location: Hyatt Grand Hall MN

Speakers: Ian Michael Hughes, Anthony Misco, Cheryl Gray, Ph.D., Dr. Eden B. King, Dr. Margaret E. Brooks, Melissa Keith, Seth Kaplan, Isabel Skovera, Jensine Paoletti, Joanna Zakzewski, Lauren Offermann, Madeline Elizabeth Wonders

4:00 PM - 4:50 PM

Current Realities of Using AI for Executive Assessment: Innovation Review (Alternative Presentation - 198784)

Location: Swissotel Montreux 1

Speakers: Dr. Mark S. Urban, Yalcin Acikgoz, Mounica Reddy, Mr. David Mayfield, Tanner Levenhagen

4:00 PM - 4:50 PM

Poster Sessions

Location: Hyatt - Riverside Exhibit Hall

Conceptualization and Measurement of Workplace Precrastination (Poster - 196874)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Jie Guo, Dr. Inchul Cho, Sushil S. Nifadkar

A Novel Survey Approach: Rapid Response Measurement (Poster - 196984)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Alicia Stachowski, Alex L Bush, Dr. Marcy Young Illies

Assessing Careless Responding in Situational Judgment Tests (Poster - 196993)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Mark C. Ramsey, Dr. Nathan A. Bowling, Madeline Jane Filippi, Riley Schwanz

Integrating Forced Choice Into Rapid Response Measurement (Poster - 197018)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Adam W. Meade, Dr. Chet Robie, Neil Christiansen, Peter A. Fisher, Robert Loy, Sabah Rasheed

The Impact of Adult Learners' Challenge Recollections' on Lifelong Learning Decisions (Poster - 197104)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Ziyu Qi, Corey Tatel, Dr. Ruth Kanfer, Sibley Lyndgaard

Model Fit and Comparisons With CFA: Formalizing the Informal in Organizational Science (Poster - 197107)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Brett H. Neely, Jr., Dr. Joshua Cogswell, Dr. Matt C. Howard, Melanie Boudreaux

Diagnostic Classification Models (DCMs): Modern Applications and Future Directions (Poster - 197257)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speaker: David Glerum

Dealing With Small Samples in Disability Research: Do Not Fret, Bayes Is Here (Poster - 197415)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Karyssa Courey, Fred Oswald, Felix Wu

Validity of Response Variability Based Indices as Measures of Careless Responding (Poster - 197443)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Mark C. Ramsey, Dr. David M. LaHuis, Dr. Nathan A. Bowling, Mr. David Lee Sexton, Jr., Preston Menke

Skills Shape Jobseekers' Perceptions of Effort and Interest in Training (Poster - 197487)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Meghan Kathleen Davenport, Margaret Beier

Interdisciplinary Perspectives on Skills in the 21st Century: A Bibliometric Analysis (Poster - 197507)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Ahleah Miles, Bradley Pitcher, Dr. Tara S. Behrend

Following Up on the Impact of Verbiage and Scale Points on Survey Responses (Poster - 197628)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Ari Hymowitz, Ashley Njaka, Christa Mattis, Dr. Terri Shapiro, Edgardo Cigaran, Rohan Ramesh

The Impact of Response Format: Sliders Versus Radio Button Scales (Poster - 197631)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Ari Hymowitz, Amar Bhatia, Ashley Njaka, Christa Mattis, Dr. Terri Shapiro, Edgardo Cigaran, Rohan Ramesh

An Investigation of Optimal Item Parceling Strategies for Bifactor Predictive Models (Poster - 197790)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Jinsoo Choi, Bo Zhang

An Investigation of the Structural After Measurement Approach for Bifactor Models (Poster - 197824)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Jinsoo Choi, Bo Zhang, Sunbeom Kwon

Comparing Shortened Scales: Supervised Construct Scoring Versus Single-Item Measures (Poster - 198019)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Angelia Yvonne Delacruz, Dr. Andrew Speer

Navigating the Office Arena: Developing a Multidimensional Measure for Political Will (Poster - 198055)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Ms. Lida Priscila Ponce, Nicholas Moon, Dr. Philseok Lee, Seth Kaplan, Mina Son

Cultivating Self-Directed Learning Using a One-Time Extrinsic Reward (Poster - 198179)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Vivien Lee, Dr. Richard N. Landers

Asynchronous Video Interviews in Selection: Practices to Ensure High Reliability (Poster - 198228)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Chee-Wee Koh, Jamie Chua

Computational Model of Judicious Resource Allocation in Self-Regulated Learning (Poster - 198354)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Keisuke Mikami, Dr. Jeffrey B. Vancouver

Increasing Expatriate Training Transfer: An Identity and Accountability Based Model (Poster - 198499)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Rebecca Grossman, Dr. Lisa Burke-Smalley, Kareem Panton

What Comes First: Employees' Desire to Develop or Support From Their Organization? (Poster - 198534)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Sarah Coley, Cheryl Flink

Can Moderation Results in I-O Psychology Journals Be Trusted? Evidence From a Z-Curve (Poster - 198595)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speaker: Dr. Marcus Crede

Trait Reactance Influences Reactions to Training Feedback (Poster - 198602)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Jerod Cody White, Ben Blachly, Christine Cairolì, Dr. Tara S. Behrend

Administering Very Long Measures: Is It That Bad for Research Validity? (Poster - 198621)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Nidhal Mazza, Dr. Winfred Arthur, Jr.

Decoding Difficulty: Harnessing Automatic Item Generation for Optimal Perceptual Test (Poster - 198622)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Bao Gia Ho, Dr. Alan D. Mead, Dr. Michael J. Zickar, Dr. Samuel T. McAbee

Recommender Systems in the Workplace: A Systematic Review (Poster - 198623)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Cristina Marie Gonzalez, Hanyi Min, Dr. Rachel Williamson Smith

The Role of Team Sex Composition in Team-Training Research (Poster - 198643)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Nidhal Mazza, Benjamin D. Schulte, Dr. Winfred Arthur, Jr., Emma Edoga, Mathew Neuman

Two Languages, One Scale: Testing Multilingual Presentation in Personality Assessment (Poster - 198682)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Clark Amistad, Bao Gia Ho, Dr. Michael J. Zickar, Dr. Scott A. Davies

Visualizing Trends in One Million I-O Psychology Findings (Poster - 198713)

4:00 PM - 4:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Frank A. Bosco, Isaiah J Lynch

Evaluating the Quality of AI-Generated Items for a Knowledge Exam (Poster - 198774)

4:00 PM - 4:50 PM
Location: Hyatt - Riverside Exhibit Hall
Speakers: Dr. Alan D. Mead, Miss Chenxuan Zhou

A Review, Synthesis, and Call to Action for Microaggression Measurement (Poster - 198810)

4:00 PM - 4:50 PM
Location: Hyatt - Riverside Exhibit Hall
Speakers: Rebecca Harmata, Dr. Brian J. Hoffman

4:00 PM - 4:50 PM

Unlocking the Value of I-O Psychology Student Consulting in Higher Education (Panel Discussion - 198140)

Location: Swissotel Vevey 1/2
Speakers: Allama Ikbāl Sijān, Catrina Notari, Lauren Hunt, Leticia Franca Lancuna, Mele Kramer, Michael DeFabiis, Rachel Helisch

4:00 PM - 4:50 PM

Critical Skills and Competencies for Qualitative Research in I-O (Ignite - 198476)

Location: Swissotel Vevey 3/4
Speakers: Dina Fleyshmakher, Andrea Bazzoli, Ashley Moroney, Dr. Emily M. Pelosi, Dr. Joseph Mazzola, Elizabeth Weglarz, Julie V. Dinh, Lia Crowley, Yochi Cohen-Charash, Ph.D.

4:00 PM - 4:50 PM

Navigating AI and I-O Intersections: Innovation, Promises, Ethics, and Pitfalls (Panel Discussion - 197472)

Location: Zoom Room 1
Speakers: Erin Jackson Walker, Danilo Le Sante, Dr. Ashley A. Walvoord, Dr. Douglas H. Reynolds, Dr. Ren Nygren

4:00 PM - 4:50 PM

New Frontiers in Executive Assessments: Building Solutions That Excite Leaders

Location: Zoom Room 2
Speakers: Jaclyn Menendez, Amie Lawrence, Dr. Brad A. Chambers, Dr. Ken Lahti, Dr. Martin Factor, Martin Lanik, PhD

4:00 PM - 4:50 PM

COI: Bias in AI Tools: What I-O Has to Offer in the Use of Artificial Intelligence (Community of Interest - 199566)

Location: Zoom Room 3
Speakers: Dr. Sayeedul Islam, Arwen Griffioen, Dr. Craig R. Dawson, Dr. Jinyan Fan, Michael Chetta, Karim Ginena, Rewina Bedemariam

4:00 PM - 4:50 PM

Harmful or Helpful? Examining the Effectiveness of Allyship in the Workplace (Symposium - 198419)

Location: Swissotel Zurich AB
Speakers: Kristen Campbell, Amanda Mosier, Celia Moore, Darius Washington, Dr. Donna Chrobot-Mason, Dr. Julie H. Wayne, Dr. Margaret S. Stockdale, Dr. Sabrina D. Volpone, Dr. Wendy J. Casper, Juliane Schitteck, Marla L. White, Tuyen Dinh

4:00 PM - 4:50 PM

Teaching Leaders to Coach: Strategies, Success Factors, and Impact Metrics (Master Tutorial - 198701)

Location: Swissotel Zurich D
Speakers: Dr. Cary Kemp Larson, Jenna Jennings

4:00 PM - 4:50 PM

How CEOs Foster Employee Well-Being (Panel Discussion - 198695)

Location: Swissotel Zurich EF
Speakers: Dr. Jeffrey J. McHenry, Arthur C. Evans, Darlyne Keller, Dr. Elaine D. Pulakos, Robin Mcleod

4:00 PM - 4:50 PM

COI: Women at Work: An Inward Look Among I-O Friends and Colleagues (Community of Interest - 199526)

Location: Swissotel Zurich G
Speakers: Dr. Roza Jankovic, Christina Fleck, Dr. Janis M. Ward, Dr. Katherine L. Bittner, Macy E. Cheeks, M.S., SHRM-CP, Ms. Shavonne Holman

5:00 PM - 5:50 PM

Generative AI for Coaching, L&D, and Development - Demo and Use Case Presentation (Tech Demo)

Location: Hyatt Plaza Ballroom-Lobby Level
Speaker: Mark Saffran, MA I-O

5:00 PM - 5:50 PM

Manager Integration Matters: Examining Workplace Mental Health Interventions (Symposium - 197208)

Location: Hyatt Ballroom A
Speakers: Shalene Allen, Alice Sinclair, Benjamin Vaughan, Chris DeCou, Craig Bartle, Dennis Stolle, Dr. Jennifer K. Dimoff, Dr. Krista Brockwood, Dr. Leslie B. Hammer, Em Francis Trubits, Fehmidah Munir, Jaime Delgadillo, Jane Bourke, Jeremy F. Dawson, Jo Yarker, Juliet Hassard, Karina Nielsen, Lizzie Degerdon, Louise Thomson, Maha Siddiqui, Maria Wishart, Nick Pahl, Oliver Davis, Stavroula Leka, Stephen Roper, Teixiera Dulal-Arthur, Umesh Kadam, Vicki Belt

5:00 PM - 5:50 PM	Going From Science to Product Development: An Overview of MLOps for I-Os (Master Tutorial - 198163) Location: Hyatt Ballroom B Speakers: Dr. Frederick R. Stilson, Dr. Derek L. Mracek, Richard Rosenow
5:00 PM - 5:50 PM	Taking the L.E.A.P. Into Self-Employment: What I Wish I Would Have Known (Panel Discussion - 198119) Location: Hyatt Ballroom EF Speakers: Ms. Jessie Leisten, Amy M. Bladen Shatto, Ph.D., Gordy Curphy, Ph.D., Kris Girrell, Mr. Charley C. Morrow, Rebecca L Williams
5:00 PM - 5:50 PM	Effective Strategy Alignment and Execution Across the People Analytics Maturity Curve (Panel Discussion - 198325) Location: Hyatt Ballroom N CD Speakers: Jacklyn Scymcyk, Dr. Christopher K. Adair, Dr. Lilia Hayrapetyan, Dr. Suman Lam, Michael McFerran
5:00 PM - 5:50 PM	Unmasking Destructive Leadership: Traits, Moderators, and Mitigating Factors (Symposium - 197739) Location: Hyatt Ballroom S CD Speakers: Amie Lawrence, Dr. Amy Buckett, Dr. Michelle Martin-Raugh, Elijah Jones, Jazzerai Yarborough, Kevin Impelman, Miguel Wilson, Ms. Kristin M. Delgado, Rodney S. Vallejo, Ph.D., Sampoorna Nandi, Scott Stubenrauch, Shaun Wehle
5:00 PM - 5:50 PM	Award: Best Practices and Applications of I-O (Special Event - 199649) Location: Hyatt Grand Hall H Speakers: Briana Squires, Dr. Carter Gibson, Dr. Peter J. Reiley, Jerry Seibert, Dr. William Shepherd, Mr. Eric D. Bookmyer
5:00 PM - 5:50 PM	Invited: SIOP's Advocacy and Government Relations: AI and Much More (Special Event - 199606) Location: Hyatt Grand Hall I Speakers: Dr. Kristin N. Saboe, Fred Oswald, Christopher D. Nye, Amanda Lee Bruno, Jack Taejin Goodman
5:00 PM - 5:50 PM	Inclusion in Action: Raising Awareness of Asian Workplace Challenges (Panel Discussion - 198603) Location: Hyatt Grand Hall J Speakers: Senior People Analytics Manager Alexander H. Hsu, Anmol Sachdeva, Dr. Mei-Chuan Kung, Sophie Kay, Julie Chen, Mr. Alen Chao, Ngoc Duong
5:00 PM - 5:50 PM	I-Os in the Wild: Getting the Most Out of Your Local I-O Professional Group (Alternative Presentation - 198349) Location: Hyatt Grand Hall K Speakers: Adam M. Smith, Dr. Alan J. Tomassetti, Eileen Linnabery, Dr. Mariangela Battista, Ms. Beth Melillo
5:00 PM - 5:50 PM	Mind the Gap: Generativity Bridging Older Worker Reciprocity for Newer Employees (Symposium - 197242) Location: Hyatt Grand Hall L Speakers: Ryan Musselman, Dr. Juergen Deller, Lindsay Hastings
5:00 PM - 5:50 PM	Navigating the Team Coaching Landscape: Practice, Potholes, and Profound Impact (Panel Discussion - 197550) Location: Hyatt Grand Hall MN Speakers: Mrs. Gina Phelps Thobes, Dr. Marc B. Sokol, Dr. Michael M. Woodward, Dr. Scott I. Tannenbaum, Jonathan Reitz
5:00 PM - 5:50 PM	I-O's Role in Making Universities Better Places to Work: A Panel-Led Session (Alternative Presentation - 198322) Location: Swissotel Montreux 1 Speakers: Dr. Christa E. Kiersch, Dr. Kurt Kraiger, Dr. Nicole Gullekson, Dr. Thomas M. Cavanagh
5:00 PM - 5:50 PM	Striking the Balance: I-O Psychology's Role in Developing Global Selection Systems (Panel Discussion - 197786) Location: Swissotel Vevey 1/2 Speakers: Hayley Walton, Amy Wester, Cody Warren, Dr. Jay H. Steffensmeier, Jeffrey R. Labrador, Mr. Ben Hawkes
5:00 PM - 5:50 PM	Aging at Work Open Space: Opportunities and Challenges for Research and Practice (Alternative Presentation - 197489) Location: Swissotel Vevey 3/4 Speakers: Meghan Kathleen Davenport, Margaret Beier, Makai Ruffin, Megan McSpedon

5:00 PM - 5:50 PM	Integrating Large Language Models in the Assessment Item Development Lifecycle (Symposium - 198208) Location: Zoom Room 1 Speakers: Bharati B. Belwalkar, Dr. Christina K. Curnow, Joseph Meyer, Stephen Paul, Yared Hurisa
5:00 PM - 5:50 PM	So, You Want to Switch Careers: Transitioning From I-O Psychology to Marketing (Panel Discussion - 198110) Location: Zoom Room 3 Speakers: Veronica Bou Onk, Brissa Jaqueline Ytuarte, Diana Rosenzweig, Dr. Cody B. Cox, Dr. Gregory J. Pool
5:00 PM - 5:50 PM	Teaching I-O to Gen Z: Adapting Teaching Strategies for the Modern Classroom (Alternative Presentation - 198032) Location: Swissotel Zurich AB Speakers: Hannah Elizabeth Perkins Stark, Sydney Green
5:00 PM - 5:50 PM	Speaking Up for Your Research: How to Communicate Your Findings to a Broad Audience (Alternative Presentation - 197515) Location: Swissotel Zurich C Speakers: Renee McCauley, Dr. Christopher Wiese, Dr. Katina Sawyer, Dr. Keaton A. Fletcher, Dr. Lisa M. Kath, Dr. Patricia E. Grabarek, Dr. Paul R. Yost, Dr. Sayeedul Islam, Dr. Steven G. Rogelberg, Jonathan Elias Morel, Miss Kerri C. Nelson, Steven Zhou
5:00 PM - 5:50 PM	Authenticity at Work: Multiple Pathways to Well-Being (Symposium - 198035) Location: Swissotel Zurich D Speakers: Dr. Joshua J. Prasad, Annika Lia Benson, Brittany Lynner, Dominique Burrows, Dr. Danielle D. King, Dr. Danielle M. Gardner, Julia Lynn Otero Beckel, Kinjal Chheda, Sarah Bolund, Shelby Nicole Davis, Tisnue Jean-Baptiste
5:00 PM - 5:50 PM	The Universal Goal of Achieving Decent Work (Symposium - 197618) Location: Swissotel Zurich EF Speakers: Dr. Mahima Saxena, Amalia Raquel Pérez-Nebra, Annamaria Di Fabio, Carolina Moliner, Dr. Jose M. Peiro, Stuart Carr, Dr. Walter Reichman, Marija Davcheva, Prof Kristina Potocnik, Veronica Hopner, Vicente Martinez-Tur
6:00 PM - 7:30 PM	Frank Schmidt Memorial Gathering Location: Hyatt Grand Hall I
7:00 PM - 8:00 PM	LGBTQIA+ Committee Reception Location: Hyatt Regency A
8:00 PM - 9:00 PM	Military and Veterans Committee Reception Location: Hyatt Regency B

Sat, Apr 20, 2024

7:00 AM - 1:00 PM	General Conference Registration Location: Hyatt Grand Foyer
7:30 AM - 8:30 AM	Continental Breakfast Location: Hyatt Ballroom EF
8:00 AM - 11:45 AM	Conference Career Center Location: Hyatt Roosevelt Meeting Rooms
8:30 AM - 9:50 AM	Are You Smarter Than an MBA? A Competitive Upskill on Business and Financial Acumen (Master Tutorial - 197483) Location: Hyatt Ballroom A Speakers: Mikayla Marcinkowski, Alex House, Aqsa Ali, Ilona Cohen
8:30 AM - 9:50 AM	Harnessing the Power of Generative AI Through Effective Prompt Engineering (Master Tutorial - 197952) Location: Hyatt Ballroom B Speakers: Evan R. Theys, Dr. Manasia Sturdivant, Mr. James C. Meaden

8:30 AM - 9:50 AM	SIOP Living History: Dr. Virginia Schein (Special Event - 199673) Location: Hyatt Ballroom EF Speaker: Dr. Yihao Liu
8:30 AM - 9:50 AM	The Current State and Future of Modern Discrimination Research (Panel Discussion - 198599) Location: Hyatt Ballroom N CD Speakers: Clare L. Barratt, Dr. Chris A. Henle, Dr. Mark C. Frame, Dr. Michelle (Mikki) Hebl, Jeffrey Hunger, Michael J. Tews, Ph.D., Simon Michel
8:30 AM - 9:50 AM	Daredevils and Trailblazers: Understanding Risk Takers at Work (Symposium - 197614) Location: Hyatt Ballroom S CD Speakers: Katelyn Reeves, Brent Anthony Stevenor, Clark Amistad, Dr. Dev K. Dalal, Dr. Don C. Zhang, Dr. Rachel Williamson Smith, Dr. Samuel T. McAbee, Dr. Scott Highhouse, Edgar E. Kausel, Hannah Elizabeth Perkins Stark, Tyler B. Cowley
8:30 AM - 9:50 AM	Substance Use and Work: An Intersection in Desperate Need of Research (Symposium - 198402) Location: Hyatt Grand Hall H Speakers: Dr. Christopher Wiese, Caroline Moughan, Claire Burnett, Cooper Droese, Dr. Ian M. Katz, Dr. Keaton A. Fletcher, Dr. Lillian T. Eby, Dr. Lindsay Y. Dhanani, Nicolas Roulin, Jocelyn Grayce Anker, Namita Bhatnagar, Spencer Garcia
8:30 AM - 9:50 AM	Invited: I-O Strategies for Managing Political Ideology in the Workplace (Special Event - 199637) Location: Hyatt Grand Hall I Speakers: Kristen L. Swigart, Dr. Anuradha Anantharaman, Jason A. Williamson, Kajal Rajan Patel, Liana Kreamer
8:30 AM - 9:50 AM	The Future of Flexible Work: Should We Stay or Should We Go? (Panel Discussion - 197026) Location: Hyatt Grand Hall J Speakers: Dr. Meng Li, Dr. Annalyn Jacob, Dr. Christopher K. Adair, Dr. Jeffrey A. Jolton, Dr. Seth Zimmer, Ms. Ashita Goswami, Yiduo Shao
8:30 AM - 9:50 AM	A Taxing Taxonomy: Talking Microaggressions for Transgender and Nonbinary Talent (Alternative Presentation - 198390) Location: Hyatt Grand Hall K Speakers: Mr. Steve T. Discont, Carrie Irvin, Damon Stango, Dr. Joseph W. Dagosta, Kasey Guentert, Dr. Larry R. Martinez, Kathya Garcia, Kelsey Kurzawski, Shelby Hughes
8:30 AM - 9:50 AM	Leadership in the AI Era: Human-Centered Insights (Panel Discussion - 198404) Location: Hyatt Grand Hall L Speakers: Dr. Amanda M. Julian, Christina N. Lacerenza, Dr. Andrew Biga, Dr. Sara J. Shondrick, Joanna M. Kraft
8:30 AM - 9:50 AM	Novel Approaches to Exploring Elements of the Allyship Process (Symposium - 198518) Location: Hyatt Grand Hall MN Speakers: Johannah Stockdale, Amanda Mosier, Carolyn Dang, Darius Washington, Dr. Alicia A. Grandey, Dr. Christian N. Thoroughgood, Dr. Dejun Tony Kong, Dr. Jennica R. Webster, Dr. Katina Sawyer, Dr. Larry R. Martinez, Dr. Margaret S. Stockdale, Dr. Sabrina D. Volpone, Frances Evalyne K Hampton, Liana Bernard, Timothy Carsey, Tuyen Dinh
8:30 AM - 9:50 AM	Many Roads Cross With I-O: Interdisciplinary Career Paths With I-O Psychology (Panel Discussion - 197764) Location: Swissotel Montreux 1 Speakers: Charlene Zhang, Andrea Sinclair, Dr. Anuradha Ramesh, Dr. Cliff R. Haimann, Dr. Martin C. Yu, Gaston Concilio, Kennon C. Kasischke, Mr. Chris Coughlin
8:30 AM - 9:50 AM	Leadership Development for Our Field: Practicing What We Preach (Panel Discussion - 197389) Location: Swissotel Vevey 1/2 Speakers: Dr. Victoria J. Smoak, Dr. Amy Frost, Dr. Laura C. Lomeli, Dr. Michael C. Tocci, Dr. Nicole M. Ginther, Dr. Thomas S. Skiba
8:30 AM - 9:50 AM	Messy Validation IX: Phone a Validation Friend (Alternative Presentation - 198565) Location: Swissotel Vevey 3/4 Speakers: Dr. Kristina R. Barr, Dr. David B. Schmidt, Kayo Sady, Mr. Steven Jarrett, Mrs. Dara Drescher
8:30 AM - 9:50 AM	What It Takes: Six Successful Cases of Starting, Growing, and Exiting an I-O Practice (Panel Discussion - 197843) Location: Swissotel Zurich AB Speakers: Victoria Hendrickson, Dr. Allan H. Church, Dr. Anna Marie Valerio, John Scott, Dr. Sandra Hartog, Dr. William H. Macey, Mr. Jeffrey M. Saltzman

8:30 AM - 9:50 AM

Careers and Collaborations With the Department of Defense (Alternative Presentation - 198401)

Location: Swissotel Zurich D

Speakers: Dr. Carl R. Persing, David Swiderski, Julia Walsh, Dr. Sophie Romy, John D. Trent, Kristin M. Repchick, Ph.D., Ms. Bobbie A. Dirr, Sarah Melick

8:30 AM - 9:50 AM

Making the Jump and Sticking the Landing: Effective Transitions to Practitioner Careers (Alternative Presentation - 198239)

Location: Swissotel Zurich EF

Speakers: Dr. Jennifer Diamond Acosta, Brian Ruggeberg, Dr. Jacob C. Bradburn, Rick Jacobs, Dr. Sarah A. Brock

10:00 AM - 10:50 AM

Walking on Eggshells: Is It Safe to Speak About Equality at Work? (Panel Discussion - 197462)

Location: Hyatt Ballroom A

Speakers: Professor Binna Kandola, Bernardo Ferdman, Dr. Gena L. Cox, Ph.D., Dr. Kecia M. Thomas, Janet Tarasofsky

10:00 AM - 10:50 AM

"What About Us Old Gals?" Experiences of Mature Women in Graduate School (Panel Discussion - 198063)

Location: Hyatt Ballroom B

Speakers: Elaine Atay, Aliza Aldana, Samantha Hancock, Erika Lieu, Jenelle Alissa Morgan, Melanie Grier

10:00 AM - 10:50 AM

Varied Approaches to Assessing Executives and Validating the Impact (Symposium - 198373)

Location: Hyatt Ballroom EF

Speakers: Matt Betts, Andrew B. Blake, Dr. Brandy N. Parker, Jaclyn Menendez, Dr. Kartik Bhavsar

10:00 AM - 10:50 AM

Engaging Organizational Stakeholders: Pathways to Disability Employment Inclusion (Symposium - 198491)

Location: Hyatt Ballroom N CD

Speakers: Cassidy Gaddie, Diana Ugalde, Dr. Brian J. Hoffman, Dr. Laura Heron, Dr. Valentina Bruk-Lee, Hamida Jinnah, Ph.D., Mark Burnard, Zolinda Stoneman, Ph.D.

10:00 AM - 10:50 AM

Invited: SIOP and APA: Enhancing Impact Through Advocacy and Communications Partnerships (Special Event - 199608)

Location: Hyatt Grand Hall I

Speakers: Dr. Jeffrey J. McHenry, Arthur C. Evans, Dennis Stolle, Fred Oswald, Dr. Lars U. Johnson, Dr. Leslie B. Hammer, Dr. Mindy K. Shoss

10:00 AM - 10:50 AM

Just Watch Me: Measuring Behavior in Organizations (Alternative Presentation - 197960)

Location: Hyatt Grand Hall J

Speakers: Dr. Melissa M. Robertson, Basima Tewfik, Dr. Brian J. Hoffman, Dr. Nale Lehmann-Willenbrock, Dr. Scott Tonidandel, Fanyi Zhang, Liana Kreamer, Sima Sajjadi

10:00 AM - 10:50 AM

Consulting 101: Consult the Consultants (Panel Discussion - 197942)

Location: Hyatt Grand Hall K

Speakers: Dr. Emily G. Solberg, Dr. Katey E. Foster, Dr. Kimberly A. Wrenn, Dr. Mark A. LoVerde, Dr. Tracey Tafero, Christopher Sanders, Mr. John F. Skinner

10:00 AM - 10:50 AM

For Students, By Students: How to Find, Land, and Succeed in I-O Internships (Panel Discussion - 197066)

Location: Hyatt Grand Hall L

Speakers: Connor Eichenauer, Ashley Njaka, Caitlin Q. Briggs, Dr. Ann Marie Ryan, Jeremy Sapia, Julie Katharine Jasewicz, Tyleen N. Lopez

10:00 AM - 10:50 AM

Making Skills-Based Hiring a Reality: Opportunities, Challenges and HR Technology (Panel Discussion - 197084)

Location: Hyatt Grand Hall MN

Speakers: Katherine Gibbard, Maggie M. Collins, Ms. Marian Carizze Pitel, Nicole A. Sestrap, Sania Khan, Stacia Sherman Garr

10:00 AM - 10:50 AM

Research Incubator: A More Nuanced Investigation Into Introversion and Leadership (Alternative Presentation - 198722)

Location: Swissotel Montreux 1

Speakers: Michael Sawdy, David Glerum, Mallory McCord, Dr. Ryan P. Royston, Ms. Ashita Goswami

10:00 AM - 10:50 AM

Poster Sessions

Location: Hyatt - Riverside Exhibit Hall

The Need to Belong's Role in Psychological Contract Breach–Turnover Intentions Link (Poster - 196878)

10:00 AM - 10:50 AM

Location: Hyatt - Riverside Exhibit Hall
Speakers: Jane Park, April-Grace Sicam, Dr. Chockalingam Viswesvaran

Gender Differences in the Network Structure of Basic Interests (Poster - 196512)

10:00 AM - 10:50 AM
Location: Hyatt - Riverside Exhibit Hall
Speakers: Yan Yi Lance Du, Dr. Fritz Drasgow, James Rounds

Organizational Tightness–Looseness, Self-Monitoring, and Employee Creativity (Poster - 196794)

10:00 AM - 10:50 AM
Location: Hyatt - Riverside Exhibit Hall
Speakers: Sampoorna Nandi, Dr. Logan L. Watts

Source Effects on Criterion-Related Validities of Self- and Observer Reports of Person (Poster - 196946)

10:00 AM - 10:50 AM
Location: Hyatt - Riverside Exhibit Hall
Speakers: Dr. Bernd Marcus, Dr. Henning Hummert, Maximilian Sonntag

Perceived Subordinate Mental Health Predicts Manager Feedback Behavior (Poster - 197143)

10:00 AM - 10:50 AM
Location: Hyatt - Riverside Exhibit Hall
Speakers: Amy Minnikin, James W. Beck

How Dark Is the Core of the Dark Triad? (Poster - 197162)

10:00 AM - 10:50 AM
Location: Hyatt - Riverside Exhibit Hall
Speaker: Dr. Jisoo Ock

The Relation Between IRT Within-Person Variability in Personality and Job Performance (Poster - 197295)

10:00 AM - 10:50 AM
Location: Hyatt - Riverside Exhibit Hall
Speakers: Brent Anthony Stevenor, Dr. Michael J. Zickar

Culture of Health, Organizational Support for Employee Health, and Employee Engagement (Poster - 197346)

10:00 AM - 10:50 AM
Location: Hyatt - Riverside Exhibit Hall
Speaker: Emilia Broberg

Equivalence of Workplace Personality Assessments Across 39 Languages and Dialects (Poster - 197532)

10:00 AM - 10:50 AM
Location: Hyatt - Riverside Exhibit Hall
Speakers: Dr. Alise Dabdoub, Ph.D., Anne-Marie Paiement

To Disclose or Conceal: A Qualitative Approach to Understanding Psychological Safety (Poster - 197556)

10:00 AM - 10:50 AM
Location: Hyatt - Riverside Exhibit Hall
Speakers: Josh M. Chappell, Benyt Isabella Hagler, Dr. Ho Kwan Cheung, Dr. Michael T. Ford, Dr. Seulki Jang

The Dark Core and Leaders: Leaders Self-Reported Personality and Workplace Behaviors (Poster - 197734)

10:00 AM - 10:50 AM
Location: Hyatt - Riverside Exhibit Hall
Speaker: Isaiah Gordon Hipel

Unmasking Resilience (Poster - 198034)

10:00 AM - 10:50 AM
Location: Hyatt - Riverside Exhibit Hall
Speakers: Nikita Agnihotri, Dr. Tara K. McClure

The Development and Validation of a Total Worker Health Climate Scale (Poster - 198042)

10:00 AM - 10:50 AM
Location: Hyatt - Riverside Exhibit Hall
Speakers: Frank Bryan Giordano, Cassandra Chlevin, Dr. Mo Wang, Dr. Ryan Olson, Dr. W. Kent Anger, Dr. Yimin He, Yueng-Hsiang Huang, Mr. Jin Lee, Tsukumi Tondokoro

Unpacking Bias in Personality Assessments: A Measurement Invariance Exploration (Poster - 198053)

10:00 AM - 10:50 AM
Location: Hyatt - Riverside Exhibit Hall
Speakers: Emily Redler, Dr. Robert E. Lewis

Psychological Safety and Employee Voice: A Meta-Analysis (Poster - 198120)

10:00 AM - 10:50 AM
Location: Hyatt - Riverside Exhibit Hall
Speakers: Takudzwa Chawota, Aylime Bueno (she/her), Kiran Ariel Gafa, Zoe Johnston

Validation of the Culture of Gratitude (CoG) Scale (Poster - 198194)

10:00 AM - 10:50 AM
Location: Hyatt - Riverside Exhibit Hall
Speakers: Dr. Nora P. Reilly, Oyejoke Coker

How Do Spiritual Organizations Promote Meaningful Work for Assembly-Line Migrant Work (Poster - 198216)

10:00 AM - 10:50 AM
Location: Hyatt - Riverside Exhibit Hall
Speakers: Dr. Fong T. Keng-Highberger, Gang Chao, Saichao Chang

Evaluating the Ability of Large Language Models to Emulate Personality (Poster -

198246)

10:00 AM - 10:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Yilei Wang, Dr. Deniz S. Ones, Jiabao Zhao, Liang He, Xin Xu

Exploring Demographic and Occupational Subgroup differences Within Agile Mindset (Poster - 198333)

10:00 AM - 10:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Marie Wendel, Shloka Goyal

Organizational Culture Change Within a STEM Education Context (Poster - 198366)

10:00 AM - 10:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Emma Edoga, Arun Srinivasa, Chris Seets, Dr. Mindy E. Bergman, Guillermo Aguilar, Karan L. Watson, M. Cynthia Hipwell

A Longitudinal Study on the Stability and Change of Entrepreneurial Tendencies (Poster - 198389)

10:00 AM - 10:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Zixuan Qi, Gorkan Ahmetoglu

Test-Taker Reactions to Dark and Bright Personalities in Likert and MFC Formats (Poster - 198409)

10:00 AM - 10:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Virginia Cheng, Dr. Philseok Lee, She's Fyffe

The Interaction of Feedback Sign, Narcissism, and Emotional Suppression (Poster - 198512)

10:00 AM - 10:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Kimberly O'Brien, Xi Yu

Development of a Multidimensional Forced-Choice Situational Judgment Test of Personal (Poster - 198533)

10:00 AM - 10:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Robert Loy, Katherine Klein, Nadia Schellenberg, Neil Christiansen

Third-Party Reactions to Performance Feedback (Poster - 198540)

10:00 AM - 10:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Daroon Jalil, Dr. Andrew A. Bennett, Dr. Ian M. Katz, Dr. Jeffrey Olenick

Work Besties: A Conceptual Review of Work Friends and Best Friends at Work (Poster - 198573)

10:00 AM - 10:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Natalie Lamb, Dr. Candice L. Thomas, Jack Friedrich, Kiersten Watson, Madison Veres, Mario Diaz

Revised Trait-Level, Adaptability, and Traitedness Model (Poster - 198600)

10:00 AM - 10:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Ms. Caitlin E. Blackmore, Chloe Alyse Bell, Dr. David M. LaHuis, Dr. Kinsey Blue Bryant-Lees, Joshua Daniel Merkle, Karmara Applegate, Kevin Schoettle

The Relationship Between Personality Aspects and Humor Styles (Poster - 198604)

10:00 AM - 10:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Matthew S. Prewett, Kimberly O'Brien, Shane Sizemore

Core Self-Evaluations and Net Worth: Examining Mediating and Moderating Factors (Poster - 198649)

10:00 AM - 10:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Patrick J. Rosopa, Dr. Ashley L. McIntyre, Ian Fairbanks, Katherine Brown D'Souza, Ph.D.

Beyond Self-Interest: Exploring Narcissistic Traits and Risk Taking for Others (Poster - 198765)

10:00 AM - 10:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Tyler B. Cowley, Dr. Don C. Zhang

Advancing Safety in Turbulent Times: Development of a Pandemic Safety Climate Scale (Poster - 198799)

10:00 AM - 10:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Bailey Lytle, Dr. Yimin He, Yueng-Hsiang Huang, Mr. Jin Lee, Theodore K Courtney

Development and Validation of a New Precrastination Scale (Poster - 198824)

10:00 AM - 10:50 AM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Lina Huang, Dr. Aaron M. Schmidt

10:00 AM - 10:50 AM

Cheating Detection in High-Stakes Assessments: Academic and Vendor Perspectives (Panel Discussion - 198023)

Location: Swissotel Vevey 1/2

Speakers: Tariq Shaban, Dr. Ashlie R. Plants, Dr. Deniz S. Ones, Dr. Patrick D. Dunlop, Tom Cornell

10:00 AM - 10:50 AM	Ethics Matters in AI Consultation and Product Development (Ignite - 197111) Location: Swissotel Vevey 3/4 Speakers: Dr. Joanie B. Connell, Alfonso Limon, Dr. Larry W. Norton, Dr. Olaf J. Ringelband, Rodney L. Lowman
10:00 AM - 10:50 AM	Making DEIB More Sustainable: An IGNITE + Table Discussion Session (Alternative Presentation - 197588) Location: Swissotel Zurich AB Speakers: Dr. David Cadiz, Dr. Andrea O'Leary, Dr. Gabriela I. Burlacu, Dr. Steven T. Hunt, Reggie Romain
10:00 AM - 10:50 AM	Change My Mind: A Dynamic Debate on Dominant Paradigms in I-O Psychology (Alternative Presentation - 198394) Location: Swissotel Zurich C Speakers: Dr. Scott Hines, Dr. Andrew M. Naber, Dr. Marcus Crede, Dr. Tilman Sheets, Natasha Elena Ouslis, Professor Nathan T. Carter
10:00 AM - 10:50 AM	From Insights to Impact: Harnessing SIOP's 2022 Practitioner Needs Survey (Alternative Presentation - 198116) Location: Swissotel Zurich D Speakers: Sarah Thomas, Dr. Amy DuVernet, Dr. William Shepherd, Jessica Jacob Chackoria, Mrs. Caitlynn Sendra
10:00 AM - 10:50 AM	When Worlds Collide: Age, Technology, and the Future of Work (IGNITE + Panel) (Alternative Presentation - 196981) Location: Swissotel Zurich EF Speakers: Dr. Gretchen A. Petery, Margaret Beier, Hannah A. Crandell, Jay Vietas, Jerod Cody White
10:00 AM - 10:50 AM	COI: I-O as a Contributor to an Environmentally Sustainable Future (Community of Interest - 199571) Location: Swissotel Zurich G Speakers: Dr. Shanique G. Brown, Dr. Alice F. Stuhlmacher, Dr. Elise L. Amel, Dr. Myia S. Williams
11:00 AM - 11:30 AM	Coffee Break Location: Hyatt Grand Ballroom Foyer & Swissotel Foyers
11:30 AM - 12:20 PM	The Effect of Identity Centrality on LGBTQ+ Employees' Workplace Experiences (Symposium - 198495) Location: Hyatt Ballroom A Speakers: Dr. Nicholas P. Salter, Aarti Polavarapu, Chardae Henry, Dr. Kenneth Matos, Dr. Stephanie C. Payne, John Morrissey, Molly F. Dalglish, Mr. Thomas Sasso, Riley Morrison, Theresa Hernandez, Wiston Rodriguez
11:30 AM - 12:20 PM	New Directions in Research on Recruitment and Job Search (Symposium - 198174) Location: Hyatt Ballroom B Speakers: Dr. Jerel E. Slaughter, Brian R. Dineen, Dr. Allison S. Gabriel, Dr. Chris A. Henle, Dr. Christopher C. Rosen, Dr. KiYoung Lee, Dr. Lynn A. McFarland, Dr. Michelle K. Duffy, Dr. Nitya Chawla, Dr. Robert E. Ployhart, Dr. Serge P. da Motta Veiga, Dr. Shuhua Sun, Dr. William Shepherd, Julia Stevenson-Steet, Ke Bi, Mahira Ganster, Melanie Ward, Ray Fang, Rebecca MacGowan, Zixu Zhang
11:30 AM - 12:20 PM	Too Many Constructs in the Kitchen? The Future of Measurement in Mistreatment Research (Panel Discussion - 198526) Location: Hyatt Ballroom EF Speakers: Sarah Carver, Dr. Ashley E. Nixon, Dr. Lilia M. Cortina, Dr. M. Sandy Hershcovis, Dr. Vicki J. Magley
11:30 AM - 12:20 PM	The Future of Workforce Development: Watch Out or Get on Board? (Panel Discussion - 198352) Location: Hyatt Ballroom N CD Speakers: Gerard Dulac, Kyle Sandell, Dr. Lilly Lin, Sergey Gorbatov, Wayne Robinson
11:30 AM - 12:20 PM	Exploring the Clouded Intersection of Leadership and Followership (Symposium - 198386) Location: Hyatt Ballroom S CD Speakers: Kyle Matthew Christenson, Alex Benson, Allison Traylor, Anna V. Wolf, Carson Goodier, Dr. Alexandra Harris-Watson, Dr. Amanda L. Thayer, Dr. Dorothy R. Carter, Dr. Hayden Woodley, Dr. Marissa L. Shuffler, Dr. Stephen J. Zaccaro, Hayley M. Trainer, Marlee Elizabeth Johnson, Noelle Baird, Professor Nathan T. Carter
11:30 AM - 12:20 PM	CANCELLED: Building a Q&A Bot for Dummies: A Step-by-Step Tutorial and Use Cases (Master Tutorial - 198007) Location: Hyatt Grand Hall H Speaker: Davide Cannata

11:30 AM - 12:20 PM	Maximizing Mentorship: Successfully Mentoring Students for Academic Careers (Alternative Presentation - 197608) Location: Hyatt Grand Hall I Speakers: Manuel F. Gonzalez, Dr. Alicia A. Grandey, Dr. David F. Arena, Jr., Dr. Deniz S. Ones, Dr. Haoying Xu, Dr. Kristen P. Jones, Dr. Michael P. Wilmot, Dr. Sandy J. Wayne, I-Heng Wu, Vanessa Burke
11:30 AM - 12:20 PM	Leveraging AI in HR and CX: Creating Enhanced Employee and Customer Experiences (Debate - 197959) Location: Hyatt Grand Hall J Speakers: Levi Sassaman, Dr. Lily Patel, Dr. Tommie Mobbs, Greg A. Barnett, Lauren Bidwell, Michael Schwendeman, Ph.D.
11:30 AM - 12:20 PM	Diverse Minds, Inclusive Measures: Considerations for Neurodivergent Success (Alternative Presentation - 197996) Location: Hyatt Grand Hall K Speakers: McKenzie Specht, Diana Ugalde, Dr. Colin Willis, Dr. Elizabeth A. Ritterbush, William Luke Camden
11:30 AM - 12:20 PM	Explainable Artificial Intelligence: Applications for I-O (Panel Discussion - 197106) Location: Hyatt Grand Hall L Speakers: Dr. Joshua P. Liff, Cameron Beazley, Dr. Cari L. Gardner, Dr. Garrett C. Foster, Dr. Markus Langer, Kathleen Anne Preddy
11:30 AM - 12:20 PM	Research Incubator: Unobtrusive Measure Development in Teams (Alternative Presentation - 198739) Location: Hyatt Grand Hall MN Speakers: Alexxa Bessey, Adam Fouse, Arianna Addis, Dan Manh Nguyen, Dr. Amanda L. Thayer, Dr. Dorothy R. Carter, Dr. Eduardo Salas, Dr. Jessica L. Wildman, Dr. Kara L. Orvis, Dr. Marissa L. Shuffler, Dr. Robert McCormack, Dr. Zach P. Klinefelter, Edward Weiss, Kendall Carmody, Meredith Carroll, Mohammed Akib, Nancy Cooke, Vivek Sharma
11:30 AM - 12:20 PM	(Re)Modeling Intelligence and Its Assessment for the Modern Workplace (Symposium - 198107) Location: Swissotel Montreux 1 Speakers: Dr. Harrison J. Kell, Anne E. Kato, Benjamin Goldstein, Dr. Charles A. Scherbaum, Dr. Elliott C. Larson, Dr. Harold W. Goldstein, Dr. Serena Wee, Laura Hansal, Paige R. Alenick, Tanja Bipp
11:30 AM - 12:20 PM	Poster Sessions Location: Hyatt - Riverside Exhibit Hall Volunteering for Dissimilar Beneficiary Helps Work Creativity of Big-Picture Thinkers (Poster - 197001) 11:30 AM - 12:20 PM Location: Hyatt - Riverside Exhibit Hall Speakers: SinHui Chong, Amanda Chia, Dawnn Lim, Richelle Adarsh, Tong Wu Role of High Investment Human Resource System on Vertical Pay Dispersion and Turnover (Poster - 197426) 11:30 AM - 12:20 PM Location: Hyatt - Riverside Exhibit Hall Speakers: Jiaxin Liu, Dr. Jialiling Xiao, Jingyu Dong, Jueni Joy Lyu, Peter A. Bamberger, Professor Xu Huang Exploring Post-COVID Remote Work: A Person-Centric and Phenomenological Approach (Poster - 197477) 11:30 AM - 12:20 PM Location: Hyatt - Riverside Exhibit Hall Speakers: Kauyer Lor, Dr. Patrick D. Converse, Jasmina Milosevic, Lauren Soda, Tamara Farquhar What Makes an Idea Risky? Perceptions of idea Novelty, Usefulness, and Risk (Poster - 197559) 11:30 AM - 12:20 PM Location: Hyatt - Riverside Exhibit Hall Speakers: Marie Childers, Melissa Keith, Lindsey Freier Developing STEM Career Interest: A Focus on Student Creativity (Poster - 197681) 11:30 AM - 12:20 PM Location: Hyatt - Riverside Exhibit Hall Speakers: Pete McLemore, Dr. Logan L. Watts, Dr. Michelle Martin-Raugh, Professor Jared Kenworthy, Sampoorna Nandi Individual Skill Flexibility and Turnover: Empirical Evidence From Hotel Employees (Poster - 197694) 11:30 AM - 12:20 PM Location: Hyatt - Riverside Exhibit Hall Speakers: Hyoeun Kim, Juan Luis Nicolau, Junho Yoon, Seung Whan Ryu Proposing and Examining a New Framework of Job Crafting (Poster - 197738) 11:30 AM - 12:20 PM Location: Hyatt - Riverside Exhibit Hall Speakers: Zhonghao Wang, Dr. Jason L. Huang Improving Advisor Systems: Algorithms That Explain Themselves (Poster - 197795) 11:30 AM - 12:20 PM Location: Hyatt - Riverside Exhibit Hall

Speakers: Nathan R. Kuncel, Marvin Neumann

Employee Performance Influences How Managers Judge Coworker Mistreatment Claims (Poster - 197848)

11:30 AM - 12:20 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Amy Heather Barron, Dr. D. Ramona Bobocel

Measuring Constructs With O*Net: Beyond the Content Model (Poster - 197873)

11:30 AM - 12:20 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Gavin Williamson, Dr. Emily D. Campion

The Icelandic Efficacy Scales (IVES): Scale Development and Validation (Poster - 197937)

11:30 AM - 12:20 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Anthony Greco, III, Dr. Sif Einarsdottir

Benefits, Industry, Voluntary and Involuntary Turnover: With Cross-Cultural Effects (Poster - 198067)

11:30 AM - 12:20 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Richard A. Posthuma, C. N. González, Dr. David G. Allen, Mansura Nusrat

The Influence of Gender Bias on Evaluation of Creative Ideas (Poster - 198082)

11:30 AM - 12:20 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Ellie Tran, Carley Andrew, Dr. Logan L. Watts, Rylee Linhardt, Sampoorna Nandi

When Incivility and a Crisis Collide: Nurses Ask, Where Are You HR? (Poster - 198105)

11:30 AM - 12:20 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Adelle Bish, Frances Jorgensen

Stability and Plasticity Meta-Traits: Effects on Cultural Intelligence and Performance (Poster - 198139)

11:30 AM - 12:20 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Thomas Rockstuhl, Dr. K. Yee Ng, Dr. Soon Ang

The Influence of Having Daughters on Real and Perceived Gender Egalitarianism (Poster - 198157)

11:30 AM - 12:20 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Abigail Mae Collins, Chia-Jung Tsay, Stav Atir

A Grounded Theory Investigation of Coach Identity Among Managers who Coach (Poster - 198222)

11:30 AM - 12:20 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Sara Cannon, Alyssa Hope Lopez, Kira Marshall

Toward a More Useful Utility Analysis: A Literature Review and Web App (Poster - 198330)

11:30 AM - 12:20 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Christopher M. Castille, Eric Martinez, James Daigle, Kristen Toups, Stacy Aucoin

"Silent Language" in Intercultural SJTs: Predictive Evidence From the Field (Poster - 198379)

11:30 AM - 12:20 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Thomas Rockstuhl, Dr. K. Yee Ng, Dr. Soon Ang

Glass Half Full or Empty? Individual Differences in Adaptations to Gains or Losses (Poster - 198487)

11:30 AM - 12:20 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Nick A. Smith, Devaki Rau, Dr. Rachel M. Saef, Timothy Michaelis

Developing a Measure of Leader Identity Integration (Poster - 198498)

11:30 AM - 12:20 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Madison Kaye Keith, Dr. Bradley J. Brummel, Seth Osborn

Multiracial Leadership: A Qualitative Exploration of Leadership Experiences (Poster - 198698)

11:30 AM - 12:20 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Ashley Miku Watterson, Luciana Simion, Soren Rasmussen

Reexamining Organizational Remote Work Support in a Post-COVID-19 World (Poster - 198750)

11:30 AM - 12:20 PM

Location: Hyatt - Riverside Exhibit Hall

Speaker: Nicholas Rosemarino

Developmental Perspective of Creativity: Life Narratives of Eminent Scientists (Poster - 198787)

11:30 AM - 12:20 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Joseph W. Stewart, Ares Boira, Josh M. Chappell

11:30 AM - 12:20 PM	Crafting Your Career in I-O: Lessons Learned From Female Practitioners (Panel Discussion - 198639) Location: Swissotel Vevey 1/2 Speakers: Dr. Sarah A. Hezlett, Andrea Deege, Dr. Caroline C. Cochran, Kama D. Dodge, Ms. Amy McKee
11:30 AM - 12:20 PM	Leaving the Ivory Tower: Exploring Academic-to-Practice Career Transitions (Panel Discussion - 197520) Location: Swissotel Vevey 3/4 Speakers: Dr. Patrick Gavan O'Shea, Dr. Jeffrey D. Facticeau, Dr. Michael M. Mackay, Dr. Neta Moye, Dr. Stephanie A. Andel
11:30 AM - 12:20 PM	The Future of Ethics in I-O Psychology (Master Tutorial - 197726) Location: Swissotel Zurich AB Speaker: Rodney L. Lowman
11:30 AM - 12:20 PM	Back to the Basics: Designing, Creating and Evolving Assessments for Scale (Panel Discussion - 198637) Location: Swissotel Zurich C Speakers: Dr. Sharyn Aufenanger, Dr. Grace Leung Lee, Krystyn Ramdial, Maggie M. Collins, Kendrick Settler
11:30 AM - 12:20 PM	More Than Quantity and Quality: New Directions in Employee Sleep Research (Symposium - 197547) Location: Swissotel Zurich D Speakers: Claire Elizabeth Smith, Aashna Matty Waiwood, Alexandra Henderson, Alisa Glogger, Antje Schmitt, Cynthia D Mohr, Dr. Grisselle Centeno, Kimberly French, Dr. Larissa K. Barber, Dr. Leslie B. Hammer, Dr. Michelle Hughes Miller, Dr. Rebecca Brossoit, Dr. Tammy D. Allen, Dr. Tori L. Crain, Dr. Xinyu Hu, Eun Sook Kim, Jordyn Jan Leslie, Molly Schoffel, Oliver Weigelt, Petra Gierer, Richard Janzen, Todd Bodner
11:30 AM - 12:20 PM	The Future of Corporate DEI Strategies and Programs in the Evolving DEI Landscape (Panel Discussion - 198136) Location: Swissotel Zurich EF Speakers: Lea Lynn Yen, Adam T. Klein, Dr. Harold W. Goldstein, Dr. Toni S. Locklear, José H. David, Ph.D.
12:30 PM - 1:50 PM	Evolving Work–Family Research: Considerations Needed for More Inclusive Approaches (Alternative Presentation - 197938) Location: Hyatt Ballroom A Speakers: Dr. Russell A. Matthews, Dr. Allison S. Gabriel, Dr. Julie H. Wayne, Dr. Kelly Schwind Wilson, Dr. Kristen M. Shockley, Dr. Tori L. Crain, Hope Dodd, Jennifer Saucedo, Jordyn Jan Leslie
12:30 PM - 1:50 PM	Partnered Research in I-O Psychology: More Than the Scientist–Practitioner Model! (Panel Discussion - 196506) Location: Hyatt Ballroom B Speakers: Silvia Bonaccio, Ameeta Jaga, Dr. Christine L. Nittrouer, Dr. Larry R. Martinez, Dr. Sabrina D. Volpone, Dr. Sandra L. Fisher, Mr. Thomas Sasso
12:30 PM - 1:50 PM	Are We Underutilizing Communication Data in I-O? New Insights, Tools, and Strategies (Symposium - 198387) Location: Hyatt Ballroom EF Speakers: Jennifer Perez, Alya Ahmad, Anne Links, Cassandra Phetmisy, Christina N. Lacerenza, Claire Seo, Denise L. Reyes, Ph.D., Jennifer Feitosa, Dr. Tiffany M. Bisbey, Emily Boss, Mary Catherine Beach, Michael A. Rosen, Molly Kilcullen, Nandini Mehta, Nohelia A. Argote Veliz, Olivia Bullock, Patricia Costa, Petra H. Momcilovic, Salar Khaleghzadegan, Som Saha
12:30 PM - 1:50 PM	It's a Pleasure to Meet Me: Managing Self-Enhancement Bias in Coaching Engagements (Panel Discussion - 197028) Location: Hyatt Ballroom N CD Speakers: Dr. Meng Li, Dr. Anna Marie Valerio, Dr. Ronald M. Festa, Francisco Rodrigues Alves de Moura, Mr. Michael Crespo, Ph.D.
12:30 PM - 1:50 PM	Refocusing on Stress Appraisals and Their Antecedents and Consequences (Symposium - 197576) Location: Hyatt Ballroom S CD Speakers: Dr. Yisheng Peng, Dr. Michael T. Ford, Dr. Pamela L. Perrewe, Samantha Paustian-Underdahl, Dr. Yujie Zhan, Gracie Schirle, James Whyte, IV, ND, Ph.D., FNAP, FAAN, Jef Naidoo, Jiani Fan, Jinzhao Qu, Kaylee J. Hackney, Peikai Li, Shanna Daniels, Shiyang Su, Shiyong Xu, Ye Eun Choi, Yingge Li
12:30 PM - 1:50 PM	Methods for Explainable Artificial Intelligence Research (Symposium - 198079) Location: Hyatt Grand Hall H Speakers: Dr. Georgi P. Yankov, Bradley Pitcher, Chen Tang, Cornelius König, Dr. Isaac Benjamin Thompson, Dr. Ivan Hernandez, Dr. Markus Langer, Dr. Q. Chelsea Song, Gloria Washington, Kelsi Cornett, Mikel Ngueajio, Nakul Upadhya, Saurav Aryal, Tim Hunsicker, Yesuel Lillian Kim

12:30 PM - 1:50 PM	Changing the Culture of Peer Review: How to Be the Reviewer You've Always Wanted (Master Tutorial - 197342) Location: Hyatt Grand Hall I Speaker: Franki Kung
12:30 PM - 1:50 PM	Talent Hackathon: Group Brainstorming for Critical Organizational Issues (Alternative Presentation - 198364) Location: Hyatt Grand Hall J Speakers: Dr. Brittany J. Marcus-Blank, Dr. A. Silke McCance, Dr. Erica I. Desrosiers, Richard Chambers, PhD, Seth Kamen, Matthew Dreyer, Michael Ehret, Mrs. Pamela Congemi
12:30 PM - 1:50 PM	A Practitioner's Discussion on Assessment Center Best Practices and Emerging Trends (Panel Discussion - 198122) Location: Hyatt Grand Hall K Speakers: Jennifer Sabet, Dr. Charles A. Scherbaum, Dr. Elliott C. Larson, Jacob L. Martin, Ph.D., Mrs. Marsha Schrage, Kira Barden
12:30 PM - 1:50 PM	SIOP Frontiers Book on Computational Modeling for I-O Psychologists: Meet the Authors (Panel Discussion - 198576) Location: Hyatt Grand Hall L Speakers: Dr. Jeffrey B. Vancouver, Andrew F. Neal, Chen Tang, Dr. Deanna M. Kennedy, Dr. James A. Grand, Dr. Jay H. Hardy, III, Dr. Le Zhou, Dr. Michael T. Braun, Dr. Mo Wang, Mr. Justin M. Weinhardt
12:30 PM - 1:50 PM	What Are You Trying to Say? Clearly Communicating an Engaging Message (Alternative Presentation - 197406) Location: Hyatt Grand Hall MN Speakers: Dr. Michael C. Heil, Amy E. Mills, Melissa Champine, Mr. Ernie Paskey, Ms. Christine E. Boyce, Sarah R. Strahan
12:30 PM - 1:50 PM	Succeeding on the Business School Job Market: An Insider's Perspective (Panel Discussion - 196516) Location: Swissotel Montreux 1 Speakers: Dr. Drake Van Egdome, Dr. Cynthia K. Maupin, Dr. David F. Arena, Jr., Dr. Lars U. Johnson, Dr. Matthew P. Crayne, Dr. Rachel Williamson Smith, Talya Bauer
12:30 PM - 1:50 PM	Using Organizational Culture to Become a Data Influencer: A SIOP-Style Focus Group (Alternative Presentation - 197777) Location: Swissotel Vevey 1/2 Speakers: Caitlin J. Jacobson, Dr. Ellen F. Lovell, Dr. Stephanie L. Murphy, Dr. Stephen F. Young, Jessica Thornton, Ms. Bridget K. O'Mera, Ronald Dela Cruz
12:30 PM - 1:50 PM	Will Machine Learning Help or Hurt Diversity? The Evidence to Date (Panel Discussion - 197190) Location: Swissotel Vevey 3/4 Speakers: Dr. Emily D. Campion, Dr. Cari L. Gardner, Dr. Daniel A. Schermerling, Dr. Jay H. Steffensmeier, Dr. Michael A. Campion, Dr. Nick C. Koenig, Dr. Q. Chelsea Song, Nan Zhang
12:30 PM - 1:50 PM	I-O Psychology in Sport Contexts: Perspectives From Experts Bridging the Fields (Panel Discussion - 197671) Location: Swissotel Zurich AB Speakers: Dr. Eleanor M. Waite, Ariel Finch Bernstein, Christopher Spencer, Dr. Elizabeth L. Shoenfelt, Dr. L.A. Witt
12:30 PM - 1:50 PM	New Advances in Our Understanding of Age Stereotypes and Age Metastereotypes at Work (Symposium - 197325) Location: Swissotel Zurich D Speakers: Dr. Rick Allen Laguerre, Dr. Courtney Baker, Dr. Gretchen A. Petery, Dr. Ho Kwan Cheung, Dr. Lisa Finkelstein, Edileide Oliveira, Hannah Swift, Libby Drury, Rushika De Bruin, Sydney Marie Roux, Vanessa Burke
12:30 PM - 1:50 PM	The Future of Talent in Tech (2.0): Every Company Is a Tech Company (Panel Discussion - 198045) Location: Swissotel Zurich EF Speakers: Tyler James Mirando, Amy Wester, Dr. Jeffrey D. Fecteau, Dr. Katey E. Foster, Jimmy Mundell, Zach Reburn
2:00 PM - 2:50 PM	Time's Essence in Leadership: Temporal Traits, States, Behaviors, and Outcomes (Symposium - 197599) Location: Hyatt Ballroom A Speakers: Dr. Kent K. Alipour, Chelsea Jordan Basore, Dr. Christian N. Thoroughgood, Dr. Katina Sawyer, Dr. Robert C. Melloy, Jr., Dr. Songqi Liu, Dr. Susan Simkins (formerly Mohammed), He Zhao, Miss Danni Wang, Miss Wei Wu, Tianyi Zhang

2:00 PM - 2:50 PM	RIP2: More Constructs and Concepts Past Their Expiration Dates (Alternative Presentation - 197862) Location: Hyatt Ballroom B Speakers: Dr. David P. Costanza, Dr. Alexandra I. Zelin, Dr. Cort W. Rudolph, Dr. Greg R. Thrasher, Dr. Gwenith G. Fisher, Dr. Michelle M. Hammond, Dr. Mindy K. Shoss, Hannah A. Crandell
2:00 PM - 2:50 PM	The Implications of Generative AI for Assessment Practices: Friend and Foe (Panel Discussion - 198372) Location: Hyatt Ballroom EF Speakers: Dr. Sarah A. Hezlett, Dr. Dan J. Putka, Dr. Darrin Grelle, Dr. Michael S. Fetzter, Rob Bailey
2:00 PM - 2:50 PM	What Is the “Real-World” Anyway? Navigating the Postgraduate School Transition (Panel Discussion - 197215) Location: Hyatt Ballroom N CD Speakers: Morgan Rose Taylor, Ashley Taylor, Dr. Lauren Sarah Park, Kelly Rebecca Lane, Mr. Michael A. Rotch, Stephanie Bock Granger
2:00 PM - 2:50 PM	The Impact of LLMs on Online Assessments: Pitfalls, Hype, and Promise (Panel Discussion - 197902) Location: Hyatt Ballroom S CD Speakers: Dr. Manasia Sturdivant, Dr. Robbie C. Brusso, Dr. Taylor Sparks Sullivan, Evan R. Theys, Michael Sawdy
2:00 PM - 2:50 PM	Building Community and Building Your Career: The Importance of Social Support During (Alternative Presentation - 197114) Location: Hyatt Grand Hall H Speakers: Dr. Drake Van Egdome, Dr. Jacquelyn M. Brady, Gwendolyn Paige Watson, Haley Cobb
2:00 PM - 2:50 PM	Alliance: Leading Diversity, Equity, and Inclusion Initiatives Into the Future (Special Event - 199643) Location: Hyatt Grand Hall I Speakers: Dr. Peter J. Reiley, Dr. Andrea O’Leary, Dr. Elizabeth Pavese, Julie Chen, Mrs. Angela R. Howard, Reggie Romain
2:00 PM - 2:50 PM	Innovative Approaches to Job Analysis: Novel Solutions for Practical Challenges (Symposium - 198185) Location: Hyatt Grand Hall J Speakers: Dr. Penelope C. Palmer, Clinton D. Kelly, Dr. Dawn Lambert, Dr. Joseph D. Abraham, Dr. Philip T. Walmsley, Lauren Davis Kistler, Tyler Reck
2:00 PM - 2:50 PM	Applications of Artificial Intelligence to Selection and Job Analysis Contexts (Symposium - 197876) Location: Hyatt Grand Hall K Speakers: Joanna Zakzewski, Antonis Koutsoumpis, Chris Huynh, Dongil (Marco) Jang, Dr. John D. Kammeyer-Mueller, Dr. Maria C. Lytell, Dr. Philseok Lee, Dr. Sean Robson, Grace Elizabeth Falgoust, Louis Hickman, She’s Fyffe, Zihao Jia
2:00 PM - 2:50 PM	Configuring Tomorrow’s Teams: New Directions in Team Composition Research (Symposium - 198392) Location: Hyatt Grand Hall L Speakers: Emily Gerkin, Andrea C. Farro, Arianna Addis, Dale E. Watson, Dan Manh Nguyen, Dr. Amanda L. Thayer, Dr. Dorothy R. Carter, Dr. Jessica L. Wildman, Dr. Lauren D’Innocenzo, Joshua D Miller, Joshua Pearman, Kendall Carmody, Kyle Emich, Meredith Carroll, Michael R. Kukenberger, Mohammed Akib, Professor Nathan T. Carter, Sarah Turner
2:00 PM - 2:50 PM	Examining Pieces of the Humble Leadership Pie (Symposium - 198307) Location: Hyatt Grand Hall MN Speakers: Jessica W. McDuffie, Dr. Avraham N. Kluger, Dr. Georgi P. Yankov, Dr. Guy Itzhakov, Dr. Irina Cojuharenco, Dr. Kevin S. Mitchell, Joy Pawirosetiko, Michal Lehmann, Mrs. Rosey L. Rhyne, Nadine Tresa Maliakkal, Rebecca Nicole Pool
2:00 PM - 2:50 PM	Candidate Experience and AI-Based Assessments: What We Know and Where to Go (Panel Discussion - 197615) Location: Swissotel Montreux 1 Speakers: Manuel F. Gonzalez, Dr. Markus Langer, Ethan Rothstein, Karim Badr, Nino Sziedell
2:00 PM - 2:50 PM	Poster Sessions Location: Hyatt - Riverside Exhibit Hall Diversity Washing: Diverse Representation Speaks Louder Than Words (Poster - 196723) 2:00 PM - 2:50 PM Location: Hyatt - Riverside Exhibit Hall Speakers: Ebenezer Edema-Sillo, Denise L. Reyes, Ph.D., Dr. Isaac E. Sabat, Manuela Santos, Nandini

Mehta

A Multilevel Review of Enhancing and Inhibiting Factors for Women's Success in STEM (Poster - 197035)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Oyin Sodiya, Dr. David F. Arena, Jr.

Diversity-Valuing Behavior: Self-Observer Convergence and Uniqueness (Poster - 197100)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Hannah Park, Dr. Nichelle C. Carpenter

Examining 10-Year Trends in a Federal Government Agency Across Demographic Groups (Poster - 197209)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Maria Elena De la Flor Musso, Cheryl Wyrick, Renata Urbina De la Flor, Scott K. Burntack

The All-In@Work DEIA Survey: A People First Approach to Assessing DEIA at Work (Poster - 197210)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Allyson Pagan, Elizabeth Steinhauer

Personalized Leaders and Follower Ethics: Moral Disengagement as a Mediator (Poster - 197216)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Joseph W. Stewart, Cecelia Gordon, Dr. Shane Connelly

Exploring Subordinate Perceptions of Leader EI and Inclusive Leadership (Poster - 197224)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speaker: Molly Forgang

A Model of Gender, Family to Work Conflict Bias, and Supervisor Ostracism (Poster - 197226)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Gary A. Adams, Dr. Christian N. Thoroughgood, Dr. Jennica R. Webster

Leading During COVID-19: Collective Regulatory Focus and Financial Performance Growth (Poster - 197259)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: David Glerum, Dr. Russell E. Johnson, Mr. Henry R. Young

Microsteps to Transformational Leadership: Empowering via Implicit Leader Prototypes (Poster - 197309)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Fadel Matta, Charles W. Bennis, Cory Eisenhard, Emma L. Frank

What's in It for Me? Followership Expectations Based on Humility, Level, and Sex (Poster - 197329)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Mariana Garcia, Ari Hymowitz, Dr. Kevin Nolan, Dr. Terri Shapiro, Jamie Forman

Millennial Employees: An Entitled Generation Seen by Managers? (Poster - 197370)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Professor Xu Huang, Dr. Erica Xu, Fuli Li, Ms. Leni Chen

A Critical Examination of Personality Assessment Fairness (Poster - 197533)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Kim Torres, Dr. Alise Dabdoub, Ph.D.

Job Search Crafting in STEM: The Roles of Diversity Climate and Financial Stress (Poster - 197551)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Yisheng Peng, Chelsea Nicole Riccardi, Claire Seo, Dr. Xinyu Hu, Julie Wu

Is Inclusive Leadership a Gendered Leadership Style? (Poster - 197567)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Angelica Leon, Dr. Elissa L. Perry

Job Applicant Reactions to Being Othered on Demographic Forms (Poster - 197654)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Seth Osborn, Dr. Bradley J. Brummel

Social Class Blocks Mobility: How Do Socioeconomic Origins Influence Entrepreneurship (Poster - 197679)

2:00 PM - 2:50 PM

Location: Hyatt - Riverside Exhibit Hall

Speakers: Dr. Yuchuan Liu, Meiling Huang, Yipeng Shao, Zhengqing Chen

Workplace Social Pain Minimization Mediates Discrimination's Effect on Burnout (Poster - 197754)

2:00 PM - 2:50 PM
Location: Hyatt - Riverside Exhibit Hall
Speakers: Kyle L. Benbow, Jonathan Kunstman

Religion and DEI: Helping and Hurting Behaviors and Attitudes of Christian Employees (Poster - 197760)

2:00 PM - 2:50 PM
Location: Hyatt - Riverside Exhibit Hall
Speakers: Ari Hymowitz, Dr. Nicholas P. Salter, Dr. Terri Shapiro, Emily Martinez-Lares, Jamie Forman, Mariana Garcia

Factors Related to Bystander Intervention Against LGBTQ Mistreatment at Work (Poster - 197762)

2:00 PM - 2:50 PM
Location: Hyatt - Riverside Exhibit Hall
Speakers: Gustavo Antonio Ugueto-Rey, Dr. Joelle D. Elicker

Navigating the Funny Business: How Authenticity Addresses the Humor–Gender Paradox (Poster - 197787)

2:00 PM - 2:50 PM
Location: Hyatt - Riverside Exhibit Hall
Speakers: Nagapriya Vaidyanathan, Dr. Jonathan C. Ziegert

How Occupational Stigma and Unit Racioethnic Diversity Affect Police Officers (Poster - 197881)

2:00 PM - 2:50 PM
Location: Hyatt - Riverside Exhibit Hall
Speakers: Dr. Lindsay LePage, Dr. Derek R. Avery

Divergent Outcomes and Common Desire: No Sex Differences in Job Attribute Preferences (Poster - 197945)

2:00 PM - 2:50 PM
Location: Hyatt - Riverside Exhibit Hall
Speakers: Carter Vespi, Mable Clark

Trans and Nonbinary Employees' Reactions to Coworkers who Share Pronouns (Poster - 198004)

2:00 PM - 2:50 PM
Location: Hyatt - Riverside Exhibit Hall
Speakers: Kristen Jaramillo, Dr. Isaac E. Sabat, Evan Nault, Hanan Guzman, Toni Kostecki

Coping With Social Undermining in Socialization (Poster - 198050)

2:00 PM - 2:50 PM
Location: Hyatt - Riverside Exhibit Hall
Speakers: Zhang Xiaolong, Brina Gendhar, Dr. Ann Marie Ryan, Jordan Elizabeth Holmes, Josee Marie Alanis, Juli Liebler

Neurodiversity Unleashed: Tapping Into Hidden Talent (Poster - 198061)

2:00 PM - 2:50 PM
Location: Hyatt - Riverside Exhibit Hall
Speakers: Ms. Lida Priscila Ponce, Nicholas Moon, Jessie Cannon, Benjamin Bradshaw, Dr. Lauren Kuykendall

Applying Construal Level Theory to Storytelling for Diversity Training (Poster - 198098)

2:00 PM - 2:50 PM
Location: Hyatt - Riverside Exhibit Hall
Speaker: Caitlin Q. Briggs

An Examination of Prescriptive Stereotypes of East Asians and Whites (Poster - 198181)

2:00 PM - 2:50 PM
Location: Hyatt - Riverside Exhibit Hall
Speakers: Ms. Hong Yu, Dr. Caryn J. Block

Voice-Activated Technology in Hiring and Accommodations for People who Stutter (Poster - 198197)

2:00 PM - 2:50 PM
Location: Hyatt - Riverside Exhibit Hall
Speakers: Joie Magalona, Caryn Herring, Dr. Ann Marie Ryan, Hope Gerlach-Houck, J. Scott Yaruss

The Influence of DEI Perceptions on Employee Referrals (Poster - 198198)

2:00 PM - 2:50 PM
Location: Hyatt - Riverside Exhibit Hall
Speaker: Santiago Alphonso Bueno, IV

How Diversity Policies Shape Team Performance (Poster - 198317)

2:00 PM - 2:50 PM
Location: Hyatt - Riverside Exhibit Hall
Speakers: Julia Maria Grgic, Dr. Meir Shemla, Francesca Manzi

2:00 PM - 2:50 PM

Delving Into Dual Earners: Romantic Partners in Work–Family Research (Symposium - 197940)

Location: Swissotel Vevey 1/2
Speakers: Claire Elizabeth Smith, Aashna Matty Waiwood, Dr. Candice L. Thomas, Dr. Chu-Hsiang (Daisy) Chang, Dr. Cort W. Rudolph, Dr. Erin Eatough, Kimberly French, Dr. Kristen M. Shockley, Dr. Rachel Sisu Rauvola, Dr. Stephanie A. Andel, Dr. Tammy D. Allen, Elizabeth Minei, Haley Cobb, Jenna Van Fossen, Joseph Regina, Kristen Salomon, Kristyn Lukjan, Lauren Moran, Madeline L. Billeaud, Skylar Oney, Varol Kayhan, Zheng Chen

2:00 PM - 2:50 PM

Revisiting Gender Disparities in OCBs: Bridging Research and Practitioner Insights (Alternative Presentation - 198385)

Location: Swissotel Vevey 3/4
Speakers: Deidre Hall, Dr. Diane M. Bergeron, Dr. Kimberly S. Nei, Dr. Rose Fonseca, Jill Louise Pearson, Kylie Rochford, Lauren D. Murphy, Nadine Tresa Maliakkal, Zayna Hustoft

2:00 PM - 2:50 PM	Harnessing Large Language Models in I-O Psychology: A Revolution in HR Offerings (Panel Discussion - 197181) Location: Swissotel Zurich AB Speakers: Leann Schneider, Caribay Garcia Marquez, Benjamin Granger, Dr. Steven T. Hunt, Kathleen Anne Preddy
2:00 PM - 2:50 PM	Simplify to Illuminate: How to IGNITE! Your Next I-O Elevator Pitch (Ignite - 198679) Location: Swissotel Zurich C Speakers: Ms. Sarah N. Layman, Dr. Emilee B. Tison, Dr. Lisa Grant Harpe, Dr. Scott B. Morris, Elizabeth Bradley, Ms. Amanda R. Bowman, Ms. Claire E. Vincent, Tara Myers
2:00 PM - 2:50 PM	Signaling Through the AI Smoke: Deciphering Applicants in the LLM Labyrinth (Panel Discussion - 197927) Location: Swissotel Zurich D Speakers: Megan Manels-Murphy, Claudia Nuttgens, Dr. Jeffrey D. Fecteau, Dr. Matthew S. Christensen, Nicolas Roulin, Dr. Patrick D. Dunlop, Zhuo Li
2:00 PM - 2:50 PM	Improving Selection and Reducing Adverse Impact Through Predictive Success Modeling (Symposium - 197807) Location: Swissotel Zurich EF Speakers: Dr. Carl R. Persing, Andrew Deregla, Dr. Katie M. Gunther, Dr. Montana R. Drake, Dr. Thomas R. Carretta, Mr. Michael Ingerick, Ms. Bobbie A. Dirr, Oren R. Shewach, Reese Butterfuss
2:00 PM - 2:50 PM	COI: Hot Takes on the Future of DEI According to I-O, Legal, and Business Experts (Community of Interest - 199553) Location: Swissotel Zurich G Speakers: Dr. Aditi Rabindra Sachdev, Chase Winterberg, J.D., Ph.D., Chris Steadley, Dr. Annalyn Jacob, Dr. Victoria P. Mattingly
3:00 PM - 3:50 PM	It's Time to Update Your Prior Beliefs: Bayesian Benefits for Organizational Analysis (Ignite - 197043) Location: Hyatt Ballroom A Speakers: Karyssa Courey, Brittany Ikner, Chen Tang, Dr. Isaac Benjamin Thompson, Feng Guo, Johnathan Malcolm Traylor, Theodore L. Hayes
3:00 PM - 3:50 PM	Supporting the Next Generation: Graduate Students' Role in Science Communication (Panel Discussion - 197579) Location: Hyatt Ballroom B Speakers: David B. Fecteau, Dr. Alison C. Mallard, Dr. Kelly A. Cave, Dr. Madison E. Hanscom, Dr. Rebecca Brossoit
3:00 PM - 3:50 PM	New Ways to Think About Wellness (Panel Discussion - 197232) Location: Hyatt Ballroom EF Speakers: Dr. Romella J. El Kharzazi, Anupa Geevarghese, Dennis Stolle, Dr. Anna Tavis, Dr. Matthew P. Trafican
3:00 PM - 3:50 PM	Sensors and Wearable Technology: The Good, the Bad, and the Not Quite There (Panel Discussion - 197780) Location: Hyatt Ballroom N CD Speakers: Dr. Katherine E. Ciarlante, Alexxa Bessey, Dr. Kara L. Orvis, Dr. Steve W.J. Kozlowski, Dr. Suzanne T. Bell, Karen Quigley, Matthew Robison
3:00 PM - 3:50 PM	Optimizing People Analytics: Partnering for Impact (Panel Discussion - 197883) Location: Hyatt Ballroom S CD Speakers: Mr. Michael Durando, Dr. Trevor N. Fry, Nicole Herk, Samantha A. Nesnidol, Ph.D.
3:00 PM - 3:50 PM	Measurement, Causes, and Consequences of Job Boredom (Symposium - 197464) Location: Hyatt Grand Hall H Speakers: Dr. Nathan A. Bowling, Cole Brandon Treadaway, Seth Kaplan, Dr. Steve M. Jex, Isabelle Couvillion, JeongJin Kim, Jonah Richardson, Jordan Everett, Junyoung Apt Hong, Kenzie Dye, Lilah Donnelly, Mitchell Alex Eid
3:00 PM - 3:50 PM	Looking Under the Hood 3.0: Tuning Up Practitioner Relationships in the AI Era (Panel Discussion - 198420) Location: Hyatt Grand Hall I Speakers: Dr. Amy Powell Yost, Dr. Julia Bayless, Dr. Michael S. Fetzer, Jone Papinchock, Michelle Duncan, Mr. Andrew L. Solomonson, Mr. Michael J. Hudy
3:00 PM - 3:50 PM	Unproctored Internet Test Security: Are I-Os Behind the Curve? (Panel Discussion - 197597) Location: Hyatt Grand Hall J Speakers: Dr. Allison N. Besl, Dr. Dan V. Simonet, Dr. Gregory M. Hurtz, Dr. Robbie C. Brusso, John A. Weiner, Kama D. Dodge, Nathan Thompson, William Luke Camden

3:00 PM - 3:50 PM	Healing Healthcare: Understanding and Facilitating Engagement and Development (Ignite - 198749) Location: Hyatt Grand Hall K Speakers: Alison E. Carr, Allison Bachmann, Dr. Aimee K. Gardner, Dr. Charmane Harrison, Dr. Dennis Doverspike, Lotte Dyrbe, M.D., MHPE, Madison Schaefer, Natalie Schwatka
3:00 PM - 3:50 PM	Navigating Coaching Tensions for Coaches of Color (Panel Discussion - 198203) Location: Hyatt Grand Hall L Speakers: Dr. Helen H. Chung, Anaid Northcraft, Lisa Ishihara, Melissa-Ann Chung, Lagunas, Mesaley A. Alemseged, Mr. Ryan Y. Samia, Rugaya Kamaleldin Ibrahim, Sana Lall-Trail
3:00 PM - 3:50 PM	Seen but Not Heard? Amplifying the Voice of Frontline Workers (Ignite - 197725) Location: Hyatt Grand Hall MN Speakers: Danielle Elizabeth Wilson, Dr. Melinda J. Moye, Matt Schenk-Turner, Megan Wertheimer, Mr. Steven Bentz, Ms. Cassandra E. Colton, Ms. Danielle Wittorp
3:00 PM - 3:50 PM	What Does Research Look Like in Academia and Industry? (Panel Discussion - 198359) Location: Swissotel Montreux 1 Speakers: Ms. Ashita Goswami, Catherine Rodriguez, Dr. Elliott C. Larson, Kalifa Oliver, Dr. Patrick T. Coyle, Lei Shirase, Rengin Firat
3:00 PM - 3:50 PM	Unsticking Situations: Exploring Nontraditional Perspectives and Applications of SJTs (Alternative Presentation - 198820) Location: Swissotel Vevey 1/2 Speakers: Dr. Maureen E. McCusker, Dr. Lauren A. Lanzo, Dr. Neil M.A. Hauenstein, Munira Ajmal, Rusty Wilson
3:00 PM - 3:50 PM	Incorporating Inclusion in Research: Innovative Practices From the Field (Panel Discussion - 198743) Location: Swissotel Vevey 3/4 Speakers: Dr. Dordaneh Rachel Baghelai, Kristin Allen, Dr. Meisha-Ann Martin, Duoc V. Nguyen, Ph.D., Mary Hunter
3:00 PM - 3:50 PM	Demystifying Request for Proposals (RFPs): From Development to Successful Bidding (Panel Discussion - 197555) Location: Swissotel Zurich AB Speakers: Annika Lia Benson, Caleb Morfit, PhD, Dr. Andrea Valentine, Erin Maureen Lazarus, Jennifer Cavanaugh
3:00 PM - 3:50 PM	More Than Its Sum: Workplace Experiences of People With Intersectional Identities (Symposium - 198323) Location: Swissotel Zurich C Speakers: Arturia T. Melson-Silimon, Candalyn B Rade, Chelsi F. Campbell, Dr. Lillian T. Eby, Dr. Neal Outland, Janika Koelblin, Jenna Ellen-Marie McChesney, Jocelyn Grayce Anker, Lori L. Foster, Nina Carmichael-Tanaka
3:00 PM - 3:50 PM	Beyond Grants and Pub Cycles: Applied Career Paths for Academic I-O Psychologists (Panel Discussion - 198221) Location: Swissotel Zurich D Speakers: Mr. Long H. Nguyen, Dr. Elora Voyles, Kyle Page, Dr. Rebecca J. Thompson
3:00 PM - 3:50 PM	I Want to Lead, But I'm Not Getting the Development I Need: Advancing Women Leaders (Panel Discussion - 197205) Location: Swissotel Zurich EF Speakers: Lauren Zervos, Alexandria Redmond, Kelly E. Levin, Mounica Reddy, President + Co-Founder Stefanie A. Mockler, Ph.D., Unnati Gupta
4:00 PM - 5:00 PM	Closing Event & Closing Plenary Video