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# 34th ANNUAL CONFERENCE PROGRAM

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### SIOP 2019 Conference and Program Committee Members

Scott Tonidandel, Conference Chair	Jackie Spencer, Placement Center Co-Chair
Daisy Change, Past Conference Chair	Wendy Bedwell, Consortia Chair
Tracey Rizzuto, Program Chair	Debbie DiazGranados, Consortia Chair-in-Training
Elizabeth McCune, Incoming Program/Theme Track Chair	Jessica Nicklin, Conference Evaluations Chair
Tracy Kantrowitz, Past Program Chair	Julie Olson-Buchanan, Site Selection Chair
Gavan O'Shea, Workshop Chair	Samantha Holland, Local Arrangements
Rob Michel, Incoming Workshop Chair	
Talya Bauer, SIOP President	Program Subcommittee Chairs:
Leanne Caudill, Volunteer Coordinator	Wendy Bedwell, Dustin Jundt, Meghan Thorton-Lugo, and Katina
Tim McGonigle, Placement Center Co-Chair	Sawyer

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### The following are available for the duration of the conference:

**Mothering Room:** Maryland Registration Desk C Office  
This room will provide seating, power, and a refrigerator for use by new mothers

**Reflection Room:** Maryland Registration Desk A Office  
This room is open for all attendees who require a quiet space for prayer and/or meditation.

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### Parking

National Harbor has three covered parking garages strategically located close to the Gaylord as well as attractions, hotels, shops, and restaurants: Fleet Garage Parking, Mariner Garage Parking, and St. George Garage Parking, fee: 14 USD hourly, 30 USD daily. SIOP does not validate.

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**Questions? Visit the SIOP Hospitality Desk near conference registration.**

**Access the searchable version of this program at  
[my.siop.org/Meetings/ProgramSearch19](https://my.siop.org/Meetings/ProgramSearch19)**

### Persons With Disabilities

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# SIOP Thanks Our 2019 Conference Partners

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University of California Press

University of Maryland Baltimore County

William James College

Dear Colleagues,

Welcome to the 34th Annual SIOP Conference in National Harbor/Washington DC! This year's conference introduces several innovations designed to elevate your experience and tailor the conference to your needs. The heart of the conference continues to be the array of peer-reviewed sessions. The conference is packed with symposia, panels, debates, master tutorials, and posters. There are many alternative sessions, which means more novel formats and creative ways to engage attendees. The top rated posters will be showcased at the Thursday evening Networking Reception. An HR Practitioner Track is set for Friday in Maryland D for those with specific interests in the practice of HR. We would like to call your attention to some new and noteworthy features of this year's conference. You can learn about all the amazing offerings through the conference's Whova app. In the app, you can plan your schedule, check in and rate sessions, share information with other attendees and much more. The app has been updated with new features so make sure to check it out. Also new this year is SeenIt, an app (for iPhone and Android) to help us create videos about SIOP. Upload photos or video clips about different topics, see the clips your friends and colleagues add, and watch the video mashups we make out of them.

### Opening Plenary Session

The conference kicks off on Thursday morning with SIOP's highest awards and introductions to the newest SIOP Fellows. This event will feature Talya Bauer's Presidential Address with reflections on her theme, I am SIOP, following a must-see introduction by the incoming president, Eden King.

### SIOP Select

This concept highlights sessions cultivated by SIOP volunteers and committees on high-demand, high-impact topics that are broadly applicable across the membership. It includes a presidential theme track held on Thursday in Potomac D entitled "Advancing Science Practice Translations." Also included are several special sessions featuring a machine learning competition and instruction, and a presentation and discussion on sexual harassment in the workplace. SIOP Select also includes several sessions that pair 2018 award winners who will offer strategies, tips, and examples of leading careers in I-O. Finally, sessions focused on the business of SIOP and an Alliance sessions with international perspectives also comprise SIOP Select.

### Methods Mania

In response to members seeking to learn about cutting-edge topics in research methods, measurements, and statistics, Methods Mania will present the highest-rated methods tutorials and sessions in a one-stop location (Maryland C) throughout the program.

### Reproducible Research and Multidisciplinary Sessions

We have 43 presentations featuring reproducible Research and 87 with a multidisciplinary focus to complement these growing focus areas of our field. Look for the RR logo and Multidisciplinary logo to find these in the programs and find a link to the materials for the RR sessions at [www.siop.org/rr](http://www.siop.org/rr).

### Communities of Interest

Community of Interest sessions provide a forum for you to contribute to the discussion on a range of hot topics. Each interactive session is designed to facilitate networking and thought-provoking discussion and identify collaboration opportunities. These casual forums are held in National Harbor 1 and are moderated by facilitators with expertise on the topics.

### Closing Address and Closing Reception

You won't want to miss the closing plenary, featuring Megan Smith, formerly the Chief Technology Officer at the White House during the Obama administration and now CEO of Shift7. Following the closing plenary will be a festive finale to the conference. We sincerely hope that this year's conference is the best yet and offers the learning and networking opportunities you are seeking.

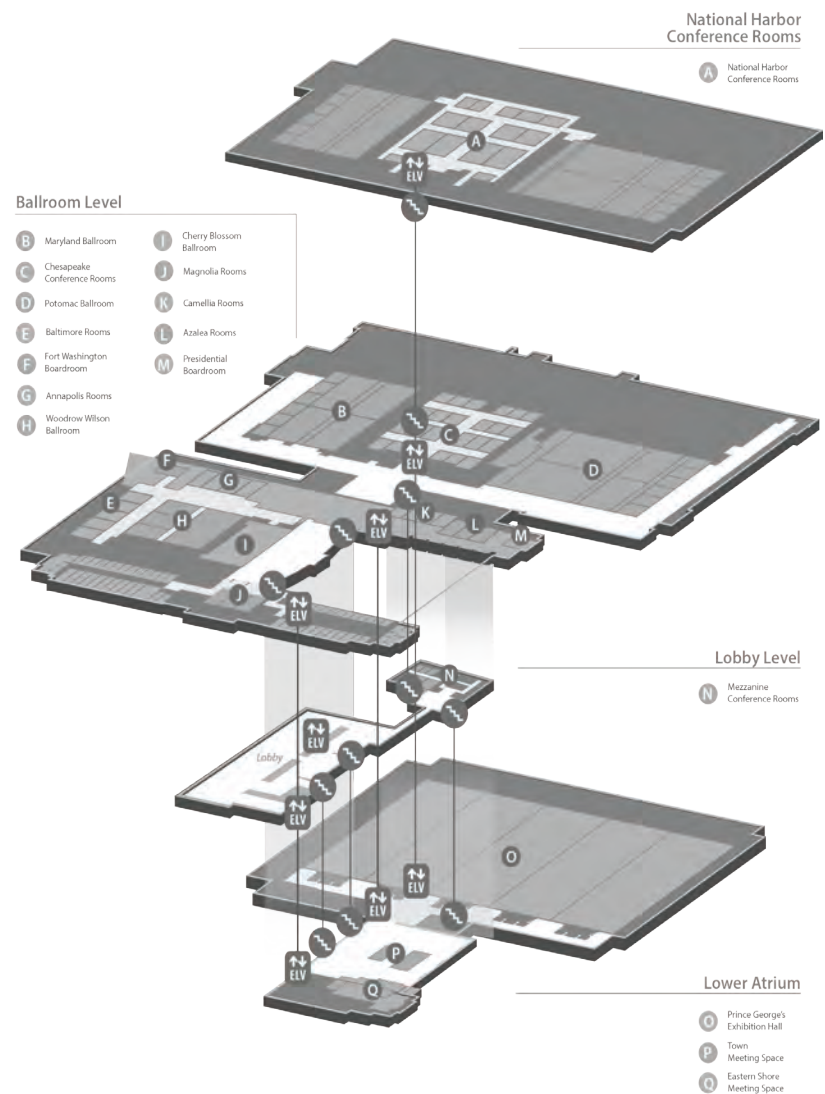
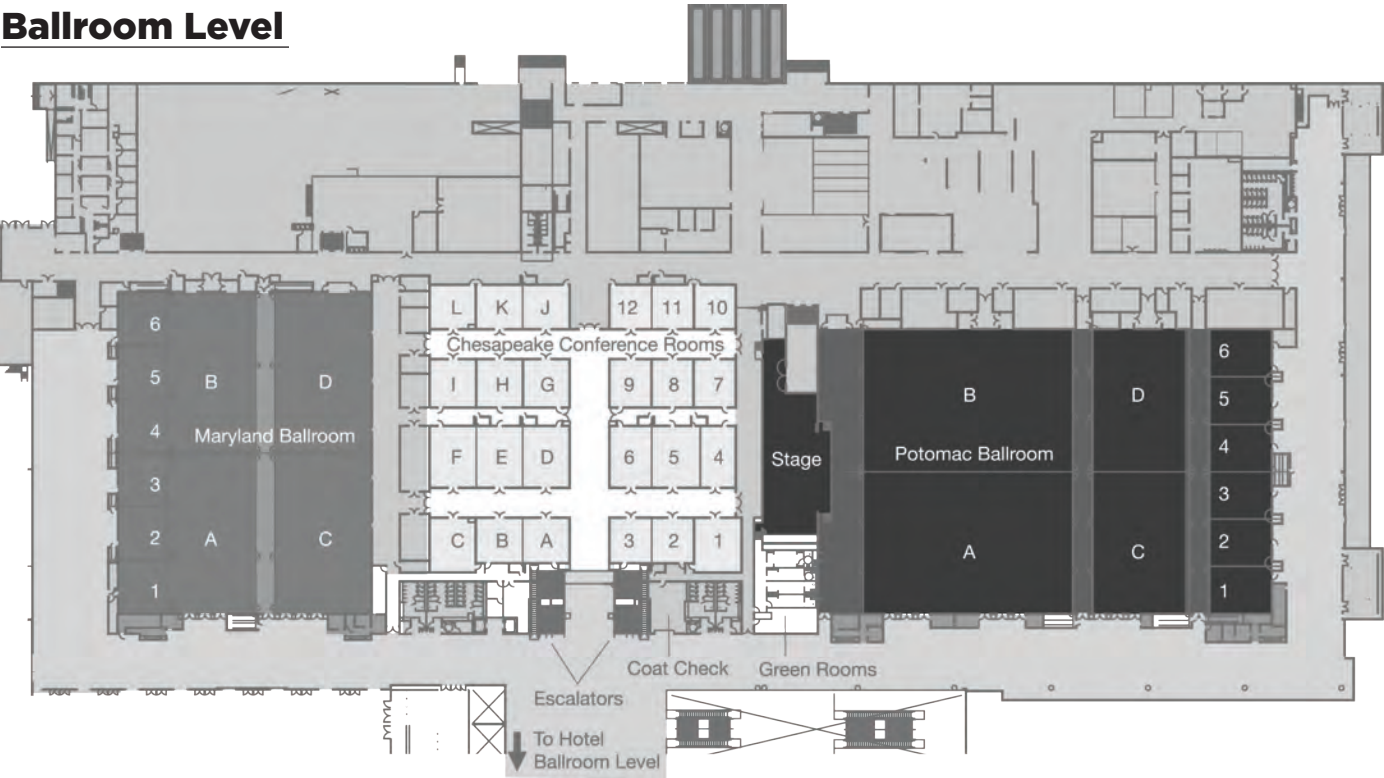
Please share any feedback or ideas with the Program Committee so the conference continues to evolve each year. Enjoy the conference!

Scott Tonidandel  
2019 SIOP Conference Chair

Tracey Rizzuto  
2019 SIOP Program Chair

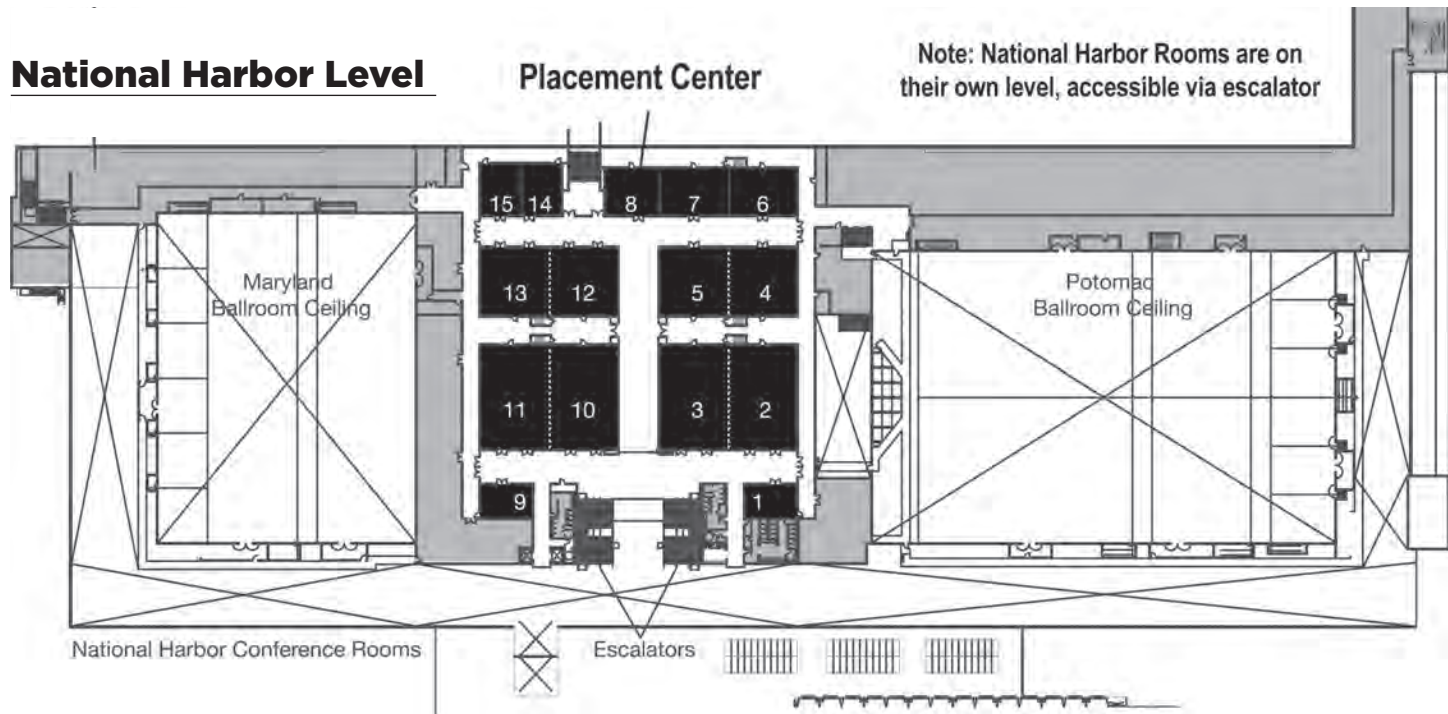


# Ballroom Level

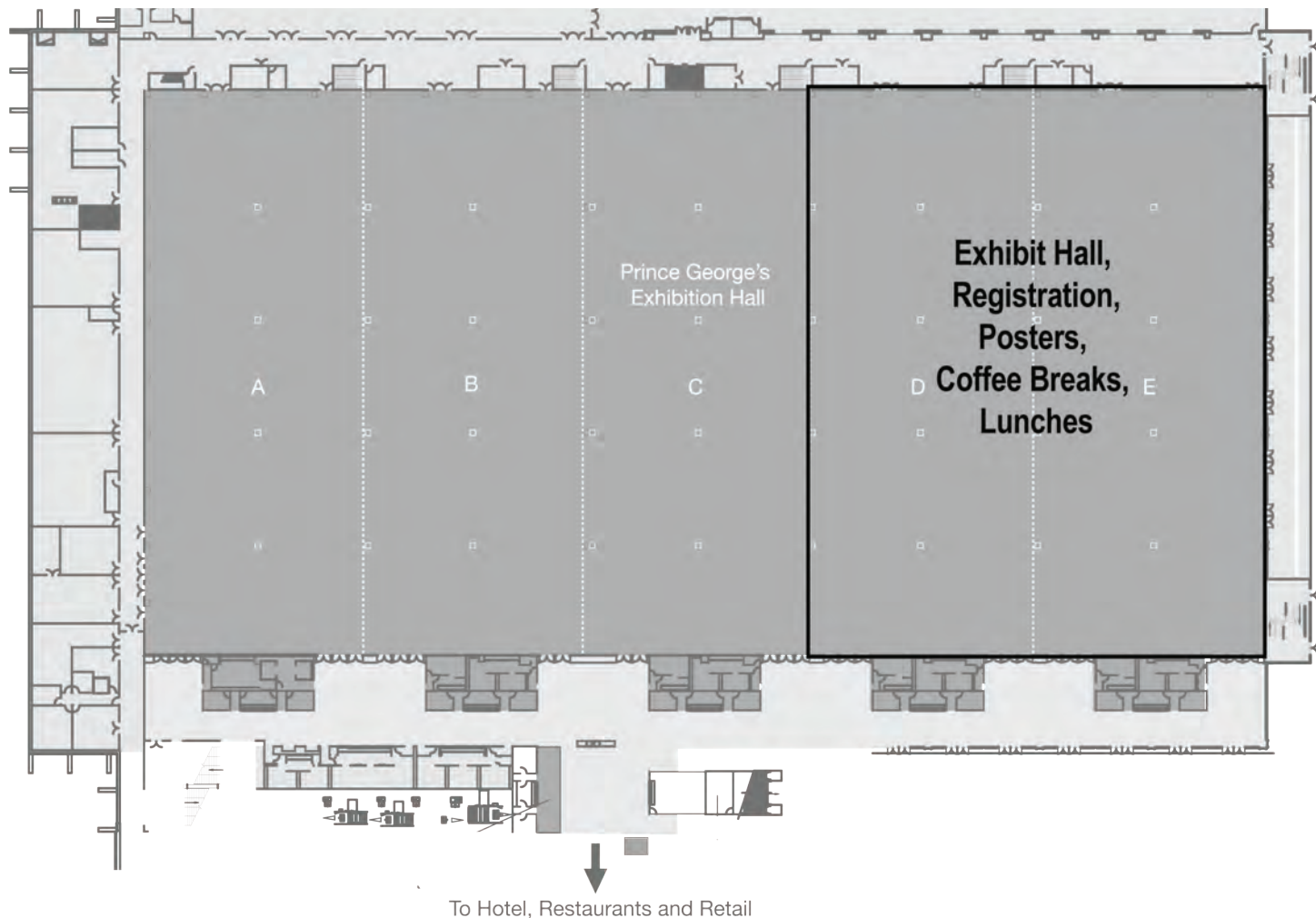


# HOTEL MAPS

## National Harbor Level



## Atrium Level



## Event Hours and Locations

### REGISTRATION HOURS:

Prince George's Exhibit Hall (Atrium Level)

WEDNESDAY NOON TO 8:00PM

THURSDAY 7:30AM TO 6:00PM

FRIDAY 8:00AM TO 5:00PM

SATURDAY 8:00AM TO 3:00PM

### EXHIBIT HALL HOURS:

Prince George's Exhibit Hall (Atrium Level)

THURSDAY 10:00AM TO 5:30PM

FRIDAY 8:30AM TO 5:00PM

### PLACEMENT CENTER HOURS: *presented by APA psycCareers*

National Harbor 8

WEDNESDAY 3:00PM TO 5:00PM

THURSDAY 8:00AM TO 5:30PM

FRIDAY 8:00AM TO 5:30PM

SATURDAY 8:00AM TO NOON

Mock interview room: National Harbor 6

Interview room: National Harbor 7

Placement Center Open House: National Harbor 4

Thursday: 10:00-11:00AM

### CONTINENTAL BREAKFASTS: *presented by SHL*

Ballroom Foyers (Ballroom Level)

THURSDAY, FRIDAY, SATURDAY

7:30AM TO 8:30AM

### COFFEE BREAKS: Exhibit Hall (Atrium Level)

THURSDAY 10:00AM TO 10:30AM 3:00PM TO 3:30PM

FRIDAY 9:30AM TO 10:00AM 2:30PM TO 3:00PM

SATURDAY 9:30AM TO 10:00AM, *presented by PDRI*  
2:30PM TO 3:00PM, *presented by Amazon*

### CONCESSION LUNCHESES\*: Exhibit Hall (Atrium Level)

THURSDAY and FRIDAY, 11:30AM TO 1:00PM

### COMMITTEE MEETINGS

THURSDAY

Ambassador Meeting, 10:00 AM-10:30 AM, National Harbor 12-13

Program Chair Meeting, 10:00 AM-11:00 AM, National Harbor 9

CEMA Meeting, 3:00 PM-4:00 PM, National Harbor 15

Local I-O Group Committee, 4:00 PM-5:30 PM, National Harbor 9

Membership Committee Meeting, 3:30 PM-5:30 PM, Pose

FRIDAY

Women's Inclusion Network, 11:30 AM-12:30 PM, National Harbor 9

LGBT and Allies Issues Meeting, 3:00 PM-4:00 PM, National Harbor 9

### SPECIAL EVENTS

Newcomer Reception: *presented by PTCMW*

National Harbor 10

WEDNESDAY, 5:00PM TO 6:00PM

Welcome Reception, *presented by SHRM*

Potomac 1-6 Foyer (Ballroom Level)

WEDNESDAY, 6:00PM TO 8:00PM

Opening Plenary Session: Potomac A/B (Ballroom Level)

THURSDAY, 8:30AM TO 10:00AM

Speed Benchmarking\*\*: National Harbor 14

THURSDAY, 4:30PM TO 6:00PM

International Reception: National Harbor 12-13

THURSDAY, 6:30PM TO 7:30PM

Committee on Ethnic and Minority Affairs Social Hour

Lower Atrium

THURSDAY, 6:00PM TO 7:00PM

Professional Practice Reception, *presented by Quintela*

National Harbor 4-5

THURSDAY, 6:00 PM TO 7:30 PM

Networking Reception & Top Poster Display, *presented by SHL*

Potomac A/B (Ballroom Level)

THURSDAY, 6:00PM TO 8:00PM

Women's Inclusion Network Reception, *presented*

*by University of Oklahoma*

Potomac 3/4 (Ballroom Level)

THURSDAY, 6:30PM TO 8:00PM

Speed Mentoring \*\*:

FRIDAY, 4:30 PM-6:00 PM

*Practice:* National Harbor 4

*Science Funding:* National Harbor 5

Latin America Networking Event

National Harbor 15

FRIDAY, 5:00 PM-6:00 PM

Lesbian, Gay, Bisexual, and Transgender Committee

and Allies Social Hour: Potomac 2 (Ballroom Level)

FRIDAY, 6:00PM TO 7:30PM

Closing Plenary, featuring Megan Smith, CEO of shift7;

**3rd U.S. Chief Technology Officer, Obama Administration**

Potomac A/B (Ballroom Level)

SATURDAY, 4:30PM TO 5:30PM,

Closing Reception

SATURDAY, 5:30PM TO 8:00PM, Maryland A&C

\*Available for purchase, not part of conference registration.

\*\*No fee, but preregistration is required.





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# 2019 SIOP

## RESEARCH FROM MERCER | SIROTA

### ETHNIC MINORITIES IN I-O CAREERS: PATHFINDERS FOR DIVERSITY

#### ALTERNATIVE SESSION

Marcus Bost (Deloitte Consulting)  
Sayeed Islam, PhD (Talent Metrics)  
Lyndon Llanes (Verizon)  
Sheryl Lobo (Talent Metrics)  
Jasmine Snyder, PhD (U.S. Secret Service)  
Myia Williams, PhD (Northwell Health)  
Vivian A. Woo, PhD (Mercer | Sirota)

**April 5, 2019, from 10:00 am to 11:20 am,  
Room Chesapeake A-C**

### IGNITE SESSION: I/O HOT TOPICS DEBATE

#### PANEL

Lilly Lin, PhD (Korn Ferry Hay Group)  
Kevin Murphy, PhD (Kemmy Business School, University  
of Limerick, Ireland)  
Stephen M. Colarelli, PhD (Central Michigan University)  
Robert G. Jones, PhD (Missouri State University)  
W. Keith Campbell, PhD (University of Georgia)  
David P. Costanza, PhD (The George  
Washington University)  
Katina Sawyer, PhD (Villanova University)  
Amy Grubb, PhD (FBI)  
Scott Tonidandel, PhD (Davidson College and  
University of North Carolina)  
Amy Wax, PhD (California State University, Long Beach)  
Patrick Hyland, PhD (Mercer | Sirota)

**April 5, 2019, from 4:00 pm to 4:50 pm,  
Room Potomac D**

### "I AM SIOP" LOCAL I-O GROUP INCUBATOR SESSION

#### Co-Chair:

Ginger Whelan, PhD (Whelan & Associates)

#### Discussion Facilitators:

Brooke Allison, PhD (TIAA)  
Michael Chetta, PhD (Talent Metrics)  
Peter Scontrino, PhD (Scontrino-Powell)  
Donna Sylvan, PhD (Sylvan & Associates)  
Naz Tadjbakhsh, MS (Artemis Search Partners)  
Lynda Zugec, PhD (The Workforce Consultants)  
Pete Rutigliano, PhD (Mercer | Sirota)

**April 5, 2019, from 4:00 pm to 4:50 pm,  
Room National Harbor 1**

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Elizabeth Riley



Jeanie Whinghter

### **Attend:**

**The Struggle is Real: What it Really Means to Have it All in I/O Psychology**

Dr. Jeanie Whinghter  
Thursday, April 4  
12 – 1:20 p.m.  
Maryland Room B



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**1. Special Event: 8:30AM-9:50AM Potomac A/B****Opening Plenary**

Scott Tonidandel, University of North Carolina-Charlotte, *Chair*  
 Talya N. Bauer, Portland State University, *Presenter*  
 Eden B. King, Rice University, *Presenter*



Submitted by Scott Tonidandel, scott.tonidandel@uncc.edu

**2. Panel Discussion: 10:30AM-11:50AM Chesapeake 1-3****I'm Not Dead Yet: Applying ML/NLP Tech to Resuscitate and Streamline Job Analysis**

This session will address the potential value of machine learning and natural language processing (ML/NLP) for the science and practice of job analysis (JA). Panelists include prominent I-O psychologists in the areas of advanced analytics as well as JA. Discussion will highlight potential and actual applications of ML/NLP to JA, and the implications of such technology for JA.

Robbie C. Brusso, Capital One, *Chair*  
 Michael C. Campion, University of Texas Rio Grande Valley, *Panelist*  
 Michael A. Campion, Purdue University, *Panelist*  
 Robert E. Gibby, IBM, *Panelist*  
 Dan J. Putka, HumRRO, *Panelist*

MultiDisciplinary

Submitted by Robbie C. Brusso, rcbusso@gmail.com

**3. Symposium/Forum: 10:30AM-11:50AM Chesapeake 4-6****Discrete Emotions at Work: An Array of Forms and Functions**

Four papers offer a look at the complexity of emotions as 2 momentary constructs (state of envy, display of pride) and 2 stable constructs (compassion climate and ability to perceive discrete emotions), with implications for intrapersonal and interpersonal work outcomes.

Katelyn England, Pennsylvania State University, *Co-Chair*  
 Alicia A. Grandey, Pennsylvania State University, *Co-Chair*  
 Manuel F. Gonzalez, Baruch College & the Graduate Center, CUNY, Yochi Cohen-Charash, Baruch College & The Graduate Center, CUNY, *Unphased by Unfairness: An Investigation Into Reactions to Envy*  
 Alicia A. Grandey, Pennsylvania State University, Vanessa A. Burke, Pennsylvania State University, Katelyn England, Pennsylvania State University, *Should You Show Pride? Benefits and Costs to Social Judgments by Gender and Context*  
 Megan T. Nolan, West Chester University of Pennsylvania, James M. Diefendorff, University of Akron, Rebecca J. Erickson, University of Akron, Matthew Lee, Harvard University, *Understanding Compassion Capability: Compassion Climate and Worker Outcomes*  
 Mallory A. McCord, University of Minnesota Duluth, Dana Joseph, University of Central Florida, Katja Schlegel, University of Bern, *Evidence of Discrete Emotion Perception*

Hillary Anger Elfenbein, Washington University in St. Louis, *Discussant*

Submitted by Katelyn England, kee6@psu.edu

**4. Master Tutorial: 10:30AM-11:20AM Chesapeake 7-9****Using More Precise Distribution-Fitting Procedures to Advance I-O Theory and Practice**

Precisely assessing the distributions of variables can lead to novel and valuable contributions to theory and practice in I-O psychology because different distributions are associated with distinct generative mechanisms. This session will provide a detailed and step-by-step tutorial on how to implement the latest and most precise distribution-fitting procedure used in the field.

Harry Joo, University of Dayton, *Presenter*  
 Herman Aguinis, George Washington University, *Presenter*  
 Kyle J. Bradley, Kansas State University, *Presenter*

Submitted by Harry Joo, harryjoo19@gmail.com

**5. Panel Discussion: 10:30AM-11:50AM Chesapeake 10-12****AI and EI Meet IO: Trust or Regulate?**

This multidisciplinary session brings together experts from technology, development, academics, consulting, and business to discuss the promise and perils of AI deployment. The panel will present an overview of the debates occurring in these communities and the steps that are being taken to create awareness and possible regulation. This exchange will feed a proposal for SIOP guidelines.

David W. Bracken, Keiser University, *Chair*

MultiDisciplinary

Fabrizio Gramuglio, Forever Identity, *Panelist*  
 Jonathan Low, Predictiv Consulting, *Panelist*  
 Richard A. Mendelson, Keiser University, *Panelist*  
 John S. Slifka, Jr., HireVue, *Panelist*

Submitted by David W. Bracken, dbracken@keiseruniversity.edu

**6. Panel Discussion: 10:30AM-11:50AM Chesapeake A-C****The Adverse Impact of Adverse Impact: What Do We Do?**

This practitioner-oriented session will focus on challenges associated with minimizing adverse impact while maintaining predictive validity of selection assessments. Panelists will discuss these challenges along with lessons learned and offer some practical recommendations for dealing with adverse impact in test development and selection.

Keisha Phillips, Pearson, TalentLens, *Chair*  
 Bharati B. Belwalkar, City of New Orleans, *Panelist*  
 James A. De Leon, APTMetrics, Inc., *Panelist*  
 Richard F. Tonowski, U.S. Equal Employment Opportunity Commission, *Panelist*

Submitted by Keisha Phillips, Keisha.Phillips@pearson.com

**7. Panel Discussion: 10:30AM-11:50AM Maryland 1-3****Why Don't You Just Meet Me in the Middle? Practical Experiences in Talent Assessment**

Not all organizations have the resources to follow talent assessment best practices. This panel will include representatives from organizations with established talent assessment practices as well as representatives from organizations that are at an earlier stage in the talent journey. Panelists will share the real-life version of operationalizing talent assessment for an array of topics.

Brittany J. Marcus-Blank, General Mills, *Chair*  
 Nicole M. Ginther, Thermo Fisher Scientific, *Panelist*  
 Laura C. Lomeli, sweetgreen, *Panelist*  
 James Scrivani, PepsiCo, *Panelist*  
 Sarah G. Semmel, Stripe, *Panelist*  
 Jamie L. Winter, APTMetrics, *Panelist*  
 Wendy Wood, sweetgreen, *Panelist*

Submitted by Brittany J. Marcus-Blank, brittany.marcusblank@genmills.com

**8. Debate: 10:30AM-11:50AM Maryland 4-6****Should We Moderate Our Search for Moderators? A Debate**

Moderators are commonly hypothesized and tested. Yet, reviews of these tests show weak and inconsistent results. Given this, Murphy and Russell (2017) argued that the field abandon the search for moderators, particularly if the primary reason for conducting the research is to test a theory. Dr. Russell will argue this position and Dr. Vancouver will counter. Takeaway advice will be given.

Jose M. Cortina, Virginia Commonwealth University, *Moderator*  
 Jeffrey B. Vancouver, Ohio University, *Presenter*  
 Craig J. Russell, University of Oklahoma, *Presenter*

Submitted by Jeffrey B. Vancouver, vancouver@ohio.edu

**9. Alternative Session Type with multiple papers:**

10:30AM-11:50AM

Maryland C

**Methodological Developments in Research****Using Organic Data: An Interdisciplinary View**

MultiDisciplinary

Four presentations will discuss methodological concerns and developments in research using organic data (e.g., Twitter data, wearable device data) to address I-O questions, including validity, merging data, missing data, screening raw data, and psychometric properties. After presentations, a panel of experts from multiple disciplines will engage in interactive discussion with audience.

Le Zhou, University of Minnesota, *Chair*  
 Heng Xu, American University, N. Zhang, American University, *Toward Robust Research Using Organic Data*  
 Christopher Dishop, Michigan State University, Jeffrey Olenick, Michigan State University, Anthony Misisco, Michigan State University, Mike Morrison, Michigan State University, Chu-Hsiang Chang, Michigan State University, Steve W. J. Kozlowski, Michigan State University, *Issues When Combining Different Data Sources*  
 Mattia Prosperi, University of Florida, Jiang Bian, University of Florida, Le Zhou,



University of Minnesota, *A Crowdsourced Deep Learning Pipeline for Classifying Life Events From Tweets*

Ivan Hernandez, Virginia Tech, *Addressing Psychometric Limitations of Social Media Metrics via Aggregation of Indices*

Christopher Dishop, Michigan State University, *Presenter*

Ivan Hernandez, Virginia Tech, *Presenter*

Eden B. King, Rice University, *Presenter*

Mattia Prosperi, University of Florida, *Presenter*

Heng Xu, American University, *Presenter*

N. Zhang, American University, *Presenter*

Submitted by Le Zhou, zhoule2007@gmail.com

## 10. Panel Discussion: 10:30AM-11:50AM Maryland D Authentically Different: Merging Authenticity With Diversity Management

This session will discuss research and practice related to employee authenticity for minority, marginalized, and/or stigmatized workers. Topics include the benefits of authenticity, obstacles for minority employees to being authentic, and advice for practitioners and employees as to how to promote authenticity for minority workers.

Jennifer L. Wessel, University of Maryland-College Park, *Chair*

Michelle (Mikki) Hebl, Rice University, *Panelist*

Patrick F. McKay, Rutgers University, *Panelist*

Belle Rose Ragins, University of Wisconsin-Milwaukee, *Panelist*

Laura Morgan Roberts, Antioch University, *Panelist*

Brian Welle, Google, *Panelist*

Submitted by Jennifer L. Wessel, jwessel@umd.edu

## 11. Community of Interest: 10:30AM-11:20AM National Harbor 1 Applied Informal Learning: Knowns and Unknowns

Despite the prevalence of informal learning, most research on workplace learning is conducted in formal training environments. This community of interest will build on renewed interest in this topic in order to help define informal learning—including important predictors, processes, and outcomes—with the goal of identifying best practices and research needs for informal learning in the workplace.

Christopher P. Cerasoli, UnitedHealth Group, Inc., *Host*

Mikhail A. Wolfson, American University, Kogod School of Business, *Host*

Jason G. Randall, University at Albany, SUNY, *Coordinator*

Submitted by Jason G. Randall, jgrandall@albany.edu

## 12. Symposium/Forum: 10:30AM-11:50AM National Harbor 2-3 Strategies to Support the Integration and Success of Workers With Disabilities

Despite the threat of negative social attitudes, workers with disabilities must find strategies to perform at optimal levels and preserve a strong occupational image. This symposium will highlight routes by which workers with disabilities have successfully attained and protected a positive occupational identity through their own actions or with support from allies in the workplace.

Brent J. Lyons, York University, *Co-Chair*

Alecia M. Santuzzi, Northern Illinois University, *Co-Chair*

Alecia M. Santuzzi, Northern Illinois University, Robert Thomas Keating,

Northern Illinois University, Jesus Martinez, Northern Illinois University, Lisa

Finkelstein, Northern Illinois University, Deborah E. Rupp, Purdue University,

Nicole Schulz, Purdue University, *Identity Protection Strategies Reported by Workers With Concealable Disabilities*

Dan Samosh, Queen's University, *Leadership Beyond Barriers: Exploring the Careers of Leaders With Disabilities*

Toschia M. Hogan, Georgia Institute of Technology, Joseph Liu, California State University, Chico, *Disability and Social Integration: The Mediating Effect of Global Fairness*

Christine L. Nittrouer, Rice University, Eden B. King, Rice University, Michelle (Mikki) Hebl, Rice University, *Ally Strategies That Promote Hiring People With Intellectual Disabilities*

David C. Baldridge, Oregon State University, *Discussant*

Adrienne J. Colella, Tulane University, *Discussant*

Submitted by Brent J. Lyons, blyons@schulich.yorku.ca

MultiDisciplinary

## 13. Symposium/Forum:

10:30AM-11:50AM

National Harbor 10-11

## A Multiphase Approach to Targeting Veteran Transition Issues With I-O Psychology

Presenters discuss military veteran transition research and practices to provide practical recommendations aimed at addressing transition and integration issues. Topics include current military members' preparation deficiencies, job search behaviors, civilian biases about veterans, support system needs, and training employers to support veterans' long-term transition into meaningful employment.

MultiDisciplinary

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

Joshua Douglas Cotton, Flowserve Corporation, Peter J. Reiley, U.S. Air Force Academy, Adelle Bish, North Carolina Agricultural & Technical State University,

*Pretransition Expectations Versus the Reality of Veteran Job-Seeking Difficulties*

Amy Baxter, Air University, Christopher Patrick Kelley, US Air Force Academy DFB, Peter J. Reiley, U.S. Air Force Academy, Jeffrey William Lucas, University of Maryland, *We (Might) Want You: Expectations of Veterans' General Competence and Leadership*

Jeremiah T. McMillan, University of Georgia, Kristen M. Shockley, University of Georgia, *Previous Combat Exposure, Posttraumatic Stress, and Counterproductive Work Behavior*

Shalene Allen, Oregon Health & Science University, Jacquelyn M. Brady, Portland State University, Leslie B. Hammer, Portland State University/Oregon Health & Science University, MacKenna L. Perry, Oregon Health & Science University, *Effects of a Veteran-Supportive Supervisor Training on Veteran Anger*

Submitted by Peter J. Reiley, peterreiley@FoundationForVETS.org

## 14. Panel Discussion: 10:30AM-11:50AM Potomac 1-2 Conducting Research in a Brave New World of Data Privacy and Transparency

Events such as the Cambridge Analytica scandal and the General Data Protection Regulation have made it clear that researchers and organizations need to reevaluate how and why data are collected, stored, and analyzed. This panel invites a wide range of experts to discuss how to leverage data ethically and legally, along with best practices for conducting research in the future.

Cathleen Clerkin, Center for Creative Leadership, *Co-Chair*

Stephen F. Young, Center for Creative Leadership, *Co-Chair*

John Antonakis, University of Lausanne, *Panelist*

Laurent Balagué, Formetris, *Panelist*

Amol Deshpande, WireWheel, *Panelist*

Lisa Grant Harpe, DCI, *Panelist*

Jean Leslie, Center for Creative Leadership, *Panelist*

Rodney L. Lowman, Lowman & Richardson/Consulting Psychologists, PC, *Panelist*

Submitted by Cathleen Clerkin, clerkin@ccl.org

MultiDisciplinary

## 15. Alternative Session Type with multiple papers:

10:30AM-11:50AM

Potomac 3-4

## Episodic Work-Family Research Incubator: Lessons Learned and Best Practices

Five research briefs will be presented describing novel episodic designs utilized in work-family research, followed by break-out groups to discuss how these episodic considerations and methodologies can be leveraged for future research and key recommendations. Session participants will then have the opportunity to share their insights with the overall audience.

Kristen M. Shockley, University of Georgia, Allison S. Gabriel, University of Arizona, Hope Dodd, University of Georgia, *When Daily Isn't Fine-Grained Enough: Temporal Issues in Work-Family ESM Design*

Marcus M. Butts, Southern Methodist University, Wendy R. Boswell, Texas A&M University, Christopher C. Rosen, University of Arkansas, Allison S. Gabriel, University of Arizona, *Dyads Can Have Episodes Too: Dyadic ESM Applications for Work-Family Research*

Hoda Vaziri, Purdue University, Marcus M. Butts, Southern Methodist University, *Adapting the Day Reconstruction Method for Episodic Work-Family Research*

Kimberly A. French, Georgia Institute of Technology, Tammy D. Allen, University of South Florida, *Understanding Why "When?" Is Theoretically Important*



*in Work-Family ESM Research*

Katrina A. Burch, Western Kentucky University, Janet L. Barnes-Farrell, University of Connecticut, **Examining Work-Nonwork Role Transitions Using Episodic, Objective Measures**

Submitted by Marcus M. Butts, mbutts@smu.edu

**16. Alternative Session Type with multiple papers:**

10:30AM-11:50AM

Potomac 5-6

**Ignoring the Elephant (and Donkey) in the Room: Political Ideology in Organizations**

Lately, politics has become increasingly central to many employees' lives, yet few in our field have examined what such a shift could mean to individuals, teams, and organizations. The goals of this session are to present a framework for studying political ideology at work, share some preliminary research findings and best practices, and open a dialogue with participants to plot future directions.

Lynn R. Offermann, George Washington University, *Chair*

Jason A. Williamson, Pennsylvania State University, *Co-Chair*

Kristen L. Swigart, Pennsylvania State University, Anuradha Anantharaman,

Pennsylvania State University, **A Multilevel Framework for Examining Political Ideology in Organizations**

Kira Foley, George Washington University, *Developing the Perceived Political Alignment (PPA) Scale*

Min Young Yoon, Pennsylvania State University, Aparna Joshi, University of Illinois at Urbana-Champaign, Forrest Briscoe, Pennsylvania State University, *How*

**Diversity Policies Can Reduce the Gender Gap in Resource Allocation**

Kristen L. Swigart, Pennsylvania State University, *Presenter*

Anuradha Anantharaman, Pennsylvania State University, *Presenter*

Kira Foley, George Washington University, *Presenter*

Min Young Yoon, Pennsylvania State University, *Presenter*

Submitted by Jason A. Williamson, Jaw378@psu.edu

**17. Symposium/Forum: 10:30AM-11:50AM**

Potomac C

**Person-Centered Research: Conceptual, Methodological, and Empirical Contributions**

Despite the persuasiveness of calls for more person-centered research, its adoption is hampered by both conceptual (What exactly is person-centered research?) and methodological (Which methods?) reasons. This symposium brings together 5 studies that, as a set, cover conceptual, methodological and empirical issues, thereby showcasing the relevance of person-centered research for I-O research.

Joeri Hofmans, Vrije Universiteit Brussel, *Chair*

Sang Eun Woo, Purdue University, *What Is a Person-Centered Method Anyway?*

Simon Houle, Concordia University, Alexandre J.S. Morin, Concordia University,

Claude Fernet, Université du Québec à Trois-Rivières, **Affective Occupational Commitment Trajectories Among School Principals**

Martin Edwards, King's Business School, Micheal Clinton, King's College, *Employee Reactions During Restructuring and Downsizing: A Person-Centered Approach*

Tim Vantilborgh, Vrije Universiteit Brussel, Yannick Griep, Vrije Universiteit Brussel, **Trust Trajectories Following Psychological Contract Breach Perceptions: Does Everyone Recover?**

Joeri Hofmans, Vrije Universiteit Brussel, Tim Vantilborgh, Vrije Universiteit Brussel, Omar N Solinger, Vrije Universiteit Amsterdam, **Modeling Nonlinear Growth Trajectories Using k-Centers Functional Clustering**

Submitted by Joeri Hofmans, joeri.hofmans@vub.be

**18. Special Event: 10:30AM-11:50AM**

Potomac D

**SIOP Select: Communicating Results in a Complex World**

Better translating and communicating results is not just about pretty bar charts. It includes an entire spectrum from identifying the right problem to powerful messaging. This session highlights 3 different perspectives on what it takes to better translate and communicate results. The underlying common theme across the 3 perspectives is to put the end-user at the center.

Madhura Chakrabarti, Deloitte Consulting LLP, *Chair*

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

Beverly A. Tarulli, PepsiCo, *Presenter*

Keith L. Zabel, Ford Motor Company, *Presenter*

Submitted by Elizabeth A. McCune, elizabeth.mccune@microsoft.com

**Poster Session**

(Innovation, Global, Coaching, Personality, Consulting)

10:30AM-11:20AM

Prince George's Exhibit Hall D

19. Poster: 10:30AM-11:20AM

Board 1

**Leading Boundary-Spanning Employees: A Job Demands-Resources Perspective**

Employees often face motivation and coordination difficulties when they work and collaborate across functional boundaries. Research emphasizes how leaders can enhance boundary-spanning work outcomes through alleviating employees' role ambiguity and expanding employees' social capital. Authors report findings from field survey data collected from boundary-spanning employees in the public sector.

SinHui Chong, Nanyang Technological University

Iris Wong, Civil Service College, Singapore

Submitted by SinHui Chong, sinhui.chong@ntu.edu.sg

20. Poster: 10:30AM-11:20AM

Board 2

**RAD Managers: Managerial Coaching Behaviors and Work-Related Attitudes**

This study presents a psychometric analysis of the RAD coaching model, which is then used to examine the relationship between managerial coaching behaviors and work-related attitudes (engagement, self-efficacy, and perceptions of supervisor support) through an advanced series of multilevel sequential regressions.

Justin F. Cospito, Seattle Pacific University

Audrey M. Kinase Kolb, Seattle Genetics

Joey Collins, Seattle Pacific University

Submitted by Justin F. Cospito, cospitoj@spu.edu

21. Poster: 10:30AM-11:20AM

Board 3

**Catalytic Leadership: How a President's Language Influences National Outcomes**

This study investigated the extent to which potential-focused leader language (inclusive, future-focused, and honest) is catalytic. An analysis of US presidential speeches found language was related to historian ratings, unskilled worker wages, and an enduring legacy (Internet and book references), but unrelated to social (e.g., patents) and societal (e.g., prison population) outcomes.

CodieAnn DeHaas, University of Washington

Fei Lu, Seattle Pacific University

Stormy L. McCarragher, Seattle Pacific University

Mackenzie Allison, Seattle Pacific University

Jessie Cannon, Seattle Pacific University

Paul R. Yost, Seattle Pacific University

Submitted by CodieAnn DeHaas, dehaasc@spu.edu

22. Poster: 10:30AM-11:20AM

Board 4

**A Multistudy Examination of Leadership Developmental Templates**

This paper introduces developmental templates for leadership (DT). Definition and structure for the construct are proposed and validated. Study 1 presents item development and EFA for a survey measure of DT. Study 2 presents a CFA for a 15-item measure, implementing Study 1 results. Study 3 presents a further validation of the 15-item measure through CFA in a new sample.

MaryJo Kolze, George Mason University

Submitted by MaryJo Kolze, mkolze@masonlive.gmu.edu

23. Poster: 10:30AM-11:20AM

Board 5

**Developing Millennials: Generational Differences Versus Developmental Stages**

Authors analyzed the developmental leadership journey of 1,095 millennials through the framework of both generational theory and developmental stages. Holistic results are presented on millennials' calling and purpose, attention to self and others, networks, personality, foundational and desired experiences and lessons, learning strategies, and life fulfillment.

Gabrielle Metzler, Seattle Pacific University

Kirby White, Seattle Pacific University

Kayla M. Logan, Amazon.com, Inc.

Sarah Olivia Morris, Seattle Pacific University  
 Sean Harrison Campbell, Seattle Pacific University  
 Anna Barthel, WiLD Leaders  
 Robert McKenna, Seattle Pacific University

Submitted by Gabrielle Metzler, gemetzler@gmail.com

**24. Poster: 10:30AM-11:20AM Board 6**  
**Leadership Development in Higher Education: A Meta-Analysis and Systematic Review**

This meta-analysis and review identifies the state of leader development programs for students in higher education. It was found that voluntary programs are more beneficial than mandatory ones. It appears that many LD programs follow the spacing principle and use multiple delivery methods, but many do not provide feedback or measure outcomes using a triangulation approach.

Denise L. Reyes, Rice University  
 Christina N. Lacerenza, University of Colorado Boulder  
 Shannon L. Marlow, The University of Texas at San Antonio  
 Julie V. Dinh, Rice University  
 Dana Joseph, University of Central Florida  
 Eduardo Salas, Rice University

Submitted by Denise L. Reyes, dlr7@rice.edu

**25. Poster: 10:30AM-11:20AM Board 7**  
**Leadership Coach Effectiveness as Fostering Self-Determined, Sustained Change**

Drawing upon self-determination theory (SDT; Deci & Ryan, 2002; Ryan & Deci, 2017) and intentional change theory (ICT, Boyatzis, 2008), authors offer an integrative theoretical framework to define what constitutes an effective leadership coach. They propose an effective leadership coach is one who enables sustained change on the part of the person coached (i.e., the leader).

Scott N. Taylor, Babson College  
 Angela M. Passarelli, College of Charleston  
 Ellen Van Oosten, Case Western Reserve University

Submitted by Scott N. Taylor, staylor@babson.edu

**26. Poster: 10:30AM-11:20AM Board 8**  
**Using Natural Language Processing to Understand Leader Challenges**

Authors applied natural language processing tools from computer science to create a taxonomy of leader challenges from N > 8,000 text responses from leaders in a development program. Taxonomy identified 9 main types of challenges faced by leaders. Also examined is the relationship between challenges and how challenges relate to leader characteristic (e.g. demographics and performance).

Scott Tonidandel, University of North Carolina-Charlotte  
 Matt Darby, University of North Carolina-Charlotte  
 Stephen F. Young, Center for Creative Leadership  
 William A. Gentry, High Point University

Submitted by Scott Tonidandel, scott.tonidandel@uncc.edu

**27. Poster: 10:30AM-11:20AM Board 9**  
**Antecedents of Professional Misconduct: Situational Constraints and Personal Biases**

Professional misconduct continues to be a major concern for nearly all organizations. It is theorized that personal biases mediate the relationship between situational constraints and professional misconduct. Explicit and implicit restrictions on the actions of professionals activate the manifestation of personal biases, which are proposed to increase occurrences of professional misconduct.

Tristan J. McIntosh, Washington University in St. Louis  
 Logan L. Watts, Baruch College, CUNY  
 Tyler Mulhearn, Neurostat Analytical Solutions, LLC  
 Kelsey E. Medeiros, University of Texas, Arlington

Submitted by Tristan J. McIntosh, tristan.mcintosh@outlook.com

**28. Poster: 10:30AM-11:20AM Board 10**  
**Ethical Issues Are Closer Than They Appear: A Pilot Training on Ethical Blindspots**

Biases influence how individuals navigate complex ethical dilemmas. This study examines how bias management training effectively reduces

the negative impact that cognitive biases, or ethical blindspots, have on ethical decision making. Verification biases and regulation biases decreased significantly following the ethics training module, but simplification biases remained unaltered.

Tyler Mulhearn, Neurostat Analytical Solutions, LLC  
 Tristan J. McIntosh, Washington University in St. Louis  
 Logan L. Watts, Baruch College, CUNY  
 Kelsey E. Medeiros, University of Texas, Arlington

Submitted by Tyler Mulhearn, tylermulhearn@gmail.com

**29. Poster: 10:30AM-11:20AM Board 11**  
**Fighting Dirty: Whistleblowing in an Era of Market Dominance and Corporate Corruption**

Authors manipulated severity of organizational misconduct to observe its effect on employee whistleblowing. They created scenarios based on prior U.S. case law depicting low, moderate, and severe levels of law breaking. Participants indicated the greatest intent to whistleblow when exposed to organizational efforts to fabricate evidence to terminate a coworker who was suing for sexual harassment.

Keith Price, Seattle Pacific University  
 Dana L. Kendall, Seattle Pacific University  
 Phi Nguyen, Seattle Pacific University

Submitted by Dana L. Kendall, kendalld@spu.edu

**30. Poster: 10:30AM-11:20AM Board 12**  
**Compensatory Effects of Justice and Goal Setting on Proactive Prevent Behavior**

This session examines the function of procedural justice in signaling individuals' value in the group by arguing that individuals treated fairly are more likely to engage in proactive preventive behavior, a proactive behavior that involves revising or correcting the mistakes and intentional deceptions of coworkers.

Run Ren, Peking University  
 Aneika L. Simmons, Sam Houston State University  
 Adam Barsky, The University of Melbourne  
 Kelly E. See, University of Colorado Denver  
 Celile Gogus, Bilkent University

Submitted by Aneika L. Simmons, aneika\_simmons@shsu.edu

**31. Poster: 10:30AM-11:20AM Board 13**  
**When Experts (& Novices) Meet Intercultural Conflict: Protocol and Comparative Analyses**

Authors compare expert and novice moves to manage intercultural workplace conflicts. Experts' verbal protocols of 160 conflict episodes show a taxonomy of 11 moves related to conflict resolution and emotions management. Comparative analyses with 164 novice protocols show experts display more complex schemas of conflict management than novices. Theoretical and practical implications are discussed.

Vanessa Barros, Nanyang Technological University  
 Thomas Rockstuhl, Nanyang Technological University  
 K. Yee Ng, Nanyang Technological University  
 Soon Ang, Nanyang Technological University

Submitted by Thomas Rockstuhl, TRockstuhl@ntu.edu.sg

**32. Poster: 10:30AM-11:20AM Board 14**  
**Cross-Cultural Training Effectiveness and Moderating Factors: A Meta-Analysis**

Today's workplaces are becoming more multinational than ever before. This meta-analysis reviews 47 studies, finding that cross-cultural trainings are moderately effective, across the examined outcomes of reactions, learning, and transfer. Moreover, 13 hypothesized moderators in content, design, and delivery are not shown to differentially influence effectiveness.

Julie V. Dinh, Rice University  
 Allison Traylor, Rice University  
 Eduardo Salas, Rice University

Submitted by Julie V. Dinh, julie.dinh@rice.edu



**33. Poster: 10:30AM-11:20AM****Board 15****Global Effect Size Benchmarks: Assessing Culture, Region, and Country Differences**

Using 1,038,319 effect sizes, authors report cross-area effect size benchmarks for 21 commonly investigated bivariate relations in I-O research. Results indicate that area (e.g., culture, region) differences tend to be small in magnitude, and large area differences may be due to sampling error. Implications for cross-area research such as better-informed sample size determination are discussed.

James G. Field, West Virginia University  
Mingang Geiger, West Virginia University  
Frank A. Bosco, Jr., Virginia Commonwealth University  
David G. Kraichy, University of Saskatchewan  
Krista L. Uggerslev, Northern Alberta Institute of Technology  
Submitted by James G. Field, j.g.field@hotmail.com

**34. Poster: 10:30AM-11:20AM****Board 16**
**An International Meta-Analysis of Entrepreneurs' Core Self-Evaluations**  
 Core self-evaluation (CSE) traits are related to business success. To understand the impact of cultural and socioeconomic factors on this relationship, 70 studies of 26,247 individuals across 40 countries were meta-analyzed. Results indicated that CSEs are stronger predictors of success for men and in countries that are higher on power distance and human development.

Alexander E. Glosenberg  
Loyola Marymount University  
M.K. Ward, University of Western Australia  
Jeffrey M. Pollack, North Carolina State University

Submitted by Alexander E. Glosenberg, alexander.glosenberg@lmu.edu

MultiDisciplinary

**35. Poster: 10:30AM-11:20AM****Board 17****Differences in North America: Applicant Reactions and Test Environment**

The purpose of this study is to examine applicant reactions and test environments across countries to better understand cross-cultural differences within employee selection. Results showed significant differences for applicant reactions and test environment across countries. The relationship between applicant reaction and test environment was significantly correlated ( $r = .36, p = .03$ ).

Trevor D. McGlochin, PSI Services LLC  
Amy Gammon, PSI Services LLC

Submitted by Trevor D. McGlochin, tmcglochin@psionline.com

**36. Poster: 10:30AM-11:20AM****Board 18****Cultural Intelligence: The Role of Individual Differences**

This study was conducted as an introductory-level expansion of cultural intelligence's nomological network. Direct and moderating roles that individual differences such as self-construal, generalized self-determination, self-consciousness, and core self-evaluation play in the cultural experience-cultural intelligence relationship are explored.

Michael Montanye, University of Iowa  
Rimi Zakaria, University of Wisconsin-Whitewater

Submitted by Michael Montanye, michael-montanye@uiowa.edu

**37. Poster: 10:30AM-11:20AM****Board 19****Cultural influences on Digital Transformation and User Adoption: A Multilevel Study**

This study examined a digital adoption model in a cross-cultural setting. As predicted, the effect of subjective norms on intention to adopt digital technology and the effect of the intention on actual use of digital technology were culturally moderated by PD and UA as well as CO I and AS respectively. Support for direct effects of UA on the intention to adopt digital technology also was found.

Thea Nieland, University of Osnabrück  
Oliver Kohnke, SAP Deutschland SE & Co. KG  
Tammo Straatmann, University of Osnabrück  
Karsten Mueller, University of Osnabrück

Submitted by Oliver Kohnke, oliver.kohnke@t-online.de

**38. Poster: 10:30AM-11:20AM****Board 20****Conflict Avoidance: A Study Across Indian, East Asian, and Western Cultures**

This study examined the psychometric properties of a conflict resolution measure across Indian, East Asian, and Western cultures. Results revealed substantial measurement nonequivalence, suggesting that due to the differences in their respective cultural value systems, Indians approached conflict differently than the other 2 groups.

Ajay Somaraju, Michigan State University  
Submitted by Ajay Somaraju, somaraju@msu.edu

**39. Poster: 10:30AM-11:20AM****Board 21****How Does Preventative and Expansionary Territoriality Matter in Employee Creativity?**

This study introduced an advanced-level view about a new concept regarding territoriality: expansionary territoriality. Drawing on regulatory focus theory, authors further examined how employees' job-based psychological ownership, preventative territoriality (i.e., territorial marking and defending) and expansionary territoriality (i.e., territorial extending) would influence their creativity.

Xingwen Chen, University of Hong Kong  
Jun Liu, Renmin University of China

Submitted by Xingwen Chen, chenxingwen@connect.hku.hk

**40. Poster: 10:30AM-11:20AM****Board 22****Personal Factors Predict Creativity via Motivation and Creative Process Engagement**

Although research on the creative person is prevalent in the creativity literature, much of this research fails to consider why individual differences enhance creative performance. This research provides an investigation of how openness and creative self-efficacy enhance creative performance via their influence on intrinsic motivation and creative process engagement across 2 studies.

Melissa G. Keith, Purdue University  
Carolyn M. Jagacinski, Purdue University  
Submitted by Melissa G. Keith, keith7@purdue.edu

**41. Poster: 10:30AM-11:20AM****Board 23****Gender Differences in Self-Report Creativity and Creative Performance**

This study provides an introductory-level examination of gender differences in creativity. Authors assessed 1,002 women and 334 men on a variety of self-report creativity measures and creative performance measures. Results showed that men self-reported higher levels of creativity compared to women, whereas creative performance showed no gender differences.

Nadine Tresa Maliakkal, University of Nebraska-Omaha  
Roni Reiter-Palmon, University of Nebraska-Omaha  
James Kaufman, University of Connecticut  
Paul Silvia, University of North Carolina at Greensboro

Submitted by Nadine Tresa Maliakkal, nmaliakkal@unomaha.edu

**42. Poster: 10:30AM-11:20AM****Board 24****Implicit and Explicit Creativity: Further Evidence of the Integrative Model**

Overall, the interaction of implicit and explicit creativity was significant such that individuals with a combination of high explicit creativity and high implicit creativity demonstrated the most creative behavior. In contrast, individuals with a pattern of low explicit creativity and low implicit readiness demonstrated the least creative behavior.

James Thomas McAleer, III, East Carolina University  
Mark C. Bowler, East Carolina University  
Jennifer L. Bowler, East Carolina University  
Alexander M. Schoemann, East Carolina University  
Submitted by Mark C. Bowler, bowlerm@ecu.edu

**43. Poster: 10:30AM-11:20AM****Board 25****Strategic Planning for Firm Innovation: Strategic Planning Processes and Constraints**

Strategic planning for innovation involves a complex set of processes throughout which internal and external constraints must be managed. Authors review findings on the relationships among strategic planning,

firm innovation, and performance; examine the processes involved in strategic planning for innovation; and identify the constraints that influence strategic planning performance.

Alessa Natale, CUNY Graduate Center & Baruch College  
Kajal Rajan Patel, The Graduate Center & Baruch College, CUNY  
Ethan Rothstein, The Graduate Center & Baruch College, CUNY  
Logan L. Watts, Baruch College, CUNY

Submitted by Alessa Natale, anatale@gradcenter.cuny.edu

#### 44. Poster: 10:30AM-11:20AM

Board 26

##### Resolving the Originality Paradox via Signaling Theory: The Role of "Pitch" Quality

In an attempt to add clarity to the originality paradox, authors applied signaling theory via a sample of 245 online funding campaigns. They found that originality was predictive of funding success when ideas were presented in a higher quality fashion but was harmful when ideas were shared via a lower quality pitch.

Brett H. Neely, Pennsylvania State University  
Julian Bryant Allen, Pennsylvania State University  
Lily Cushenbery, Stony Brook University  
Melissa Gutworth, Montclair State University  
Samuel T. Hunter, Pennsylvania State University

Submitted by Brett H. Neely, bhneely3@gmail.com

#### 45. Poster: 10:30AM-11:20AM

Board 27

##### Development and Validation of a Videogame-Based Task for Creativity

This paper reports on the development and preliminary validation for a videogame-based creativity task. Minecraft (Education Edition) was used as the platform where participants performed a simulated artifact design task. Results based on a college student sample (N = 103) suggested that Minecraft creativity had appropriate associations with external variables and extant measures of creativity.

Amy Shaw, University of Macau  
Margaret E. Beier, Rice University  
Submitted by Amy Shaw, xiaotingamysaw@gmail.com

#### 46. Poster: 10:30AM-11:20AM

Board 28

##### Effects of Time and Material Constraints on Creativity

This study examined the effects of time and material constraints on creativity. Results based on a college student sample (N = 156) revealed that time constraints did not affect creativity, but material constraints increased creativity. Moreover, the interaction between time and material constraints suggested that the effects of material constraints depended on the presence of time constraints.

Amy Shaw, University of Macau  
Margaret E. Beier, Rice University  
Submitted by Amy Shaw, xiaotingamysaw@gmail.com

#### 47. Poster: 10:30AM-11:20AM

Board 29

##### Game-Like Personality Testing: An Emerging Mode of Personality Assessment

Authors created a text-based game intended to assess personality and tested correlations of scores on the game with scores on a traditional personality questionnaire. Several personality factors were consistently correlated between the 2 measures. Authors argue that the alternate mode of personality assessment has potential to be more engaging and less prone to faking and careless responding.

John-Luke McCord, Western Carolina University  
Jason L. Harman, Louisiana State University  
Justin D. Purl, Human Resources Research Organization  
Submitted by Jason L. Harman, jharman@lsu.edu

#### 48. Poster: 10:30AM-11:20AM

Board 30

##### Self- and Other Ratings of Dark Personality: Multiple Academic Outcomes

Authors examined the relationship between self- and peer-assessed dark personality traits and academic performance determinants: ACT/ SAT test scores, GPA, and nonclassroom performance. Impulsivity-related traits were most highly (negatively) associated with GPA, whereas desire for control and misanthropy positively related to test scores. Narcissism related positively to nonclassroom performance.

Mariah Moore, University of Minnesota  
Deniz S. Ones, University of Minnesota  
Submitted by Mariah Moore, moor1291@umn.edu

#### 49. Poster: 10:30AM-11:20AM

Board 31

##### Making It in the "Bigs": Mental Toughness Differentiates NCAA D1 and Pro Athletes

A model of mental toughness was tested by assessing the personality dynamics of professional (MLB, NBA, & NHL) and NCAA D1 athletes. Results support a mental toughness model that incorporates 5 personality traits (level headedness, ego strength/resilience, stress tolerance, thoroughness, energy/persistence, self-structure) that is highly predictive of success in professional sports.

Thomas E. Schoenfelder, Caliper  
Submitted by Thomas E. Schoenfelder, tschoenfelder@calipercorp.com

#### 50. Poster: 10:30AM-11:20AM

Board 32

##### Validity Evidence of a Bifactor Model of Resilience: An empirical approach

Factor structure of resilience remains unclear. Authors took an empirical approach and factor analyzed 10 popular resilience measures and found a bifactor structure of resilience containing 4 facets. A 32-item, 4-faceted resilience measure was then developed that demonstrated good criterion-related and incremental validity beyond personality when predicting job performance and life satisfaction.

Yuejia Teng, University of South Florida  
Michael T. Brannick, University of South Florida  
Submitted by Yuejia Teng, yteng@mail.usf.edu

#### Poster Session (Safety):

11:30AM-12:20PM

Prince George's Exhibit Hall D

#### 51. Poster: 11:30AM-12:20PM

Board 1

##### Why Don't You Leave? An Evaluation of Employees' Willingness to Take Time Off

The antecedents of employees' willingness to take leave was examined. Overall, perceived job stress, burnout, and work-life balance impacted willingness to take sick leave; job stress, burnout, gender inequality, work-life balance, coworker support, and management support impact willingness to take vacation leave; and perceived job stress and work-life balance impact willingness to take FMLA.

Shelby Marie Akers, East Carolina University  
Mark C. Bowler, East Carolina University  
Alexander M. Schoemann, East Carolina University  
Jennifer L. Bowler, East Carolina University  
Submitted by Mark C. Bowler, bowlerm@ecu.edu

#### 52. Poster: 11:30AM-12:20PM

Board 2

##### The Relationship Between Workaholism and Negative Affect: Mindfulness Matters!

Relationships among workaholism, mindfulness, and negative affect (NA) were examined. The sample consisted of 400 working adults from various occupations and backgrounds. Workaholism positively related to NA and negatively related to mindfulness, whereas mindfulness negatively related to NA. Moreover, mindfulness moderated the relationship between workaholism and NA.

Shahnaz Aziz, East Carolina University  
Jerry Bellows, East Carolina University  
Beatrice Demott, East Carolina University  
Submitted by Shahnaz Aziz, azizs@ecu.edu

#### 53. Poster: 11:30AM-12:20PM

Board 3

##### Negative Mind Wandering as a Symptom of Incivility in the Workplace

This study was conducted to explore an intermediate-level amendment to the understanding of the effects of workplace incivility. Via negative mind wandering, experienced incivility wreaks havoc on individual performance and instigated incivility. A new, validated scale (The Workplace Mind Wandering Scale) is the first multidimensional scale to measure mind wandering in the workplace.



Anthony J. Belluccia, Florida Institute of Technology  
 Zhiqing E. Zhou, Baruch College, City University of New York  
 Submitted by Anthony J. Belluccia, abelluccia2016@my.fit.edu

**54. Poster: 11:30AM-12:20PM Board 4**

**Linking Incivility and Task Performance With Affect and Working Memory**

This experimental study extended cognitive and emotional mechanisms for the effect of workplace incivility on performance. When manipulated directly in a lab, incivility predicted task performance through working memory (but not negative affect). Further, relationships between incivility and working memory and negative affect were stronger for individuals with higher hostile attribution bias.

Joshua Bush, Proctor & Gamble  
 Zhiqing E. Zhou, Baruch College, City University of New York  
 Anthony J. Belluccia, Florida Institute of Technology  
 Submitted by Anthony J. Belluccia, abelluccia2016@my.fit.edu

**55. Poster: 11:30AM-12:20PM Board 5**

**Presenteeism and Employee Well-Being: Moderating Effect of Proactive Personality**

This study examined the links between presenteeism, well-being, and proactive personality (PAP), and the moderating role of PAP on the presenteeism–well-being association. Results indicated that presenteeism negatively affected well-being measured 1 year later. This was moderated by PAP such that it was nonsignificant at high levels of PAP. A negative PAP–presenteeism association was as well.

Jessica Jacob Chackoria, Illinois State University  
 Alexandra Ilie, Illinois State University  
 Dan Ispas, Illinois State University  
 Elizabeth Williams, Paradise 4 Paws, Pooch Hotel  
 Dragos G. Iliescu, Bucharest University, Romania  
 Kevin L. Askew, Montclair State University  
 Submitted by Jessica Jacob Chackoria, jchack2@ilstu.edu

**56. Poster: 11:30AM-12:20PM Board 6**

**Comparing Relaxation Versus Mastery Microbreaks: A Within-Task Recovery Perspective**

The role of micro-break activities in state recovery and task performance was examined using an experimental design. Engaging in either 40s mastery or relaxation microbreaks boosted psychological detachment during the break and subsequent task performance. However, psychological detachment did not transmit the effect of microbreaks to performance.

Amanda Conlin, Ferguson Partners  
 Xinyu Hu, Northern Illinois University,  
 Larissa K. Barber, San Diego State University  
 Submitted by Xinyu Hu, xhu2@niu.edu

**57. Poster: 11:30AM-12:20PM Board 7**

**Trust and Satisfaction in Culturally Diverse PICU Patients: A Mixed-Methods Study**

Patient trust and satisfaction are challenged in the pediatric intensive care unit (PICU) and are further exacerbated for cultural minorities. This research uses 116 surveys and 16 interviews with family members of admitted children to identify differences in patient trust and satisfaction, finding specific populations that suffer lowered satisfaction relative to their peers.

Julie V. Dinh, Rice University  
 Tatiana Arevalo, Baylor College of Medicine  
 Allison Traylor, Rice University  
 Laura Loftis, Baylor College of Medicine  
 Kelley J. Slack, NASA-JSC/KBRwyle/University of Houston  
 Lacey L. Schmidt, Minerva Work Solutions, PLLC  
 Eduardo Salas, Rice University  
 Melody Hellsten, Baylor College of Medicine  
 Submitted by Julie V. Dinh, julie.dinh@rice.edu

**58. Poster: 11:30AM-12:20PM**

**Board 8**

**Anticipatory Exhaustion: How Anticipated Workload Shapes The Workload–Exhaustion Link**

Work stress researchers often focus on one's current job demands without considering how individuals anticipate these conditions might change in the future. It is hypothesized that workload anticipation moderates the current workload–exhaustion relationship. Findings indicated that anticipations of a workload increase exacerbated exhaustion and anticipations of a decrease attenuated exhaustion.

Michael DiStaso, University of Central Florida  
 Mindy K. Shoss, University of Central Florida  
 Submitted by Michael DiStaso, distasomds@gmail.com

**59. Poster: 11:30AM-12:20PM**

**Board 9**

**Effects of a Supervisor Training Intervention on Supervisors**

Authors examined the effect of a supervisor training intervention on supervisors themselves. Results indicated that the intervention led to increased work-to-family conflict ( $p < .01$ ). Job demands at baseline moderated the intervention's effect on burnout ( $p = .05$ ).

Lev El-Askari, Willamette University  
 Mackenna L. Perry, Oregon Health & Science University  
 Leslie B. Hammer, Portland State University/Oregon Health & Science University  
 Submitted by Lev El-Askari, Imelaskari@willamette.edu

**60. Poster: 11:30AM-12:20PM**

**Board 10**

**Defining and Applying the Concept of Resilience at Work**

The resilience literature suffers from definitional/conceptual confusion. Using a recently proposed definition, this paper describes a concise yet comprehensive conceptual model that can serve as the foundation for future workplace resilience research. To illustrate, the model is applied to a critical domain of work (i.e., the training of emergency physicians).

David M. Fisher, University of Tulsa  
 Emily C.S. Fisher, University of Oklahoma  
 Jennifer M. Ragsdale, University of Tulsa  
 Leah S. Tecle, University of Tulsa  
 Submitted by Leah S. Tecle, lst075@utulsa.edu

**61. Poster: 11:30AM-12:20PM**

**Board 11**

**Gender Difference in Stress Levels When Self-Employed and Organizationally Employed**

The interaction between gender and employment type (i.e., self or organizational) was explored in a sample of 2,538 respondents to the GSS. An interaction was found between gender and employment type,  $F(1, 1239) = 6.31, p < .01$ . A main effect for employment type was also found such that the self-employed experienced less work stress than the organizationally employed,  $F(1, 1239) = 8.23, p = .01$ .

Natasha Haight, St. Mary's University  
 Gregory J. Pool, St. Mary's University  
 Submitted by Natasha Haight, natashahaight@gmail.com

**62. Poster: 11:30AM-12:20PM**

**Board 12**

**Mindfulness, Self-Reported Stress, and Physiological Stress in the Workplace**

A meta-analytical review was conducted to calculate the effect size for the relationship between mindfulness intervention and stress in the workplace for both self-reported measures of stress and physiological indicators of stress. The results indicated an effect size of -.14 overall, an effect size of -.29 for self-reported stress, and an effect size of -.03 for physiological stress.

Natasha Haight, St. Mary's University  
 Gregory J. Pool, St. Mary's University  
 Submitted by Natasha Haight, natashahaight@gmail.com

**63. Poster: 11:30AM-12:20PM**

**Board 13**

**A Meta-Analytic Investigation of Workplace Mistreatment Spirals**

The evidence for mistreatment spirals in the workplace were meta-analytically assessed. Results showed that experiencing workplace mistreatment strongly relates to instigating workplace mistreatment. However, challenging the notion of mistreatment spirals, employees respond to experienced mistreatment both by retaliating against the perpetrator as well as by targeting other sources.

Taylor Kipp Hall, Ohio University  
Lindsay Y. Dhanani, Ohio University  
James Shea, Washington State University, Vancouver  
Submitted by Taylor Kipp Hall, th215116@ohio.edu

**64. Poster: 11:30AM-12:20PM Board 14****Workplace Ostracism: A Meta-Analysis**

Workplace ostracism—being excluded in the workplace—has emerged as central concern due to its prevalence and potential negative consequences for victims and organizations. Authors carried out a meta-analysis of the workplace ostracism literature and evaluated its effect on various outcomes concurrently with more traditionally studied forms of workplace aggression using relative-weight analysis.

Michael B. Harari, Florida Atlantic University  
Cort W. Rudolph, Saint Louis University

Submitted by Michael B. Harari, mharari@fau.edu

**65. Poster: 11:30AM-12:20PM Board 15****Development of Scales for Presenteeism and Presenteeism Pressure**

This study outlines the development and validation of a measure of presenteeism pressure. The Presenteeism Pressure Scale consists of 13 items reflecting affective, behavioral, and cognitive components of the construct. Authors also adapt Aronsson et al.'s (2000) presenteeism measure to reflect a holistic approach to health that includes physical symptoms, mental symptoms, and physical injury.

Susannah Huang, Bowling Green State University  
Claire Elizabeth Smith, Bowling Green State University  
Melissa A. Albert, Bowling Green State University  
Samuel T. McAbee, Bowling Green State University

Submitted by Susannah Huang, shuang1493@gmail.com

**66. Poster: 11:30AM-12:20PM Board 16****Synergistic Effects of Crafting Job Demands on Employee Well-Being**

Authors examined the interactive effects of crafting increased challenge demands and decreased hindrance demands on employee well-being. Findings suggest that employees who craft an optimal balance of challenge and hindrance demands will have better well-being than employees who craft either type of job demand in isolation.

Matthew Joseph Johnson, Central Michigan University  
Terry A. Beehr, Central Michigan Univ

Submitted by Matthew Joseph Johnson, johns43m@cmich.edu

**67. Poster: 11:30AM-12:20PM Board 17****Safety Climate Dispersion: Assessing Patterned Differences in Safety Perceptions**

This investigation involved an assessment of patterned dispersion (or within-unit differences) in safety climate using survey data from 2 samples. Distinct patterns of safety climate dispersion were observed; however, they did not contribute to incremental validity in the prediction of safety-relevant constructs above safety climate level and the safety climate level  $\times$  strength interaction.

Nathanael L. Keiser, Center for Innovations in Quality, Effectiveness and Safety  
Stephanie C. Payne, Texas A&M University  
Yimin He, Texas A&M University  
Xiang Yao, Peking University

Submitted by Nathanael L. Keiser, keiser.nate@gmail.com

**68. Poster: 11:30AM-12:20PM Board 18****Examining the Role Stress–Organizational Commitment Relationship: A Meta-Analysis**

This meta-analytic investigation of 98 studies published from 2008 to 2018 examines the relationship between role stress and organizational commitment. Results revealed a corrected mean correlation of  $p = -.32$ . Significant variance among effect sizes was noted. Organizational industry, sector and job level were examined as potential moderators; only industry was a significant moderator.

Jennifer L. Kisamore, University of Oklahoma  
Amy Morrisette, Morrisette Consulting

Submitted by Jennifer L. Kisamore, jkisamore@ou.edu

**69. Poster: 11:30AM-12:20PM****Board 19****Motivated to Learn at a Time of Uncertainty: Job Insecurity on Skill Development**

Drawing from the literature on the conservation of resources theory and proactive coping, this study investigates the role of job insecurity on training motivation for skill development. Two samples are drawn from the National Longitudinal Survey and General Social Survey, and a series of logistic regression analyses were performed. Findings and implications are discussed.

Juseob Lee, University of Central Florida  
Mindy K. Shoss, University of Central Florida

Submitted by Juseob Lee, juseob.lee@knights.ucf.edu

**70. Poster: 11:30AM-12:20PM****Board 20****Illegitimate Tasks as a Threat to Identity: The Impact on Job Performance**

This study examined the detrimental effect of illegitimate tasks on employee job identity and how this identity-threatening effect undermines employee job performance. Authors also examined and concluded the buffering effect of employee flexible role orientation on illegitimate task–job identity relationship.

Jie Ma, Lanzhou University  
Yisheng Peng, Hofstra University

Submitted by Jie Ma, yonasma028@gmail.com

**71. Poster: 11:30AM-12:20PM****Board 21****Situational Strength Perceptions of After-Hours Work Demands**

Authors developed a model of situational strength perceptions of after-hours work that encompassed the relationships of 4 facets of after-hours situational strength with employee well-being and turnover. Diverging relationships between these facets and well-being outcomes were observed, whereas perceptions of constraints surrounding after-hours work were predictive of elevated turnover intentions.

Molly Eleanor Minnen, Virginia Polytechnic Institute and State University  
Katelyn England, Pennsylvania State University  
Charles C. Calderwood, Virginia Tech  
Rustin D. Meyer, Pennsylvania State University

Submitted by Molly Eleanor Minnen, minnen.molly@gmail.com

**72. Poster: 11:30AM-12:20PM****Board 22****Illegitimate Tasks and Relationship Damage: The Moderating Role of Trust**

Authors examined the moderating effect of trust on the relationship between illegitimate tasks and emotional strain and attitudinal outcomes in 2 experimental protocols on MTurk. In both experiments, robust main effects of trust on the outcomes were found. No moderation on the illegitimate tasks relationships were found.

Marino Mugayar-Baldocchi, Baruch College & the Graduate Center, CUNY  
Erin Eatough, BetterUp

Submitted by Marino Mugayar-Baldocchi, mugayarbaldochim@gmail.com

**73. Poster: 11:30AM-12:20PM****Board 23****Eldercare Supportive Supervisor Behaviors: A Moderated Mediation Model**

Based on social information processing (SIP) theory, authors tested associations among eldercare supportive supervisor behaviors (ESSBs), work engagement, and employee time banditry. Caregiver burden was tested as one boundary condition influencing proposed relationships. Results contribute to the literature on eldercare and have practical implications for supporting elder caregiving employees.

Yisheng Peng, Hofstra University  
Xiaohong Xu, Old Dominion University  
Caitlin Marie Lapine, Hofstra University  
Wenqin Zhang, Nanjing University of Finance & Economics

Submitted by Yisheng Peng, pengyisheng2012@gmail.com

**74. Poster: 11:30AM-12:20PM****Board 24****Work Events and Employee Health: The Moderating Role of Occupational Commitment**

Using experience sampling methodology, the aims of this study were to examine the interactive effects of positive events, negative events, and occupational commitment in predicting employee engagement and

burnout. Although the interaction between positive and negative events predicted engagement and burnout, occupational commitment only interacted with negative events to predict burnout.

Gargi Sawhney, University of Minnesota-Duluth  
Thomas W. Britt, Clemson University  
Robert R. Sinclair, Clemson University  
Cynthia D. Mohr, Portland State University  
Chloe Wilson, Clemson University

Submitted by Gargi Sawhney, gargisawhney85@gmail.com

75. Poster: 11:30AM-12:20PM

Board 25

#### Managers' Sleep and Productivity: Tradeoffs Between Time and Mood as Resources

Based on conservation of resources theory, this study tests the energy and time tradeoffs of sleep on productivity. Daily surveys of managers reveal that sleeping more hours than usual is linked to feeling less productive the next day. This occurs through perceived loss in work time, but not through mood. These findings help explain why employees choose to sacrifice sleep despite health costs.

Gordon M. Sayre, Pennsylvania State University  
Alicia A. Grandey, Pennsylvania State University  
David M. Almeida, Pennsylvania State University  
Submitted by Gordon M. Sayre, gms5518@psu.edu

76. Poster: 11:30AM-12:20PM

Board 26

#### Scheduling Flexibility and Health: A Meta-Analytic Review

This meta-analysis investigates the relationship between work scheduling flexibility and health behaviors and outcomes, specifically physical activity and general health. Drawing from 17 samples within 13 studies, the results suggest that there may be a meaningful relationship between scheduling flexibility and health outcomes ( $r = .12$ ). Exercise habit ( $r = .00$ ) literature appears discordant.

Nicole Valeria Shifrin, Auburn University

Submitted by Nicole Valeria Shifrin, nvs0002@auburn.edu

77. Poster: 11:30AM-12:20PM

Board 27

**Naturally! Examining Nature's Role in Workplace Strain Reduction**  
Using a 2-wave, full panel design, this study examined exposure to nature at work and workplace strain. Results demonstrated significant relationships between workplace nature exposure, directed attention, and strain outcomes (burnout, job dissatisfaction, and depressive symptoms). Findings contribute to occupational health through the consideration of nature as a new job resource.

Arieana Thompson, Florida International University  
Valentina Bruk-Lee, Florida International University

Submitted by Arieana Thompson, arieana@arieanathompson.com

MultiDisciplinary



78. Poster: 11:30AM-12:20PM

Board 28

#### Self-Regulation and Academic Outcomes: Self-Efficacy, Need Satisfaction, and Stress

This study integrates prominent self-regulatory theories (transactional theory of stress, self-determination theory, and self-efficacy) to explore the consequences of need satisfaction and challenge and hindrance stressors in a diverse sample of university students ( $N = 383$ ). Results support the challenge-hindrance distinction and that need satisfaction is linked with important academic outcomes.

Justin Travis, North Carolina State University

Submitted by Justin Travis, jtravis@ncsu.edu

MultiDisciplinary

79. Poster: 11:30AM-12:20PM

Board 29

#### Make It Your Break! Benefits of Person-Break Fit for Postbreak Affect

Authors examined the role of person-break fit for postbreak affect. They surveyed 227 participants at 2 time points. Break autonomy predicted perceived person-break fit, which in turn negatively predicted postbreak negative affect. This relation was stronger for chronically exhausted employees. They highlight work-break design as a promising extension of extant stress-management interventions.

Laura Venz, University of Mannheim  
Christine Bosch, University of Mannheim  
Anna Sophia Pinck, University of Mannheim  
Sabine Sonnentag, University of Mannheim

Submitted by Laura Venz, laura.venz@uni-mannheim.de

80. Poster: 11:30AM-12:20PM

Board 30

#### Illegitimate Tasks and CWB-O: Psychological Contract Violation as a Mediator

Authors used 2-wave data to examine the illegitimate tasks-CWB against organizations (CWB-O) relationship in a moderated mediation model, and found illegitimate tasks had a significant indirect effect on CWB-O through psychological contract (PC) violation and that CSE buffered the illegitimate tasks-PC violation relationship and the indirect effect of illegitimate tasks on CWB-O via PC violation.

Danielle R. Wald, The Graduate Center & Baruch College, CUNY  
Xinxuan Che, Florida Institute of Technology  
Zhiqing E. Zhou, Baruch College, City University of New York  
Wiston Rodriguez, The Graduate Center/Baruch College

Submitted by Danielle R. Wald, DanielleRWald@gmail.com

81. Poster: 11:30AM-12:20PM

Board 31

#### Calling as a Moderator of Challenge-Hindrance Stressor-Outcome Relationships

This study examined the interaction between occupational calling and challenge-hindrance stressors as predictors of engagement and mental health symptoms (MHS). Using longitudinal data from working adults, results indicated that higher levels of calling were associated with higher levels of MHS in the presence of hindrance stressors.

Chloe Wilson, Clemson University  
Thomas W. Britt, Clemson University

Submitted by Chloe Wilson, chloe5@g.clemson.edu

82. Poster: 11:30AM-12:20PM

Board 32

#### Why and When Supervisor Work Stress Differentially Influences Abusive Supervision

Applying transactional stress theory, the purpose of this study is to provide a holistic perspective on the effects of supervisor work stress on abusive supervision. Results show that challenge stress reduces, while hindrance stress triggers abusive supervision. Also, the negative association between challenge stress and abusive supervision is strengthened when supervisor self-control is high.

Soohyun Yoon, Seoul National University  
Jihye Lee, Seoul National University  
Jeewon Gwak, Seoul National University  
Seokhwa Yun, Seoul National University

Submitted by Soohyun Yoon, shxyoon@gmail.com

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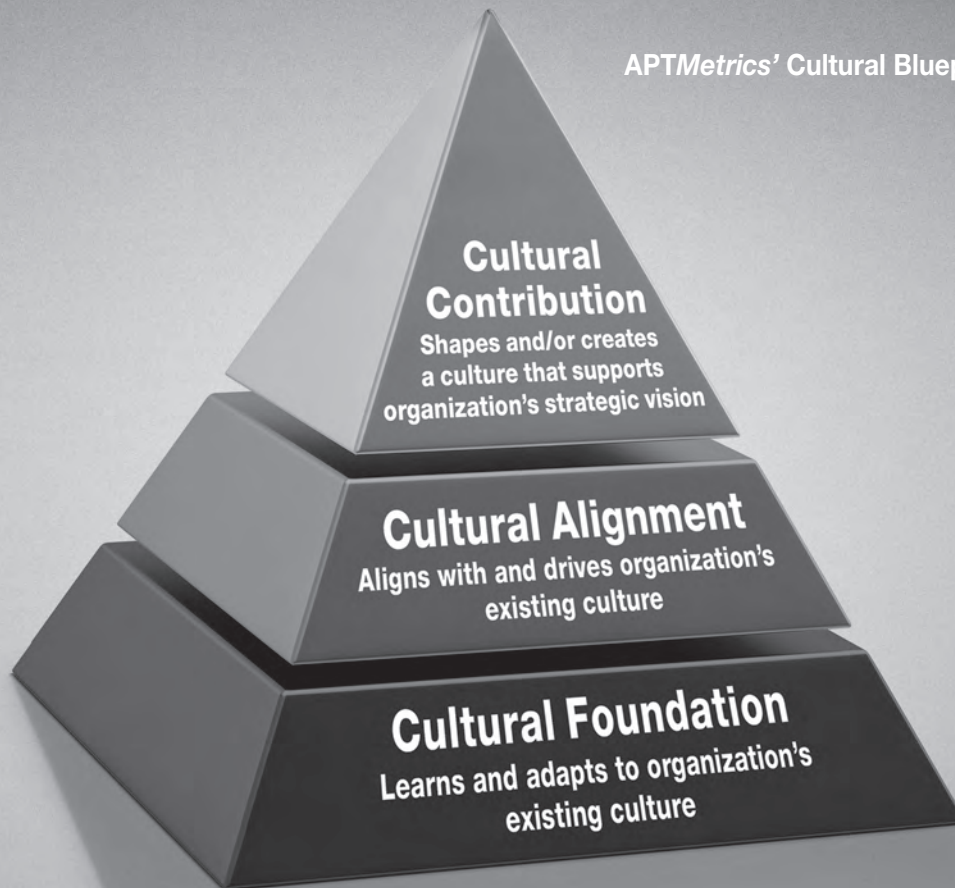
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John Ballard has been a SIOP member since 1984. His book, which has won several awards, helps people gain more insight into their workplaces. Ballard is an emeritus professor of management at Mount St. Joseph University in Cincinnati.



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**83. Panel Discussion: 12:00PM-12:50PM Chesapeake 1-3****Situational Judgment Tests: Making Them Work Globally**

The rapid globalization of the economy and labor market is causing an increased need to identify and validate assessments that can be used cross culturally. Situational judgment tests (SJTs) are valid and popular assessment methods but can be prone to cultural barriers. Panelists will present data and discuss best practices for developing and implementing SJTs internationally.

Jan L. Harbaugh, SHL, *Chair*

Meredith F. Burnett, American University, *Panelist*

Mei-Chuan Kung, PSI Services LLC, *Panelist*

Gary J. Burkholder, Walden University, *Panelist*

Submitted by Jan L. Harbaugh, Jan.Harbaugh@shl.com

**84. Symposium/Forum: 12:00PM-1:20PM Chesapeake 4-6****Theoretical Advances in Vocational Interest Research:****Moving Beyond Holland Theory**

Despite drastic changes in the world of work, research on vocational interests still relies on theoretical models that date back almost half a century. This stagnation of theory development hampers innovative research and may even undermine the credibility of this domain as a whole. Therefore, this symposium challenges and extends existing theory on vocational interests at work.

Bart Wille, Ghent University, *Chair*

Brenton M. Wiernik, University of South Florida, *Why Interests Predict Performance: Reconceptualizing Conative Traits in Work Behavior*

Rong Su, University of Iowa, Louis Tay, Purdue University, Hsin-Ya Liao, Washington State University, Qi Zhang, University of Iowa, James Rounds, University of Illinois at Urbana-Champaign, *Toward a Dimensional Model of Vocational Interests*

Christopher D. Nye, Michigan State University, James Rounds, University of Illinois at Urbana-Champaign, Ross Walker, Michigan State University, Michael L. Morris, CPP, Inc., Ronald C. Page, Assessment Associates International, Kyle Swaney, ACT, Inc., *Exploring the Basic Interest Structure of Vocational Interests*

Bart Wille, Ghent University, Filip De Fruyt, Ghent University, *The Changing Nature of Vocational Interests: New Perspectives on Interest Development*

Phil M. Lewis, National Center for O\*NET Development, *Discussant*

Submitted by Bart Wille, bart.wille@ugent.be

**85. Symposium/Forum: 12:00PM-1:20PM Chesapeake 7-9****Item Response Theory II: New Developments in Research****and Applications**

IRT has become increasingly popular in organizational studies. This symposium introduces some of the latest developments in IRT research and applications, including an examination of the best way to determine response processes from model fit, an investigation of consequences of measurement model misspecification, an improved way to measure OCB, and a new approach to study video-based SJTs.

Tianjun Sun, University of Illinois at Urbana-Champaign, *Co-Chair*

Fritz Drasgow, University of Illinois at Urbana-Champaign, *Co-Chair*

Li Guan, Aon, Nathan T. Carter, University of Georgia, *Evaluation of Fit Statistics to Identify the Correct Item Response Process*

Tianjun Sun, University of Illinois at Urbana-Champaign, Bo Zhang, University of Illinois at Urbana-Champaign, Fritz Drasgow, University of Illinois at Urbana-Champaign, *Much Ado About Everything: Consequences of Measurement Model Misspecification*

Christopher M. Gallagher, Bowling Green State University, Georgi P. Yankov, Bowling Green State University, Michael J. Zickar, Bowling Green State University, *Modeling Too Much-Too Little Scales for Self-Ratings With IRT*

Hanyi Min, University of Central Florida, Jordan Dovel, Bowling Green State University, Feng Guo, Bowling Green State University, Michael J. Zickar, Bowling Green State University, Scott Highhouse, Bowling Green State University, *Examining Video-Based Situational Judgment Test With Explanatory Item Response Theory*

Stephen Stark, University of South Florida, *Discussant*

Submitted by Tianjun Sun, tsun5@illinois.edu

**86. Panel Discussion: 12:00PM-1:20PM Chesapeake 10-12****Advancing the Science of Team Dynamics**

Today's teams function as complex systems influenced by individual interactions as well as organizational context and I-O scholars lack appropriate tools to conceptualize such complexity and interdependence. Thus, the goal of this panel is to bring in experts to discuss a diverse set of theoretical, methodological, and analytical approaches in order to advance our understanding of team dynamics.

Ketaki Sodhi, University of Akron, *Co-Chair*

Alexandra D. Petruzzelli, University of Akron, *Co-Chair*

Amanda L. Thayer, University of Akron, *Co-Chair*

Matthew Cronin, George Mason University, *Panelist*

Goran Kuljanin, DePaul University, *Panelist*

Aaron Schechter, University of Georgia, *Panelist*

Submitted by Ketaki Sodhi, ks225@uakron.edu

MultiDisciplinary

**87. Symposium/Forum: 12:00PM-1:20PM Chesapeake A-C****Understanding Curvilinear Relationships in Selection Research and Practice**

Understanding how individual characteristics influence various organizational outcomes, particularly in curvilinear fashion, is crucial for selection research and practice. Five studies are presented that utilize a variety of methods to demonstrate curvilinear relationships between individual characteristics and organizational outcomes. Findings are discussed in a scientist-practitioner framework.

Xiaoyuan (Susan) Zhu, Society for Human Resource Management, *Co-Chair*

Kevin Impelman, Hollweg Assessment Partners, *Co-Chair*

Kate M. Conley, University of Georgia, Megan Lowery, University of Georgia, Rachel Williamson Smith, Louisiana State University, Nathan T. Carter, University of Georgia, *The Politeness Paradox: Considering Curvilinear Effects of Agreeableness in Selection*

Edgar E. Kausel, Pontificia Universidad Católica de Chile, Dev K. Dalal, University at Albany, State University of New York, *Risk Propensity and Career Success: Does the Goldilocks Principle Apply?*

Kimberly S. Nei, Hogan Assessment Systems, Michael A. Tapia, Hogan Assessment Systems, Matthew R. Lemming, Hogan Assessment Systems, Karen M. Fuhrmeister, Hogan Assessment Systems, *Nonlinear Relationships Between Personality and Sales Performance*

Riley Hess, University of Georgia, Mark Landau, University of Kansas, Nathan T. Carter, University of Georgia, *Conscientiousness and Performance: Regulatory Focus as a Moderator of Curvilinearity*

David Futrell, Walmart, *Nonlinear Relationships of Biodata Items and Employee Retention*

Submitted by Xiaoyuan (Susan) Zhu, susanzhu12@gmail.com

**88. Panel Discussion: 12:00PM-1:20PM Chesapeake D-F****Contemporary Issues in Pay Equity Analysis: A Cross-Disciplinary Discussion**

This panel convenes I-O psychologists, economists and labor lawyers for an intermediate-level discussion of current challenges in conducting robust pay equity studies. The panel will explore how best to form employee comparison groups under conflicting federal and state statutes, the merits of current analytical strategies adopted by federal enforcement agencies, and troublesome data issues.

David Cohen, DCI Consulting Group, Inc, *Chair*

Chris Liakos, Northrup Grumman, *Panelist*

Murray Simpson, DCI Consulting Group, *Panelist*

Richard F. Tonowski, U.S. Equal Employment Opportunity Commission, *Panelist*

Chris Wilkinson, Orrick, Herrington & Sutcliffe LLP, *Panelist*

Submitted by David Cohen, dcohen@dciconsult.com

Sessions 88 and 98 have been combined as they are on the same topic at the same time

Submitted by David Cohen, dcohen@dciconsult.com

**98. Master Tutorial: 12:00PM-1:20PM Chesapeake D-F****Pay Equity Research: Instruction in the Legal and Statistical Frameworks**

This master tutorial provides a focused review of the pay equity landscape as it relates to equal employment opportunity. Presenters review applicable regulations and federal guidance before discussing the standard analytic framework for evaluating pay equity under Title VII



of the Civil Rights Act (1964). Specific technical guidance is highlighted through review of statistical output summaries.

David Cohen, DCI Consulting Group, *Presenter*  
Eric M. Dunleavy, DCI Consulting Group, *Presenter*  
Scott B. Morris, Illinois Institute of Technology, *Presenter*  
Submitted by Kayo Sady, kayosady@amazon.com

### 89. Symposium/Forum: 12:00PM-12:50PM Chesapeake G-I I Can See Clearly Now: Transparent Talent Management Practices

Organizations struggle with issues of transparency and talent management practices. Surveys show a mix of practices in terms of disclosure of talent management metrics. More evaluations of transparency are needed to help guide future transparency decisions. This symposium outlines the intermediate-level impact of several talent management practices where transparency was a conscious decision.

Meghan R. Lowery, Eli Lilly and Company, *A Transparency Transformation: Assessments at Eli Lilly & Company*  
Sebastian Unger, Prudential Financial, *Reading Between the Lines*  
James Scrivani, PepsiCo, Brett W. Guidry, PepsiCo, Breanna Paynter, PepsiCo, Allan H. Church, PepsiCo, *Impact of Transparent Scores in Assessment Ratings for Development and Talent Management*  
Jocelyn M. Hays, Hogan Assessment Systems, *Discussant*  
Submitted by Brett W. Guidry, brett.w.guidry@gmail.com

### 90. Symposium/Forum: 12:00PM-1:20PM Chesapeake J-L Gender and Racial Disparities in STEM: Finding and Addressing the Pipeline Leaks

Past research has examined the STEM pipeline in a series of disjointed snapshots. This symposium addresses this concern by taking a longitudinal approach, highlighting the experiences of women and URMs in STEM at multiple career stages through 4 papers examining the experiences of these groups at the undergraduate level, college to career transition, and later in their careers.

Michelle (Mikki) Hebl, Rice University, *Chair*  
Abigail R. Corrington, Rice University, *Co-Chair*  
Allison Traylor, Rice University, *Co-Chair*  
Dominique Burrows, Indiana University-Purdue University Indianapolis, Evava S. Pietri, Indiana University-Purdue University Indianapolis, India Johnson, Elmhurst University, *Encouraging Black Female Students' Belonging in STEM*  
Michelle Hyun Ji Kim, Rice University, Ashley Rittmayer Hanks, Infor, Margaret E. Beier, Rice University, *The Role of Perceived Values in STEM Activities in Improving STEM Retention for URM and Women*  
Allison Traylor, Rice University, Eduardo Salas, Rice University, *Women in Engineering and the College to Career Transition*  
Lauren Sarah Park, Portland State University, Larry R. Martinez, Portland State University, Shi Xu, University of Surrey, *Older Nurse, Better Sleeper: The Impact of Tenure on Outcomes of Incivility in Nursing*  
Mindy E. Bergman, Texas A&M University, *Discussant*  
Submitted by Abigail R. Corrington, arc3@rice.edu

### 91. Master Tutorial: 12:00PM-12:50PM Maryland 1-3 The Neurodiversity Phenomenon: A Research Blind Spot Limiting Systemic Inclusion

Despite the popularity of the neurodiversity phenomenon with stakeholder Despite the popularity of neurodiversity in the business press, occupational inclusion and I-O research lags behind. This masterclass will provide an empty review to show the opportunities for research and a focus on practice. Led by an international neurodiversity I-O consultant, discussion will be around disability accommodations and systemic inclusion for this vulnerable group..

Nancy Elizabeth Doyle, Genius Within CIC, *Presenter*  
Submitted by Nancy Elizabeth Doyle, n.doyle@bbk.ac.uk

### 92. Symposium/Forum: 12:00PM-1:20PM Maryland 4-6 Building Better Workplace Allies: Where Are We Lacking and How Can We Get There?

This symposium synthesizes research over allyship in the workplace by exploring what stigmatized targets want from their allies, target

perceptions of ally behaviors, how allies manage their identities, and the effectiveness of ally training programs. Together, these studies use both qualitative and quantitative data sources to examine how allies can improve the inclusivity of their workplaces.

Sin-Ning Cindy Liu, Texas A&M University, *Co-Chair*  
Kelly Dray, Texas A&M University, *Co-Chair*  
Isaac E. Sabat, Texas A & M University, *Co-Chair*  
Thomas Sasso, University of Guelph, *With Our Consent: Consensual Allyship With LGBTQ+ Canadians in the Workplace*  
Rebecca Lynn Tolfa, University of Tennessee at Chattanooga, Alexandra I Zelin, University of Tennessee at Chattanooga, *A Bystander for Workplace Sexual Harassment? Who, Me?*  
Shannon Cheng, Rice University, Linnea Ng, Rice University, Allison Traylor, Rice University, Eden B. King, Rice University, *Helping or Hurting?: Understanding Women's Perceptions of Male Allies*  
Kelly Dray, Texas A&M University, Briana G. Capuchino, Texas A&M University, Sin-Ning Cindy Liu, Texas A&M University, Isaac E. Sabat, Texas A&M University, *Applying an Identity Management Framework to the Understanding of Allies*  
Kelly Hamilton, Portland State University, Larry R. Martinez, Portland State University, *A Training to Empower Allies to Reduce Workplace Discrimination*  
Submitted by Sin-Ning Cindy Liu, sinning.cindy.liu@tam.u.edu

### 93. Symposium/Forum: 12:00PM-1:20PM Maryland A Toxic Leadership and Culture

This symposium explores how toxic leadership—including unethical, immoral, abusive, and performance-driving acts—influence employees' affect, leader evaluations, and behaviors in situations of various types of organizational culture, exchange relationship, and other social contextual cues. The social context's influence on toxic leader dynamics, including if "toxicity" exists, is illuminated.

Debra L. Shapiro, University of Maryland, *Co-Chair*  
Feng Qiu, University of Oregon, *Co-Chair*  
Salar Mesdaghinia, Eastern Michigan University, Blaine Austin Lewis, University of Houston, Feng Qiu, University of Oregon, Robert Eisenberger, University of Houston, *Leader's Immorality Encouragement*  
Kelly Beavan, University of Maryland, Jordan Epistola, University of Maryland, College Park, Paul J. Hanges, University of Maryland, Jeffrey William Lucas, University of Maryland, Debra L. Shapiro, University of Maryland, *Responses to Unethical and Immoral Leaders and the Role of Organizational Culture*  
Debra L. Shapiro, University of Maryland, Robert J Bies, Georgetown University, Thomas M. Tripp, Washington State University, *Abusive Leader or Master Motivator? The Influence of PDLB and the Social Context*  
Rebecca J. Bennett, University of Central Florida, Reka Anna Lassu, University of Central Florida, Neal M. Ashkanasy, University of Queensland, Mark Martinko, Florida A&M University, *When Performance Demanding Leader Behavior Is Seen as Abusive: A Daily Diary Study*  
Maureen L. Ambrose, University of Central Florida, *Discussant*  
Submitted by Feng Qiu, fengq@uoregon.edu

### 94. Alternative Session Type with Presenters: 12:00PM-1:20PM Maryland B The Struggle Is Real: What It Really Means to "Have It All" in I-O Psychology

In I-O psychology, what does "having it all" truly look like? SIOF members from diverse backgrounds discuss wins, losses, and opportunities in the field to generate dialogue regarding what it means to "have it all"—and tradeoffs along the way. The goal is to encourage audience participation through discussion of career decision points and challenges faced by women within I-O psychology.

L. Jean Whinghter, Capella University, *Co-Chair*  
Afra S. Ahmad, Zayed University, *Co-Chair*  
Julie B. Olson-Buchanan, California State University-Fresno, *Presenter*  
Sabrina D. Volpone, University of Colorado Boulder, *Presenter*  
Debra A. Major, Old Dominion University, *Presenter*  
Wendy L. Bedwell, PACE Consulting Solutions, *Presenter*  
Kevin England, Lynn University, *Presenter*  
Amanda J. Anderson, Fors Marsh Group, *Presenter*  
Submitted by L. Jean Whinghter, lj.whinghter@gmail.com



**95. Master Tutorial: 12:00PM-1:20PM**

Maryland C

**AI-Driven Business Trendspotting for Fun and Profit**

Explosive volumes and increasingly unstructured varieties of data demand smarter solutions for trendspotting to identify business forces shaping the future of work. Artificial intelligence is leveraged to share a practical trend analysis framework and illustrate natural language processing, machine learning, and visualization techniques for sophisticated, efficient, and influential trendspotting.

Evan F. Sinar, BetterUp, *Presenter*Mengqiao Liu, Amazon, *Presenter*

Submitted by Mengqiao Liu, mengqiao.liu7@gmail.com

**96. Panel Discussion: 12:00PM-1:20PM**

Maryland D

**Inside Out AI: Pitfalls, Challenges, and Successes in Implementing AI in HR**

This session will present a variety of perspectives from internal and external practitioners on the topic of implementing solutions that leverage artificial intelligence within the domain of human resources. Panelists will share their first-hand experiences with such solutions and provide practical suggestions for consideration.

Jane Wu, IBM, *Co-Chair*Mariana Saintive Sousa, IBM, *Co-Chair*Lewis J. Baker, pymetrics, inc., *Panelist*Robert E. Gibby, IBM, *Panelist*Andrew L. Solomonson, Delta Air Lines, *Panelist*Allie Wehling, HireVue, *Panelist*

Submitted by Jane Wu, jane.y.wu00@gmail.com

**97. Community of Interest:**

12:00PM-12:50PM

National Harbor 1

**Are Millennials Ruining Everything? Combating Generational Stereotypes at Work**

Practitioners and researchers are invited to join in a COI on generational stereotypes at work. Research on generations and their debated characteristics, partnering with business leaders around this topic, other approaches to use instead of generational distinctions, and more will be discussed. Participants are encouraged to share their own experiences, research, and ideas.

David P. Costanza, George Washington University, *Host*Lisa Finkelstein, Northern Illinois University, *Host*Eileen C. Toomey, Johnson & Johnson, *Coordinator*

Submitted by Eileen C. Toomey, eileen.toomey@slu.edu

**99. Alternative Session Type with Presenters:**

12:00PM-1:20PM

National Harbor 10-11

**Using Design Thinking to Reshape the Role of HR:****An Interactive Session**

Three practitioners and an academic will share short IGNITE-style stories about the impact of design thinking in their respective spaces. The session will also include interactive components designed to engage attendees with the design thinking method. Attendees will gain deep, relevant perspective on the applicability of design thinking for organizational practice.

Robin R. Cohen, Johnson & Johnson, *Chair*Ruth Imose, Northern Illinois University, *Co-Chair*Nicole Dessain, talent.imperative inc, *Presenter*Jeff Merrell, Northwestern University, *Presenter*Barbara Kate Patchen, Stoked, *Presenter*

Submitted by Ruth Imose, ruthimose@gmail.com

**100. Alternative Session Type with Presenters:**

12:00PM-1:20PM

Potomac 1-2

**I'd Tell You, But Then I'd Have to... Peek Behind the Curtain of I-O Government Jobs**

I-O psychologists employed by the Central Intelligence Agency, Department of Defense, Federal Aviation Administration, National Aeronautics and Space Administration, and Securities and Exchange Commission will discuss the unique opportunities, challenges, and benefits of working

internal to these agencies and provide guidance on how to consult with government leaders and subject matter experts.

Brennan D. Cox, U.S. Navy, *Chair*Laura G. Barron, U.S. Air Force, *Presenter*Dana Broach, FAA, *Presenter*Leonardis Leroy Bruce, U.S. Government, *Presenter*Gerald F. Goodwin, U.S. Army Research Institute, *Presenter*Brian Katz, Securities and Exchange Commission, *Presenter*Tatana M. Olson, United States Navy, *Presenter*Kelley J. Slack, NASA-JSC/KBRwyle/University of Houston, *Presenter*Tara Marie Smallidge, U.S. Navy, *Presenter*

Submitted by Brennan D. Cox, cox.brennan@gmail.com

**101. Alternative Session Type with Presenters:**

12:00PM-1:20PM

Potomac 3-4

**Issues in Data Cleaning, Quality, Confidentiality, and Analysis in Survey Research**

Every day survey researchers make tradeoffs between confidentiality, data integrity, and data usefulness. This roundtable is designed to capture a state of consensus regarding current practices used in cleaning, scrubbing, and analyzing survey data used in employee research and will possibly inform a common set of formal guidelines and best practices.

Christopher T. Rotolo, PepsiCo, *Presenter*Vanessa A. Gaskins, PepsiCo, *Presenter*Andrea M. Bizarro, Leidos, *Presenter*Jason L. Huang, Michigan State University, *Presenter*

Submitted by Vanessa A. Gaskins, vanessa.gaskins@pepsico.com

**102. Alternative Session Type with Presenters:**

12:00PM-1:20PM

Potomac 5-6

**Making the Health, Safety, and Well-Being Registry Real: Collaboration Opportunities?**

SIOP members interested in collaborations across areas of psychology and across disciplines will participate in discussions designed to identify areas of focus, potential collaborators, and future planning activities. As a follow-up to highly energized exchanges among participants at SIOP 2018, this session will hone in on potential collaborations to bring the Registry to fruition.

Cristina G. Banks, University of California, Berkeley, *Co-Chair*

Christopher J. L. Cunningham, University of Tennessee at Chattanooga/

Logi-Serve, *Co-Chair*

Submitted by Cristina G. Banks, cbanks@berkeley.edu

MultiDisciplinary

**103. Special Event: 12:00PM-1:20PM**

Potomac D

**SIOP Select: The Science-Practice****Partnership: Action and Education**

I-O psychologists and SIOP members pride themselves on the effort to live the scientist-practitioner model. The purpose of this session is to explore this espoused value by hearing from a panel of successful science-practice partnership teams and a panel of academics who have engaged in partnership education. These panels will also dual each other in answering the audience's questions.

Joseph A. Allen, University of Nebraska at Omaha, *Chair*Yujie Zhan, Wilfrid Laurier University, *Co-Chair*Erin Eatough, BetterUp, *Panelist*Betsy McFarland, Adisa, *Panelist*Steven G. Rogelberg, University of North Carolina Charlotte, *Panelist*Marissa L. Shuffler, Clemson University, *Panelist*Shonna D. Waters, BetterUp, *Panelist*Donald Wiper, Greenville Health System, *Panelist*Peter Hausdorf, University of Guelph, *Panelist*Jessica Garant, University of Guelph, *Panelist*Roni Reiter-Palmon, University of Nebraska at Omaha, *Panelist*Emily Adams, University of Nebraska at Omaha, *Panelist*Dennis Doverspike, University of Akron, *Panelist*Ketaki Sodhi, University of Akron, *Panelist*

Submitted by Elizabeth A. McCune, elizabeth.mccune@microsoft.com

SIOP Select

TT

MultiDisciplinary

## Poster Session (Careers, Training):

12:30PM-1:20PM

Prince George's Exhibit Hall D

104. Poster: 12:30PM-1:20PM

Board 1

**The Impact of E-Mentoring on the Attitudes of Information Technology Professionals**

Authors surveyed IT professionals about being protégés, attitudes, and how much they interacted with their mentor virtually. They found few effects, other than lower mentor satisfaction with e-mentoring. However, few had completely virtual relationships. Study 2 oversampled to provide more respondents from the virtual extreme. E-mentoring is as effective as face-to-face mentoring.

Monica Adya, Marquette University

John L. Cotton, Marquette University

Submitted by John L. Cotton, john.cotton@marquette.edu

105. Poster: 12:30PM-1:20PM

Board 2

**How Living a Calling Influences Employees' Work Continuity Intentions**

Authors examined the relationship between living a calling and work continuity intentions, and the mediating effects of subjective age and occupational future time perspective (OFTP). Results obtained from a sample of 266 Mturk participants indicated that OFTP significantly mediated the relationships between living a calling and 3 of 5 work continuity intention variables.

Kemol J. Anderson, Colorado State University

Jeanette N. Cleveland, Colorado State University

Submitted by Kemol J. Anderson, kander12@colostate.edu

106. Poster: 12:30PM-1:20PM

Board 3

**Reexamining the Base Rate of Demand for HR Certifications in the United States**

Data from over 5,300 job announcements suggested that the base rate of demand for HR certification increased by 32.7% within the past 8 years. Results also indicated that HRCI certifications are more in demand than SHRM certifications and organizations typically demand HR certification more often in managerial jobs than nonmanagerial jobs.

Jenna Elizabeth Bayer, Elon University

Brian D. Lyons, Elon University

Roxanna R. Wood, Elon University

Submitted by Brian D. Lyons, blyons77@yahoo.com

107. Poster: 12:30PM-1:20PM

Board 4

**Two-Year Psychological and STEM Outcomes of a University STEM Summer Bridge Program**

Authors examined longitudinal outcomes of underprepared college STEM students who participated in a STEM summer bridge program. Over 4 semesters, results supported the effectiveness of the program in reducing participants' test anxiety (partial- $\eta^2 = .17$ ) compared to a control group, but participation did not predict self-efficacy, STEM identity, or STEM career aspirations.

Brittany Bradford, Rice University

Margaret E. Beier, Rice University

Submitted by Brittany Bradford, brittanycailin@gmail.com

108. Poster: 12:30PM-1:20PM

Board 5

**Protean Career Development and Ignatian Spirituality: Evidence for Age-Old Practice**

Given its promise for protean career development, authors conducted a randomized clinical trial to see if Ignatian spirituality practices can improve career discernment. Results suggest that the use of Ignatian spirituality in career development significantly increased scores for calling and purpose. Implications can inform discernment and career development interventions.

Scott C. Campanario, ORS Impact

Lynette Bikos, Seattle Pacific University

Dana L. Kendall, Seattle Pacific University

Heather Kohlman Olsen, Seattle Pacific University

Jamie Crites, Seattle Pacific University

Submitted by Scott C. Campanario, scampanario@outlook.com

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109. Poster: 12:30PM-1:20PM

Board 6

**Career Plateaus Threatening Well-Being: The Moderating Role of Core Self-Evaluations**

The relation of hierarchical and content career plateaus (CP) with well-being among 2,702 workers was examined. Findings indicate a negative relation of content CP with life satisfaction ( $r = -.15$ ), health status ( $r = -.07$ ), and positive emotions ( $r = -.07$ ). Core self-evaluations did moderate the relation between hierarchical CP and positive emotions, and between content CP and life satisfaction.

Anja Marion Ghetta, University of Bern

Andreas Hirschi, Leuphana University of Lueneburg

Submitted by Anja Marion Ghetta, anja.ghetta@psy.unibe.ch

110. Poster: 12:30PM-1:20PM

Board 7

**Linking POS, Mentoring Motivation, and Mentoring: The Roles of OCB and Self-Efficacy**

This study examined the relationships among POS, mentoring motivation, mentoring provided, OCB, and self-efficacy in a sample of 176 participants. Findings showed that mentoring motivation mediated the relationship between POS and mentoring provided. OCB and self-efficacy also moderated the effects of mentoring motivation on the amount of mentoring provided.

Kuo-Yang Kao, National Chiao Tung University

Hui-Ting Lee, National Chiao Tung University

Hao-Hsin Hsu, National Chiao Tung University

Hung-Ming Chen, National Chiao Tung University

Submitted by Kuo-Yang Kao, kkao@nctu.edu.tw

111. Poster: 12:30PM-1:20PM

Board 8

**Mentoring, Stressors, and Strains: A Blind Spot**

Does mentoring alleviate employee stress or rather add to workload and interpersonal demands? Mean weighted effect sizes were computed for 7 relationships (e.g., career development and protégé general stress). Results revealed small beneficial effects of mentoring for the protégé. However, scarce data and research inconsistencies substantively limit the inferences that can be drawn.

Kyle Joseph Mann, Central Michigan University

Krystal N. Roach, Central Michigan University

Kimberly E. O'Brien, Central Michigan University

Submitted by Kyle Joseph Mann, Kjm2160gs@gmail.com

112. Poster: 12:30PM-1:20PM

Board 9

**Grass Roots of Occupational Change: Understanding Mobility in Vocational Careers**

Authors predicted occupational change in a longitudinal design, highlighting the importance of work characteristics and satisfaction with trained occupation. Results show that early experience with occupation specific work characteristics during occupational identity development have a strong impact on later career decisions. The formative context of vocational education and training is discussed.

Emanuela Guri Medici, ETH Zürich

Cecile Tschopp, ETH Zürich

Gudela Grote, ETH Zürich

Andreas Hirschi, Leuphana University of Lueneburg

Ivana Igic, University of Bern

Submitted by Emanuela Guri Medici, emedici@ethz.ch

113. Poster: 12:30PM-1:20PM

Board 10

**The Role of Transfer in Newcomer Adjustment: Socialization Following Orientation**

Strategic orientations have a positive impact by increasing training transfer and its predictors. Newcomers provided learning outcomes followed by 8 weekly assessments of transfer and adjustment (e.g., role clarity). Using latent growth curve modeling, findings suggest that transfer declines and then levels off around Week 4 and the slower the decline, the greater the rate of adjustment.

Rachel Meredith, Deloitte Services LP

Kristina N. Bauer, Illinois Institute of Technology

Submitted by Rachel Meredith, meredjr317@gmail.com

114. Poster: 12:30PM-1:20PM

Board 11

**Stereotype Content and Trustworthiness During Professional Relationship Initiation**

Using a policy-capturing design, the author investigates how stereotype content associated with a racial group (i.e., Asian) influences White people's initial trustworthiness judgments and willingness to initiate expressive and instrumental relationships. Asian cues were positively related to participants' likelihood of initiating instrumental relationships via competence-based trustworthiness.

James Rigby, University of Houston,  
Caitlin M Porter, University of Houston

Submitted by James Rigby, jimmyrigby94@gmail.com

115. Poster: 12:30PM-1:20PM

Board 12

**Calling and Job Engagement: The Roles of Occupational Commitment and Meaningful Work**

This study examined occupational commitment as a mechanism through which calling affects job engagement. Specifically, the paper explored affective, normative, and continuance commitment as mediators of the calling–job engagement relationship. Also examined were the interactive effect of calling and meaningful work in predicting occupational commitment and, ultimately, job engagement.

Gargi Sawhney, University of Minnesota-Duluth  
Thomas W. Britt, Clemson University  
Chloe Wilson, Clemson University

Submitted by Gargi Sawhney, gargisawhney85@gmail.com

116. Poster: 12:30PM-1:20PM

Board 13

**Is This Job a POS? Mentoring, Perceived Organizational Support, and Turnover**

This study investigated perceived organizational support (POS) as a potential mediator in the relationship between mentoring behavior and turnover intention in a large-scale, applied study of doctoral degree holders. A partial mediation was discovered. Results suggest that mentoring increases the connection to the organization through POS, which in turn decreases employee turnover intention.

Douglas Sneddon, Southern Illinois University Carbondale  
Briana Huerta, Southern Illinois University Carbondale  
Malinda Suprise, Southern Illinois University Carbondale  
Viloshanakumaran Veeramani, Southern Illinois University Carbondale

Submitted by Viloshanakumaran Veeramani, vilosh.veeramani@siu.edu

117. Poster: 12:30PM-1:20PM

Board 14

**Antecedents and Outcomes of Job Search Quality: A Longitudinal Study**

Building on the self-regulatory model of job search quality, this session investigates whether a high-quality job search process results in greater job search success, above job search effort and intensity. Furthermore, which individual differences and situational factors affect job search quality are analyzed.

Jolien Stremersch, Ghent University  
Greet Van Hove, Ghent University,

Submitted by Jolien Stremersch, jolien.stremersch@ugent.be

118. Poster: 12:30PM-1:20PM

Board 15

**Developing a Successful Aging at Work Scale**

Although the advantages of sustaining successful aging at work have been acknowledged, no single instrument for measuring this construct has been published yet. Authors developed and tested a 2-dimensional successful aging at work scale, rooted conceptually in the most recent theoretical developments. This psychometric instrument can be applied across work settings and groups of workers.

Stanimira Koleva Taneva, Loughborough University,  
Georgi P. Yankov, Bowling Green State University

Submitted by Stanimira Koleva Taneva, sktaneva@gmail.com

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119. Poster: 12:30PM-1:20PM

Board 16

**As I Say or as I Do? Mentors and Work–Life Balance**

This session investigated how mentor role modeling and encouragement influenced mentee work–life balance satisfaction and job attitudes.

Through a vignette-based design, results indicated that encouragement and role modeling were associated with greater mentee work–life balance satisfaction. Role modeling, but not encouragement, influenced mentee job attitudes.

Courtney Thomas, Northern Illinois University  
Lisa Finkelstein, Northern Illinois University  
Arielle P. Rogers, Northern Illinois University  
Submitted by Courtney Thomas, cthomas9@niu.edu

120. Poster: 12:30PM-1:20PM

Board 17

**Latent State-Trait Models of Trust Propensity in Two Transitional Populations**

Trust propensity (TP) is typically conceptualized as a stable, trait-like variable. Using the social investment principle, authors argue that it is less stable during workplace transitions. Using trait-state-occasion models, authors present evidence from 2 studies in transitional populations show that TP has stable and unstable components during a transition period, after which it restabilizes.

Lisa van der Werff, Dublin City University  
Charles E. Lance, Organizational Research & Development  
Yi Fan, University of Georgia  
Yseult Freeny, Dublin City University  
Finian Buckley, Dublin City University,

Submitted by Charles E. Lance, clancephd@gmail.com

121. Poster: 12:30PM-1:20PM

Board 18

**Seeking Quality Mentors: Designing Programs to Increase Mentor Participation**

The purpose of this study was to explore the causal relationship between a formal mentoring program design feature and an individual's willingness to volunteer to serve as a mentor. Results of a randomized study indicated that time at work to facilitate a mentoring dyad significantly increased a potential mentor's willingness to participate through the mechanism of organizational support.

Kristen Voetmann, Scontrino-Powell, Inc.  
Dana L. Kendall, Seattle Pacific University

Submitted by Kristen Voetmann, kristen.voetmann@gmail.com

122. Poster: 12:30PM-1:20PM

Board 19

**Help-Seeking Logics Moderating the Effects of Newcomer Feedback Seeking Behavior**

Multivariate data from 100 newcomers were used to test an integrated model of newcomer feedback-seeking behavior and P–O fit. The results show that newcomers' 2 help-seeking logics (dependent vs. autonomous logics) moderate the indirect effects of feedback seeking on P–O fit via feedback received from leader.

Qiqi Wang, Renmin University of China  
Frank Wang, Beijing Normal University  
Submitted by Qiqi Wang, 2015102297@ruc.edu.cn

123. Poster: 12:30PM-1:20PM

Board 20

**Mentor–Protégé Self-Disclosure and Career Attitudes**

Previous research has stressed the importance of investigating the mentor's perspective and using matched data in mentoring. Authors used a sample of 145 matched mentor–protégé pairs in a response surface analysis to show that when mentor and protégé self-disclosure matches at high or low levels, both mentors and protégés report enhanced career attitudes.

Brendon Woody, Central Michigan University  
Kimberly E. O'Brien, Central Michigan University

Submitted by Brendon Woody, woody2b@cmich.edu

124. Poster: 12:30PM-1:20PM

Board 21

**What Doesn't Kill You Makes You Stronger: Resiliency and PTG in the Military**

U.S. military personnel face many adversities. Authors utilized an intermediate-level approach to examine the impact of different resiliency perspectives (i.e. ability, trait, process) on posttraumatic growth (PTG). Results revealed that a process-oriented perspective demonstrated incremental validity above and beyond the other 2 perspectives. Implications for research and practice are discussed.



Jenna Beltramo, University of Central Florida

Matthew J. W. McLarnon, Oakland University

Submitted by Jenna Beltramo, jmdbeltramo@knights.ucf.edu

**125. Poster: 12:30PM-1:20PM****Board 22****Self-Regulation Interventions in a Self-Directed Learning Environment**

Authors tested interventions that teach skills to help stay on task while training, including increasing the perceived importance of the task, encouraging on-task focus and effort, and increasing present-moment awareness. Results suggest that mind wandering may negatively affect learning and that brief self-regulation interventions may improve learning but not necessarily reduce mind wandering.

Matthew David Hanson, State University of New York at Albany

Jason G. Randall, University at Albany, SUNY

Alexander Nassreelrgawi, Amazon

Submitted by Matthew David Hanson, mdhanson@albany.edu

**126. Poster: 12:30PM-1:20PM****Board 23****Within-Learner Affective Changes and Relationships With Skill Learning**

Self-regulated learning largely views affect as static and unidimensional. This research hypothesizes that (a) learners experience qualitatively different forms of multidimensional affective changes over time and that (b) said changes predict performance changes on a skill-based task. Latent change score results from a multidimensional IRT-scored affect checklist supported both hypotheses.

Garett N. Howardson, U.S. Army Research Institute for the Behavioral and Social Sciences

Tara S. Behrend, The George Washington University

Submitted by Garrett N. Howardson, garett.howardson@gmail.com

**127. Poster: 12:30PM-1:20PM****Board 24****Reducing Violence Against First Responders Through Enacting a SAFE-T Training**

A multidisciplinary team of researchers developed a solution to help reduce violence against first responders through participation in a Hackman-athon challenge. A SAFE-T training program was developed to increase situational awareness among first responders. In addition, a system of rotating stations is proposed to increase time and resources for training as well as reduce burnout and stress.

Molly Kilcullen, Rice University

Trevor N. Fry, Florida Institute of Technology

Submitted by Molly Kilcullen, mpk5@rice.edu

MultiDisciplinary

**128. Poster: 12:30PM-1:20PM****Board 25****Comparing Outcomes of Error-Related Trainings: An Experimental Lab Study**

In contrast to error prevention, error management has been shown to be beneficial for performance. Little is known whether collective mindfulness is more or less effective. The 3 approaches were compared by means of a software training with N=179 participants. Results showed that both collective mindfulness and error management trainees score significantly higher than error prevention trainees.

Alexander Klamar, Leuphana University of Lüneburg

Dorothee Horvath, Technical University of Darmstadt

Nina Keith, Technische Universität Darmstadt

Michael Frese, NUS Business School

Submitted by Alexander Klamar, klamar@leuphana.de

**129. Poster: 12:30PM-1:20PM****Board 26****A Longitudinal Examination of How Learning Agility Impacts Future Career Success**

The relationship between learning agility, and performance and learning over time was examined among 78 global leaders. Findings show a significant relationship between learning agility and performance ( $p < .01$ ) and learning agility and learning ( $p < .01$ ), but not the rate at which these factors changed over time. These results demonstrate partial support for the hypothesized relationships.

Erin N. Laxson, Hogan Assessments

Submitted by Erin N. Laxson, enlaxson@me.com

**130. Poster: 12:30PM-1:20PM****Board 27****The Malleability of Workplace-Relevant Noncognitive Constructs**

Authors reviewed literature on intervention-based and natural development of several noncognitive constructs relevant to workplace success. They evaluated 92 reviews and meta-analyses from several fields to examine the extent to which noncognitive constructs change as a result of intervention or due to time passage. Findings suggest optimism regarding the malleability of noncognitive constructs.

Michelle Martin-Raugh, Educational Testing Service

Kevin M. Williams, Educational Testing Service

Jennifer Lentini, Educational Testing Service

MultiDisciplinary

Submitted by Michelle Martin-Raugh, mpm5042@gmail.com

**131. Poster: 12:30PM-1:20PM****Board 28****A Long Road to Competence: Effects of Leadership, Climate, and Engagement on Transfer**

This poster proposes a theoretical model to increase sustained learner engagement using transformational leadership and sociomoral climate. The model hypothesizes that to support sustained transfer at the organizational level, a transformational leadership approach and a positive sociomoral climate, partially mediated by sustained learner engagement, will positively influence better transfer.

James A. McKenzie, National Resource Center for Youth Services

Brigitte Steinheider, University of Oklahoma Tulsa

Vivian Hoffmeister, University of Oklahoma

Submitted by Brigitte Steinheider, bsteinheider@ou.edu

**132. Poster: 12:30PM-1:20PM****Board 29****Learning Not to Take the Bait: Comparing Training Methods on Phishing Susceptibility**

This study compared the effectiveness of rule-based versus mindfulness training on phishing susceptibility over 2 months. Mindfulness training resulted in significantly better email discrimination, less susceptibility to phishing attacks, and more caution towards phishing than rule-based training. However, the discrimination effect of mindfulness training decayed similarly to rule-based training.

Christopher Nguyen, University of Oklahoma

Eric A. Day, University of Oklahoma

Matthew L. Jensen, University of Oklahoma

MultiDisciplinary

Submitted by Christopher Nguyen, christophernguyen@ou.edu

**133. Poster: 12:30PM-1:20PM****Board 30****Goal Orientation, Deep Processing, and Learning Outcomes: The Role of Task Difficulty**

Using the advanced 2x2 framework of goal orientation, authors examine the influence of goal orientation on learning strategies—deep processing and surface processing—and the mediating effects of deep processing in the influence of goal orientation on adults' learning outcomes—knowledge acquisition, task performance, and near and far transfer. The moderating role of task difficulty is examined.

Haeseen Park, King's College London

Bradford S. Bell, Cornell University

Submitted by Haeseen Park, haeseen.park@kcl.ac.uk

**134. Poster: 12:30PM-1:20PM****Board 31****Predicting Self-Regulation Failures in Training**

This paper examined the conditions leading to self-regulatory failures during training and how they might be prevented. Authors assessed mind wandering, emotion control, and self-efficacy for trainees ( $N = 137$ ) during performance of low- and high-complexity trials of an air traffic control simulator and found both complexity and presentation order predict self-regulation failures.

Jason G. Randall, University at Albany, SUNY

Matthew David Hanson, State University of New York at Albany

Mario Arredondo, SUNY, Albany

Michael Jandrew, SUNY New Paltz

Submitted by Jason G. Randall, jgrandall@albany.edu

**135. Poster: 12:30PM-1:20PM****Board 32****Effects of Training Delivery Features on Employee Training Outcomes: A Meta-Analysis**

Authors meta-analytically examine associations between career development and well-being employee training program delivery features and affective employee training outcomes. Results found mixed support for study hypotheses, suggesting differential effects of employee training program features vis-à-vis leadership training program features. Implications for research and practice are discussed.

Dilek Uslu, Koç University  
Yasemin Kisbu-Sakarya, Koç University  
Justin Marcus, Koç University

Submitted by Justin Marcus, jmarcus@ku.edu.tr

**136. Panel Discussion: 1:30PM-2:50PM****Chesapeake 1-3****2019 EEOC/OFCCP Practitioner Update: Will 2019 Bring Stormy Seas or Smooth Sailing?**

This presentation will update the SIOP community on the impact of new regulations, current EEOC and OFCCP enforcement trends and news from Washington, DC. The panel will highlight new policies from the Department of Labor, compensation discrimination, and implications for employers in the era of #metoo and machine learning.

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

Submitted by Joanna L. Colosimo, JColosimo@dciconsult.com

**MultiDisciplinary****137. Panel Discussion: 1:30PM-2:50PM****Chesapeake 4-6****Human Capital Management in Cybersecurity: Keeping Pace With Exponential Change**

Organizations must prioritize cyber security human capital management as the cyber workforce shortage continues to grow alongside cyberattacks, which continue to grow in number, complexity, and consequence. Panelists representing academia and practice will give an overview of the cyber workforce and its current state, best practices, and practical recommendations regarding areas of improvement.

Anna L. Hulett, Booz Allen Hamilton, *Chair*  
Laura Kay McAiley, Booz Allen Hamilton, *Co-Chair*  
Sarah Scholl, Booz Allen Hamilton, *Co-Chair*  
Brooks Bojanowski, TEKsystems, *Panelist*  
Michael D. Coovert, University of South Florida, *Panelist*  
Travis Hoadley, Department of Homeland Security, *Panelist*  
Leslie Overmyer-Day, Booz Allen Hamilton, *Panelist*  
Stephen J. Zaccaro, George Mason University, *Panelist*

Submitted by Anna L. Hulett, hulett\_anna@bah.com

**MultiDisciplinary****138. Alternative Session Type with Presenters:****1:30PM-2:50PM****Chesapeake 7-9****Mobile Assessments: Big Considerations for Small Screens (Demo & Discussion)**

Recent research would suggest that the majority of job searches are originating from mobile devices, often leading to the completion of an application, assessment, or even interview through their smartphone or tablet. Assessment vendors will discuss their recent practical research and strategies for the use of mobile assessments, and opportunities, challenges, and future directions.

James R. Longabaugh, IBM, *Chair*  
Betsir G. Zemen, IBM, *Co-Chair*  
Daly Vaughn, Shaker International, *Presenter*  
Franziska Leutner, HireVue | University College London, *Presenter*  
Jared Z. Ferrell, Shaker International, *Presenter*  
Keith D. McCook, OutMatch, *Presenter*  
Kevin Impelman, Hollweg Assessment Partners, *Presenter*  
Jennifer E. Lowe, Hogan Assessment Systems, *Presenter*  
Sonia Cristina Codreanu, MindX/University College London, *Presenter*

Submitted by James R. Longabaugh, jrlongabaugh@gmail.com

**139. Panel Discussion: 1:30PM-2:20PM****Chesapeake 10-12****Effective Advocacy Strategies for I-O Professionals**

This session is designed to build the capacity of I-O professionals who are interested in engaging in advocacy through formal and informal strategies. It uses a blended format of formal presentation and expert panel discussion to provide effective advocacy strategies I-O professionals can use to promote policies, laws, change, and initiatives that align with SIOP's mission and professional ethics.

Gabrielle M. Blackman, Purdue University Global, *Co-Chair*  
Adam H. Kabins, Korn Ferry Hay Group, *Co-Chair*  
Alexander Alonso, Society for Human Resource Management (SHRM), *Panelist*  
Kristin N. Saboe, Boeing, *Panelist*  
Jesse Poone, Lewis-Burke Associates, LLC, *Panelist*  
Bill Ruch, Lewis-Burke Associates, LLC, *Panelist*

Submitted by Gabrielle M. Blackman, gblackman@purdueglobal.edu

**140. Symposium/Forum: 1:30PM-2:50PM****Chesapeake A-C****Beyond Cross-Sectional Self-Report: Field Research in Occupational Health/Safety**

This symposium presents 4 unique longitudinal intervention studies in the area of occupational health psychology. These studies examine multiple OHP issues (mental illness, sleep, strain injuries, and combat-wounded veteran reintegration) and present advanced techniques with which to increase evidence-based practice in the field. Theoretical and practical applications are discussed.

Jennifer K. Dimoff, Portland State University, *Chair*  
Nicholas A. Smith, Quinnipiac University, *Co-Chair*  
Whitney Vogel, Portland State University, Jennifer K. Dimoff, Portland State University, Nicholas A. Smith, Quinnipiac University, *To Call or Not to Call? The Impact of Manager Training on Employee Well-Being*  
Erica L. Carleton, University of Saskatchewan, Julian I. Barling, Queen's University, *Indirect Effects of Obstructive Sleep Apnea on Work Withdrawal: A Quasi-Experiment*  
Sin-Ning Cindy Liu, Texas A&M University, Yimin He, Texas A&M University, Mindy E. Bergman, Texas A&M University, *Low Cost Interventions to Reduce Repetitive Strain Injury Symptoms*  
Phillip Dillulio, Old Dominion University, William P. Jimenez, Old Dominion University, Konstantin Cigularov, Old Dominion University, *An Evaluation of Overcome Academy: A Leadership Training for Combat-Wounded Veterans*  
Leslie B. Hammer, Portland State University/Oregon Health & Science University, *Discussant*

Submitted by Nicholas A. Smith, nicholas.smith.psu@gmail.com

**141. Special Event: 1:30PM-2:20PM****Chesapeake D-F****The SIOP 2019 Living History Series****Presents: Benjamin Schneider**

Author of "The People Make the Place," former SIOP President Benjamin Schneider is the consummate scientist-practitioner, with scores of publications and accolades to his name. In this session, the Living History series continues by interviewing I-O luminaries with the goal of learning from their stories.

Margaret E. Brooks, Bowling Green State University, *Presenter*  
Benjamin Schneider, University of Maryland/University of Southern California, *Presenter*

Submitted by Margaret E. Brooks, mbrooks@bgsu.edu

**142. Panel Discussion: 1:30PM-2:50PM****Chesapeake G-I****Modern Challenges in Establishing Assessment Strategies in Organizations**

Experienced internal and external consultants from a variety of industries will discuss advanced best practices and lessons learned when designing, implementing, maintaining, and evolving an organization-wide assessment strategy. The discussion will focus on the unique challenges faced by modern organizations when making these important decisions and the tradeoffs that must be considered.

Christine Corbet Boyce, Right Management, *Chair*  
José H. David, Merck & Co., *Panelist*  
W. Robert Lewis, Pfizer Inc., *Panelist*



Larisa Belau Niedle, Bank of America, *Panelist*  
C. Brooke Orr, The Coca-Cola Company, *Panelist*

Submitted by Christine Corbet Boyce, christine.boyce@right.com

#### 143. Alternative Session Type with Presenters:

1:30PM-2:50PM

Chesapeake J-L

#### Beyond AI and VR: Top Technology Trends Disrupting the Future of Work

The blistering pace of technology adoption amplifies the urgency of proactivity about how these forces will disrupt employees, leaders, and the future of work itself. Join a highly participatory discussion on digital megatrends emerging from an integrative review of multidisciplinary technology reports, including blockchain, productivity bots, enterprise security, and personalized experiences.

Evan F. Sinar, BetterUp, *Co-Chair*

Tiffany R. Poeppelman, LinkedIn, *Co-Chair*

Submitted by Evan F. Sinar, evansinar@gmail.com

#### 144. Alternative Session Type with multiple papers:

1:30PM-2:20PM

Maryland 1-3

#### Assessment Strategies for Selection of Cyber/Information Technology Professionals

Combining the Ignite format with a panel discussion, 4 industry leaders will describe their efforts to develop selection assessments and processes for cyber/information technology positions and ensure validity in content domains that are constantly changing. The audience will be encouraged to ask questions and challenge the panelists' approaches.

Alexander P. Wind, U.S. Army Research Institute for the Behavioral and Social Sciences, *Chair*

Kristophor G. Canali, U.S. Army Research Institute for the Social and Behavioral Sciences, *Knowledge-Based Measures for Selection to Cyber Occupations*

Cory S. Adis, PDRI, an SHL Company, Michelle M. Wisecarver, PDRI, an SHL Company, Chelsey Raber, PDRI, an SHL Company, Jaclyn Martin, PDRI/USF, *Assessing Cyber Potential Through Cognitive Capabilities*

Liberty J. Munson, Microsoft, *How Microsoft Is Changing Field Roles to Become More Technical*

Thomas Kiger, uman Resources Research Organization, William D. Taylor, Human Resources Research Organization, *Examining the Incremental Value of Personality in U.S. Army Cyber Occupations*

Submitted by Alexander P. Wind, alexander.p.wind.civ@mail.mil

#### 145. Master Tutorial: 1:30PM-2:50PM

Maryland 4-6

#### Leveraging Data Science to Facilitate Insightful, Reproducible, and Trustworthy I-O

This tutorial will demonstrate how data science can be used to benefit I-O psychology by improving insights about employee behavior, increasing the reproducibility of analyses, and making I-O more trustworthy. Data science techniques and tools, such as machine learning, version control, and open-source technologies, will be discussed in the context of benefiting I-O research and practice.

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

Elena Auer, University of Minnesota, *Presenter*

Andrew B. Collmus, Flex, *Presenter*

Sebastian Marin, University of Minnesota, *Presenter*

Rachel C. Callan, Liberty Mutual, *Presenter*

Submitted by Elena Auer, auer0027@umn.edu



#### 146. Symposium/Forum: 1:30PM-2:20PM

Maryland A

#### A Funny Thing Happened on the Way to SIOP...Humor and Leadership at Work

Academic work on humor in the workplace lags behind popular press accounts. This session presents a series of papers examining various aspects of leadership and humor in the workplace: 1 theory/model paper and 2 empirical papers regarding leaders' use of positive or negative humor, and the effects of such usage.

Catherine S. Daus, Southern Illinois University-Edwardsville, *Chair*

Morgan Gabrielle Tillery, Southern Illinois University Edwardsville, *Co-Chair*

William Obenauer, Rensselaer Polytechnic Institute, *Following the Laughter:*

#### Exploring the Effects of Leadership Styles and Types of Humor

Morgan Gabrielle Tillery, Southern Illinois University Edwardsville, Catherine S.

Daus, Southern Illinois University Edwardsville, Robyn Berkley, Southern Illinois University Edwardsville, Joel T. Nadler, Southern Illinois University Edwardsville,

*The Effect of Leaders' Use of Humor on Participants' Perceptions of Leaders*

Ashita Goswami, Salem State University, Jamie Chase, Arrowhead Farm, *Effect of Leaders' Positive and Aggressive Humor on Emotions at Work and Engagement*

Christopher Robert, University of Missouri, *Discussant*

Submitted by Catherine S. Daus, cdaus@siue.edu

#### 147. Special Event: 1:30PM-2:20PM

Maryland B

#### SIOP Select: Making I-O Visible to Students



#### and Helping Students Learn About I-O

This session will discuss efforts by SIOP leadership and committees to promote access and exposure to I-O psychology to students at all levels, from high school students to graduate students. Panel members will discuss current and planned efforts, and will engage in a discussion with the audience on additional avenues that can be pursued to promote I-O psychology to students.

Joseph A. Allen, University of Nebraska at Omaha, *Co-Chair*

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

Jennifer L. Gibson, Fors Marsh Group, *Panelist*

Lisa M. Kath, San Diego State University, *Panelist*

Marissa L. Shuffler, Clemson University, *Panelist*

Submitted by Joseph A. Allen, josephallen@unomaha.edu

#### 148. Master Tutorial: 1:30PM-2:50PM

Maryland C

#### It's About Time: Using Survival Analysis to Gain Time-Based People Insights

Since the late 1970s, multiple organizational researchers have been calling for survival analysis to be more widely applied when studying organizational phenomena, especially turnover. However, I-O has been slow to respond.

In this tutorial, authors will provide an overview of survival analysis and demonstrate its application in a real-world example using turnover data.

Behailu Bekera, SHL, *Presenter*

James C. Meaden, SHL, *Presenter*

Sean Li, SHL, *Presenter*

MultiDisciplinary

Submitted by James C. Meaden, james.meaden@gmail.com

#### 149. Symposium/Forum: 1:30PM-2:50PM

Maryland D

#### Unpacking the Influence of Intragroup Factors in Healthcare Teams

This symposium will examine intragroup processes that are necessary for effective team functioning in action teams. Four papers are presented highlighting specific factors of familiarity, leadership, reflexivity, familiarity, and tension. A practicing physician will serve as discussant. All studies have taken place in team-based field settings, specifically in healthcare.

Sarah H. Parker, Virginia Tech, *Chair*

Roseanne J. Foti, Virginia Tech, *Co-Chair*

Seth A. Kaplan, George Mason University, Sarah H. Parker, Virginia Tech, Xue

Lei, George Mason University, Shima Fittzgeralds, Georgetown University,

Shawn Safford, Virginia Tech, *The Impact of Operating Room Team Familiarity on Patient Outcomes*

Roseanne J. Foti, Virginia Tech, Neil M. A. Hauenstein, Virginia Tech, Maureen

E. McCusker, Army Research Institute for Behavioral and Social Sciences,

CRFP, Sarah H. Parker, Virginia Tech, *The Impact of Trauma Resuscitation*

*Teams Discourse on Time to Patient Stabilization*

Jan Schmutz, Northwestern University, Zhike Lei, ESMT European School of

Management, Walter Eppich, Northwestern University, *Reflection on the Fly:*

*In-Action Team Reflexivity in Healthcare Emergency Teams*

Sandra Keller, University of Neuchatel, Franziska Tschan, University of Neuchatel,

Norbert K. Semmer, University of Bern, Eliane Holzer, University of Neuchatel,

Simon Huber, Chalmers University of Technology/University of Gothenburg,

Jasmin Zimmerman, University of Neuchatel, Daniel Candinias, University of

Bern, Guido Beldi, University of Bern, *Triggers and Impact of Tensions on*

*Collaboration Quality in the Operating Room*

Rosemarie Fernandez, University of Florida, *Discussant*

Submitted by Sarah H. Parker, Separker@vtc.vt.edu

MultiDisciplinary



**150. Community of Interest:****1:30PM-2:20PM****National Harbor 1****Dealing With Issues in Survey Design and Administration**

Survey data collection is prominent in both applied and academic I-O psychology. However, numerous challenges exist in its design, collection, and analysis. In this COI, facilitators and attendees will discuss concerns and best practices in the design and administration of surveys, with a focus on issues such as insufficient effort, engagement, missing data, data screening, faking, and more.

Jason L. Huang, Michigan State University, *Host*Tim McGonigle, HumRRO, *Host*Dustin K. Jundt, Saint Louis University, *Coordinator*Submitted by Dustin K. Jundt, [dustin.jundt@health.slu.edu](mailto:dustin.jundt@health.slu.edu)**151. Symposium/Forum:****1:30PM-2:50PM****National Harbor 2-3****Change Is Good: Challenging Assumptions Through Within-Person Research**

Although research tends to acknowledge the role of change in organizational phenomena, most studies utilize static methodologies. A series of papers are presented that directly address the role of change in organizational research. By adopting temporal frameworks and novel methodologies, each of these papers challenges current assumptions about the role of time in organizational phenomena.

Bryan P. Acton, Virginia Tech, *Co-Chair*Charles C. Calderwood, Virginia Tech, *Co-Chair*

Kelsey L. Merlo, Consortium Fellows Research Program, Gina M. Bufton, Georgia Institute of Technology, Sophie A. Kay, Georgia Institute of Technology, Howard M. Weiss, Georgia Institute of Technology, *Matching Theory and Assessment of Within-Person Affective States*

Nitya Chawla, University of Arizona, Rebecca MacGowan, University of Arizona, Allison S. Gabriel, University of Arizona, Nathan P. Podsakoff, University of Arizona, *Unplugging or Staying Connected? Exploring Profiles of Daily Recovery Experiences*

Bryan P. Acton, Virginia Tech, Zachary Hall Mastrich, Virginia Tech, Charles C. Calderwood, Virginia Tech, *Capturing the Process of Cohesion Emergence Using Continuous Rating Assessments*

Patrick E. Downes, Texas Christian University, Brian W. McCormick, Northern Illinois University, *Using Meta-Analysis to Advance the Study of Within-Person Change*

Marcus M. Butts, Southern Methodist University, *Discussant*Submitted by Bryan P. Acton, [bacton@vt.edu](mailto:bacton@vt.edu)**152. Panel Discussion:****1:30PM-2:50PM****National Harbor 10-11****Big Data and Predictive Analytics in Practice: Learning From Those Leading the Charge**

Organizations continue to seek new and innovative ways to tackle their human resource needs. This panel will highlight ways that predictive analytic techniques utilizing large and varied data sets have been used across several, diverse organizations. Presenters will provide the audience with practical advice regarding techniques, best practices, lessons learned, and EEO considerations.

Lisa Grant Harpe, DCI, *Co-Chair*Emilee B. Tison, DCI Consulting Group, Inc., *Co-Chair*Tanner Bateman, FTI Consulting, *Panelist*David Morgan, Micron Technology, Inc., *Panelist*Eric J. Sydel, Shaker International, *Panelist*Kelly Trindel, pymetrics, *Panelist*Submitted by Emilee B. Tison, [etison@dciconsult.com](mailto:etison@dciconsult.com)**153. Symposium/Forum: 1:30PM-2:50PM****Potomac 1-2****From Pregnancy to Motherhood: Experiences of New and Expectant Mothers in the Field****MultiDisciplinary**

The intersection between work and parenthood presents unique challenges to women, as extant research shows that working mothers often face negative attitudes and discrimination. Accordingly, this symposium presents novel empirical perspectives of new and expectant mothers'

experiences from pregnancy to motherhood in both everyday social and workplace settings.

Eden B. King, Rice University, *Chair*Ho Kwan Cheung, University at Albany, SUNY, *Co-Chair*

Ho Kwan Cheung, University at Albany, SUNY, Eden B. King, Rice University, Amrote Getu, Association for Psychological Science, *Effects of Pregnancy Disclosure on Women's Perceived Leader-Member Exchange*

Ashley M. Mandeville, Florida Gulf Coast University, Samantha C. Paustian-Underdahl, Florida State University, Laura Little, University of Georgia, Amanda S. Hinojosa, Howard University, *The Critical Role of Maternity Benefit*

*Comparison in Perceptions of Pregnancy Discrimination*

Linnea Ng, Rice University, Shannon Cheng, Rice University, Christine L.

Nittouer, Rice University, Hannah Markell, George Mason University, Traci

Sitzmann, University of Colorado Denver, Michelle (Mikki) Hebl, Rice University, Eden B. King, Rice University, *Does Everyone Think Breast is Best?*

*Negative Reactions to Breastfeeding Customers*

Sabrina D. Volpone, University of Colorado Boulder, Allison S. Gabriel, University of Arizona, Joanna Campbell, University of Cincinnati, Rebecca MacGowan,

University of Arizona, Christina Moran, Marsh, Berry & Co., Inc., *Examining*

*Workplace Support for Breastfeeding Women: A Fuzzy Set Approach*

Amanda J. Anderson, Fors Marsh Group, Ho Kwan Cheung, University at

Albany, SUNY, Eden B. King, Rice University, Karyn A. Warner, George Mason

University, Beth Buchanan, Rice University, *Strategies to Reduce Hiring*

*Discrimination Against Mothers: A Field Experiment*

Submitted by Ho Kwan Cheung, [hcheung@albany.edu](mailto:hcheung@albany.edu)**154. Alternative Session Type with Presenters:****1:30PM-2:50PM****Potomac 3-4****Panel + Fishbowl Session Combo: D&I Training Best****Practices and Lessons From the Field**

This session resumes the 2018 panel, "Diversity Training Best Practices." Panelists return to further address current trends, best practices, and future directions for diversity training. In this adaptive and participant-driven session, panel experts will answer audience questions per a live polling app. Three fishbowls will then be led to share collective wisdom among the audience.

Stephanie A. Zajac, Houston Methodist Hospital-MITIE Simulation Center, *Chair*Gigi Gilliard, Development & Moxie Institute, *Presenter*Alex P. Lindsey, University of Memphis, *Presenter*Fred G. Macoukji, Walmart, *Presenter*Juan Madera, University of Houston, *Presenter*Victoria P. Mattingly, Mind Gym, *Presenter*Miguel A. Quinones, Southern Methodist University, *Presenter*Submitted by Stephanie A. Zajac, [szajac@houstonmethodist.org](mailto:szajac@houstonmethodist.org)**155. Alternative Session Type with Presenters:****1:30PM-2:20PM****Potomac 5-6****Current and Former I-O International Students Share Their Experiences**

This session aims to facilitate conversations between current and former international graduate students in I-O psychology. First, authors present data that were collected on international students' experiences, and then they transition into moderated roundtable discussions. Six former international students, distributed across different tables, will share their experiences with current students.

Stefanie Gisler, The Graduate Center & Baruch College, CUNY, *Presenter*Bradley E. Gray, The Graduate Center & Baruch College, CUNY, *Presenter*Jenna-Lyn R. Roman, Georgia Institute of Technology, *Presenter*Zhiqing E. Zhou, Baruch College, City University of New York, *Presenter*Evgeniya Pavlova Miller, GoHealth Urgent Care, *Presenter*Zoe Zhu, Talent Metrics Consulting, *Presenter*Youngah Park, University of Illinois at Urbana-Champaign, *Presenter*Submitted by Stefanie Gisler, [stefanie.gisler@gmail.com](mailto:stefanie.gisler@gmail.com)**156. Alternative Session Type with Presenters:****1:30PM-2:20PM****Potomac C****One-Way Video Interviews: Bridging the Research-Practice Gap**

Companies are incorporating one-way video interviews into hiring processes as a time-saving and cost-effective tool to narrow the applicant

pool. However, there are several gaps in the literature related to this technology-enabled tool. This roundtable aims to bring together a diverse audience in discussion around these gaps and recommended next steps for researchers and practitioners.

Krystyn J. Ramdial, University of Central Florida, *Presenter*  
Submitted by Krystyn J. Ramdial, krystyn@knights.ucf.edu

**157. Special Event: 1:30PM-2:50PM**  
**SIOP Select: Translating Complexity:**  
**From Science to Practice**

A challenge in translating science to practice is the application of analytical methods with real world data. Experts will present on the application of 5 such methods: social network analysis, computational modeling, machine learning, natural language processing, and conjoint analysis. Audience members will translate these sophisticated methods into practical use.

Elizabeth A. McCune, Microsoft Corporation, *Chair*  
Ketaki Sodhi, University of Akron, *Chair*  
Cindy K. Chung, 7 Cups, *Panelist*  
Noshir Contractor, Northwestern University, *Panelist*  
Leslie A. DeChurch, Northwestern University, *Panelist*  
Jeff A. Jones, Korn Ferry, *Panelist*  
Steve W. J. Kozlowski, Michigan State University, *Panelist*  
Submitted by Elizabeth A. McCune, elizabeth.mccune@microsoft.com

Potomac D



MultiDisciplinary

**Poster Session (Performance/Motivation):**

1:30PM-2:20PM

Prince George's Exhibit Hall D

158. Poster: 1:30PM-2:20PM

Board 1

**Expanding Identities at Work: The Performance Benefits of Work-Self Integration**

Organizational, psychological, and neurological perspectives on the self are synthesized into a model of work-self-expansion. Defined as the ongoing process of differentiation and integration of self-views linked to the work context, the effects of work-self-expansion on job performance through primary neural pathways (default, reward, affect) are outlined.

Jeffrey R. Bentley, California State University, Long Beach  
Submitted by Jeffrey R. Bentley, bentley.jeff@gmail.com

159. Poster: 1:30PM-2:20PM

Board 2

**Temporal Depth and Reward Size Influence Temporal Discounting of Monetary Rewards**

Temporal discounting was examined and temporal depth and reward size were examined as predictors of discounting rate. Authors replicate previous findings indicating that discounting occurs and varies by reward size. They also find that individuals with longer temporal depths tend to discount delayed rewards less severely. Findings may have implications for employee motivation and goal setting.

Erick Briggs, Saint Louis University,  
Kristi N. Lavigne, Saint Louis University  
Andrea Cornelius, Saint Louis University  
Dustin K. Jundt, Saint Louis University  
Submitted by Dustin K. Jundt, dustin.jundt@health.slu.edu

160. Poster: 1:30PM-2:20PM

Board 3

**Employee Needs, Motivation, and Identification**

Authors examined the effect of need satisfaction on employee motivation in the context of the expanded model of organizational identification. Organizational identification is proposed to mediate the effect of need satisfaction on autonomous motivation. They find support for a mediation effect and discuss differential predictive effects on motivation through need satisfaction and expanded model.

David Cassell, Hofstra University  
Bernard Gorman, Hofstra University  
Submitted by David Cassell, davidscassell@gmail.com

161. Poster: 1:30PM-2:20PM

Board 4

**Perceiving the Trend: How Task Construal Shapes Performance Perceptions and Effort**

The author examines the effect of task construal on performance feedback perceptions and how those perceptions, in turn, inform subsequent

effort and performance. Findings indicate no effects of construal, a positive relationship between self efficacy and subsequent effort, a negative relationship between goal discrepancy and effort, and a positive relationship between effort and performance.

Christopher Dishop, Michigan State University  
Submitted by Christopher Dishop, dishopch@msu.edu

162. Poster: 1:30PM-2:20PM

Board 5

**Distinctions Between Goal Setting and Self-Efficacy Effects in Skill Acquisition**

Authors examined (N = 213) goal choice and self-efficacy effects on skill acquisition. Multilevel modeling revealed greater benefits for repeated self-efficacy judgments compared to repeated goal choices, controlling for cognitive ability. Results raised issues relating to rest breaks, goal specificity, and relative effects of cognitive and motivational processes in skill acquisition.

Kent Cooper Etherton, Wright State University  
Debra Steele-Johnson, Wright State University  
Daniel Bashore, VHA National Center for Organization Development  
Nicholas Kovacs, Wright State University  
Submitted by Kent Cooper Etherton, kent.etherton1@gmail.com

163. Poster: 1:30PM-2:20PM

Board 6

**The Influence of Cognitive Strategies, Goals, and Encouragement on Performance**

This study investigated the effects of goal setting, encouragement, and cognitive strategies on performance. Results found a 3-way interaction in which optimistic individuals performed the best with specific difficult goals and encouragement, whereas those high in defensive pessimism also performed well with specific difficult goals, but these effects were impeded when encouragement was given.

Elizabeth Guth, DePaul University  
Douglas F. Cellar, DePaul University  
Goran Kuljanin, DePaul University  
Submitted by Elizabeth Guth, egorski1@depaul.edu



164. Poster: 1:30PM-2:20PM

Board 7

**Multilevel Effects of Goal Orientation During Skill Acquisition and Adaptation**

This lab study used a task-change paradigm to extend a multilevel perspective of goal orientation and performance. At the between-person level, mastery- and performance-approach facilitated performance, whereas performance-avoidance hindered it. Within-person effects and interactions with acquisition and adaptation trajectories were null, suggesting the effects of goal orientation are stable.

Jonathan Huck, University of Oklahoma  
Eric A. Day, University of Oklahoma  
Ashley Jorgensen, University of Oklahoma  
Joseph A. Westlin, University of Oklahoma  
Kelsey Richels, University of Oklahoma  
Submitted by Jonathan Huck, huck@ou.edu

165. Poster: 1:30PM-2:20PM

Board 8

**Achievement Goals and Test Performance: Between- Versus Within-Person Effects**

The role of achievement goals in predicting performance on a difficult cognitive test was investigated at the within and between person levels. Mastery goals positively predicted performance at both levels with performance approach goals negatively predicting performance at the within person level. Results are consistent with the original predictions of achievement goal theory.

Carolyn M. Jagacinski, Purdue University  
Melissa G. Keith, Purdue University  
Submitted by Melissa G. Keith, keith7@purdue.edu

166. Poster: 1:30PM-2:20PM

Board 9

**Theoretical Refinement of Motivational Trait Constructs**

Prior research and measures of motivational traits have demonstrated conceptual and empirical overlap with each other. This study proposes a theoretical reduction and reframing of key, stable motivation constructs.



The aim of the proposed theoretical structure is to propel future research in motivation by providing a cleaner framework for thinking about, and measuring, motivational traits.

Sylvia Luu, University of Tulsa

Anupama Narayan, University of Tulsa

Submitted by Sylvia Luu, sylvia-luu@utulsa.edu

#### 167. Poster: 1:30PM-2:20PM

Board 10

##### Examining the Nature and Regulation of Job Search Goals

Research on the job search process is extensive, but few studies have examined the goals individuals have during their search. This research identified several common job search and employment goals and examined their regulation over time. Results indicated perceived progress predicted self-efficacy, self-efficacy predicted goals, and locus of control moderated the progress–efficacy link.

Nicholas Aaron Moon, Florida Institute of Technology

Patrick D. Converse, Florida Institute of Technology

Submitted by Nicholas Aaron Moon, nickmoon9@gmail.com

#### 168. Poster: 1:30PM-2:20PM

Board 11

##### The Role of Affective States in the Process of Goal Setting

Study examined the effect of affective states (high- and low-activated positive affect, high- and low-activated negative affect) on performance goal level and its antecedents of expectancy and valence. Findings indicate affective states have a significant effect on performance goal level and expectancy but are not associated with valence judgements. Implications of these findings are discussed.

Vahe Permzadian, University at Albany

Submitted by Vahe Permzadian, vahep@aol.com

#### 169. Poster: 1:30PM-2:20PM

Board 12

##### Keeping Up at All Costs: Goal Progress Velocity Predicts Shortcut Behaviors

Shortcuts are common at work, yet little is known about their antecedents. This study predicted that velocity (rate of goal progress) would be negatively related to shortcuts via anxiety and frustration, and that this indirect effect would be stronger among employees high in performance-prove goal orientation. Results of a field study of 655 full-time workers supported the hypotheses.

Vincent Phan, University of Waterloo

Midori Nishioka, University of Waterloo

James W. Beck, University of Waterloo

Submitted by Vincent Phan, v4phan@uwaterloo.ca

#### 170. Poster: 1:30PM-2:20PM

Board 13

##### More Money, More Problems? Dynamic Relationships of Income and Work–Family Conflict

Authors test competing hypotheses regarding the direction of the dynamic relationship between income and work–family conflict over time, along with examining 3 moderators of this effect (age, gender, and job autonomy perceptions). They find support for resource depletion theory, as changes in income over time were positively associated with changes in work–family conflict.

Alex Rubenstein, University of Central Florida

Frank A. Bosco, Jr., Virginia Commonwealth University

Submitted by Alex Rubenstein, alex.rubenstein@ucf.edu

#### 171. Poster: 1:30PM-2:20PM

Board 14

##### An ESM Approach to the Dynamics of Goal Progress, Action Orientation, and Affect

This study examines the influence of strategy training and action/state orientation on goal progress using ESM methodology. Participants reported daily affect and goal progress over 3 weeks. Although the strategy intervention did not predict progress, both the treatment and control group made greater progress from baseline to posttraining. ASO independently predicted goal progress and affect.

Justin Charles Sabree, Georgia Institute of Technology

Ruth Kanfer, Georgia Institute of Technology

Submitted by Justin Charles Sabree, Jsabree@gatech.edu



#### 172. Poster: 1:30PM-2:20PM

Board 15

##### Ignorance Is Bliss? The Effect of Pay Transparency on Satisfaction and Commitment

This study was conducted to examine the effects of pay transparency, informational justice, and distributive justice on pay satisfaction and affective commitment. Results showed that pay transparency was associated with greater satisfaction and commitment. Exploratory analyses showed interesting interactions between pay transparency, gender, and race.

Eric Scheller, University of Nebraska Omaha

Submitted by Eric Scheller, escheller@unomaha.edu

#### 173. Poster: 1:30PM-2:20PM

Board 16

##### Volatility, Uncertainty, Complexity, Ambiguity: A Study of Trends and Agility

This study explored perceptions of business-environment turbulence using survey data from 1,152 leaders. Ratings of 35 disruptive trends suggest that economic matters, cyber security, and workforce dynamics are particularly important. Using computer-aided topic modeling of open-ended survey responses, authors found that critical components of agility include communication and knowledge sharing.

Benjamin E. Baran, Cleveland State University

Haley Woznyj, Longwood University

Submitted by Benjamin E. Baran, ben@benbaran.com

#### 174. Poster: 1:30PM-2:20PM

Board 17

##### Going at Your Own Pace: The Effects of Pacing Style on Performance Ratings

Previous research has shown pacing styles are related to job performance ratings. Yet, it is unclear whether pacing styles account for work quantity and quality, or if raters are simply more favorable toward certain pacing styles relative to others. Authors present an experimental study to disentangle true score job performance and pacing styles as sources of variance in job performance ratings.

Chloe Addie, University of Waterloo

James W. Beck, University of Waterloo

Submitted by James W. Beck, beckjam2@gmail.com

#### 175. Poster: 1:30PM-2:20PM

Board 18

##### How Supervisor Liking of an Employee Affects the Judgment of Working Overtime

Authors examined how supervisor liking of an employee affects the judgment of working overtime and performance ratings. Results supported that when a supervisor's liking of a subordinate is low, the supervisor will attribute a subordinate's working overtime as a tactic to exemplify him/herself as a dedicated employee; consequently, the supervisor will undervalue this subordinate's job performance.

Li Guo, Peking University

Jack Chiang, Peking University

Zheng Wang, Peking University

Lifan Chen, Peking University

Jih-Yu Mao, Southwestern University of Finance and Economics

Submitted by Li Guo, guoli@pku.edu.cn

#### 176. Poster: 1:30PM-2:20PM

Board 19

##### Change of Plans: The Impact of Backup Plan Use on Task Performance Growth

Recent research suggests that backup plans can hinder performance. This study examined the effects of backup plan use in a growth model of task performance. Switching plans was associated with prior success, and backup plan investment was positively related to backup plan use. No significant effect was found of the frequency of switching plans on performance growth.

Alexis Victoria Hanna, University of Illinois, Urbana-Champaign

Naidan Tu, University of Illinois, Urbana-Champaign

Christopher Napolitano, University of Illinois

Urbana-Champaign, Alexandra Freund, University of Zurich

Submitted by Alexis Victoria Hanna, deceann2@illinois.edu



177. Poster: 1:30PM-2:20PM

Board 20

**Voice Solicitation and Employee Voice: The Moderating Role of Trust**  
Authors examined relationships between voice solicitation and different voice behaviors (i.e., promotive, prohibitive, and disengaged voice). Also, they examined the role of trust in the leader and employee's perspective on these relationships. Most importantly, it was found that employees' disengaged voice decreased (increased) only when voice was solicited from a trusted (distrusted) leader.

Joseph Kim, Temple University

Brian C. Holtz, Temple University

Submitted by Joseph Kim, jkim8675@gmail.com

178. Poster: 1:30PM-2:20PM

Board 21

**Fostering Employee Adaptation and Well-Being in Turbulent Times**  
Today's rapidly changing business environment demands that employees adapt to changes in work tasks. This study leverages sensemaking as an explanatory mechanism through which employee perceptions of contextual factors influence adaptive performance and employee well-being. These findings have implications for the way employers organize work and communicate with their employees.

Kristi N. Lavigne, Saint Louis University

Dustin K. Jundt, Saint Louis University

Mindy K. Shoss, University of Central Florida

Victoria L. Whitaker, UnityPoint Health

Submitted by Kristi N. Lavigne, kristi.lavigne@slu.edu

179. Poster: 1:30PM-2:20PM

Board 22

**When Do Job Insecure Employees Adapt to Change?**

This study examines the moderating role of changes to employees' core tasks on the relationship between job insecurity and adaptive performance. Findings from temporally separated, multisource field data indicate that high levels of changes to core tasks buffer the negative relationship between job insecurity and adaptive performance.

Kristi N. Lavigne, Saint Louis University

Victoria L. Whitaker, UnityPoint Health

Dustin K. Jundt, Saint Louis University

Mindy K. Shoss, University of Central Florida

Submitted by Kristi N. Lavigne, kristi.lavigne@slu.edu

180. Poster: 1:30PM-2:20PM

Board 23

**Development and Validation of the Receipt of Task-Related Help (ROTH) Scale**

Employees help each other at work, benefiting organizations. Research has focused on helpers (e.g., reasons employees help), but there is little research on recipients of help. Moreover, studies do not differentiate distinct types of help that employees receive. To facilitate research on this issue, authors developed a receipt of task-related help scale that measures receipt of 3 types of help.

Denise Law, University of Waterloo

Midori Nishioka, University of Waterloo

James W. Beck, University of Waterloo

Douglas J. Brown, University of Waterloo

Submitted by Denise Law, d7law@uwaterloo.ca

181. Poster: 1:30PM-2:20PM

Board 24

**An Investigation of Naturally Occurring Golem Effects in Workgroups**

Research on Golem effects (negative expectation leads to low performance) has been largely overlooked. This study is the first to examine the relationship between group-level Implicit followership theories and naturally occurring Golem effects. The hypothesized multilevel model reveals a top-down relationship between negative GIFTs and follower performance through their self-efficacy and effort.

Alex Leung, University of California Riverside

Thomas Sy, University of California, Riverside

Submitted by Alex Leung, alex.leung@email.ucr.edu

182. Poster: 1:30PM-2:20PM

Board 25

**Meta-Analysis of Team Affiliation- and Change-Oriented OCB's Effects on Performance**

This meta-analysis examined relationships between organizational citizenship behaviors (OCB) and performance, using the affiliation-/

change-oriented OCB framework. Both OCB types were positively related to performance. Task interdependence and performance measurement moderated affiliation-oriented OCB and performance, whereas measurement factors moderated change-oriented OCB and performance.

Eleanor Lovering, Central Michigan University

Kateryna Chaykovska, Service Management Group

Naga Shilpa Alamuri, Central Michigan University

Sabrina Tabarovsky, Central Michigan University

Matthew S. Prewett, Central Michigan University

Submitted by Eleanor Lovering, lovering.eleanor@gmail.com

183. Poster: 1:30PM-2:20PM

Board 26

**Being Oneself and Doing Great: The Effect of Self-Authenticity on Job Performance**

The mediating effect of autonomous work motivation on the relationships of self-authenticity with task performance and work proactivity were examined. Authors further found supportive leadership as a situational antecedent of self-authenticity at work. This study demonstrated a whole chain effect self-authenticity in relation to job performance.

Jie Ma, Lanzhou University

Aditi Rabindra Sachdev, Hofstra University

Xixi Gu, Hofstra University

Submitted by Jie Ma, yonasma028@gmail.com

184. Poster: 1:30PM-2:20PM

Board 27

**Withdraw or Work Harder? Proactive Behavior in the Ostracized Employee**

Data from a sample of 148 full time workers recruited from an online panel shows support for a moderated mediation. Specifically, perceived workplace ostracism was related to organizational citizenship behavior via proactive behavior, consistent with social exchange theory. This indirect effect was buffered at high levels of performance prove goal orientation.

Kimberly E. O'Brien, Central Michigan University

Daniel Edward Gould, Cubiks

Rachel Perpich, Central Michigan University

Gretchen Faust, Central Michigan University

Submitted by Kimberly E. O'Brien, obrie1ke@cmich.edu

185. Poster: 1:30PM-2:20PM

Board 28

**Above and Beyond to Down and Out: The Progression of OCB to Citizenship Fatigue**

Conservation of resources theory states resource loss is more salient than resource gain. Multiphasic data were used to evaluate resource loss from OCB. Moderated mediations demonstrated that role stressors moderated the indirect effect of OCB on citizenship fatigue through citizenship pressure. High levels of role overload and low levels of role ambiguity resulted in stronger indirect effects.

Rachel Pohlman, Central Michigan University

Kyle Joseph Mann, Central Michigan University

Kimberly E. O'Brien, Central Michigan University

Ashley D. Cooper, Central Michigan University

Submitted by Rachel Pohlman, pohlrm1rt@cmich.edu

186. Poster: 1:30PM-2:20PM

Board 29

**The Relationship Between Work Engagement and Work Interfering With Family**

This paper investigates the work engagement-WIF relationship and the mediating mechanism of OCB. Authors expand their conception of OCB to those conducted physically from work versus from home. Furthermore, workaholism will strengthen the engagement-OCB relationships. Hypotheses were tested using an experience sampling approach. Results mostly supported the hypotheses.

Rachel Williamson Smith, Louisiana State University

Young-Jae Kim, University of Georgia

Nathan T. Carter, University of Georgia

Submitted by Rachel Williamson Smith, rsmith3@lsu.edu

187. Poster: 1:30PM-2:20PM

Board 30

**Predicting Performance Behaviors: Does Humility Matter?**

The relationship between humility and performance (i.e., OCB and task performance) was explored. Self-ratings (N = 171) captured humility, performance, and additional personality variables and perceptions. Findings indicated that humility predicted task performance and OCBs beyond affect and justice perceptions and that it moderated the relationship between distributive justice and performance.

Alicia Stachowski, University of Wisconsin-Stout

Mihyang An, University of Wisconsin-Stout

Submitted by Alicia Stachowski, stachowskia@uwstout.edu

188. Poster: 1:30PM-2:20PM

Board 31

**Negative Motivations as a Facet of OCB Withdrawal**

This effort examines motives for OCB as an element of OCB withdrawal. Contextual shifts at the organizational and individual levels were examined. In contexts of downsizing and injustice, OCBs were motivated by obligation, whereas job tasks were fueled by image enhancement. Interpersonal conflict yielded less image enhancement overall but more obligation towards OCBs when injustice was present.

Megan Rene Turner, University of Oklahoma

Shane Connelly, University of Oklahoma

Brett Torrence, University of Oklahoma

Submitted by Megan Rene Turner, mrturmer@ou.edu

189. Poster: 1:30PM-2:20PM

Board 32

**How Narcissism Shapes Responses After Receiving OCBs**

The purpose of this research was to deepen the understanding of how employees react to receiving OCBs, with a focus on the role of narcissism in prosocial motivations and behavior. Data from a 2-week diary study suggest that narcissists tend not to "pay it forward" when they receive help from their peers at work, because received help failed to increase their prosocial motivation.

Meng Zhong, University of Illinois, Chicago

Ryan Fehr, University of Maryland

Lynda Jiwen Song, Renmin University of China

Submitted by Meng Zhong, mzhong20@uic.edu

**190. Alternative Session Type with Presenters:**

3:30PM-4:20PM

Chesapeake 1-3

**Important Discussions Regarding Sexual Harassment of Teenage Workers**

Sexual harassment of teenage workers appears to be an overlooked topic. This roundtable/conversational hour will discuss the rights and responsibilities of teenage workers, focus on psychological, physical, and behavioral effects on teenage victims, share examples of lawsuits filed by young workers, and generate ideas for future research and organizational actions to address this phenomenon.

Susan M. Stewart, Western Illinois University, *Chair*

Submitted by Susan M. Stewart, sm-stewart2@wiu.edu

MultiDisciplinary

191. Symposium/Forum: 3:30PM-4:20PM

Chesapeake 4-6

**Bridging the Mobile Divide: Innovative Design to Support Mobile Cognitive Testing**

In high-stakes cognitive ability testing, it is critical that candidates are not advantaged or disadvantaged based on the type of device (e.g., smartphone, laptop) they use. This session presents 4 studies focused on using innovative design principles to ensure minimal cognitive test score differences between mobile and nonmobile test administration.

Sara Lambert Gutierrez, SHL, *Chair*

Jared Z. Ferrell, Shaker International, P. Carter Gibson, Shaker International, Jacqueline E. Carpenter, Shaker International, Christopher T. Frost, Shaker International, *Measurement Equivalence and Validity of Mobile-Optimized Call Center Assessments*

Tara K. McClure, Aon, John Capman, Aon, Alina Siemsen, cut-e Group, Nicholas R. Martin, Aon, Anthony S. Boyce, Aon, *Exploring Equivalence and Applicant Reactions to a Mobile Cognitive Assessment Battery*

Darrin Grelle, CEB, *Improved Measurement Through Interactive Test Design*

Adam J. Ducey, Edward Jones, Robert E. Gibby, IBM, Emily Herbert, IBM,

***Gaming to Win the Best Talent—Anywhere It Exists***

Submitted by Sara Lambert Gutierrez, Sara.Gutierrez@shl.com

192. Symposium/Forum: 3:30PM-4:50PM

Chesapeake 7-9

**Expanding ESM/Diary Research in I-O: New Constructs and Measurement Approaches**

With experience sampling methodology becoming a standard research tool, this symposium presents recent scholarly advancements in ESM and diary research with new constructs and measurement approaches. Five papers that cut across 2 main themes of capturing situations of daily work life using event sampling and examining timing effects using discontinuous growth modelling.

Zen W.C. Goh, Monash University, *Chair*Jonas W. B. Lang, Ghent University, *Co-Chair*

Oliver Weigelt, University of Rostock, Katja Hoffmann, University of Hagen,

Roman Prem, University of Graz, *Continuity in Transition: Human Energy Over the Course of the Week*

Stuti Thapa Magar, Purdue University, Emorie Beck, Washington University in St.

Louis, Louis Tay, Purdue University, *What's Time Got to Do With It? Timing**Effects on ESM Studies of Personality and Affect*

Gudrun Reindl, University Ghent, Jonas W. B. Lang, Ghent University, J. Malte

Runge, Ghent University, *Daily Work Events: Applying a Multidimensional**Situation Perspective in a Diary*

Bianca Sauter, Friedrich-Alexander University of Erlangen-Nürnberg, Kyra

Göbel, Friedrich-Alexander University of Erlangen-Nürnberg, Cornelia Niessen,

University of Erlangen-Nürnberg, *Inspired and Focused? The Role of Trans-**formational Leadership for Mind-Wandering*Rachel M. Saef, Purdue University, Sang Eun Woo, Purdue University, *Does Per-**sonality Moderate the Effect of Situational Adversity on Daily Well-Being?*

Submitted by Jonas W. B. Lang, jonaslang@jonaslang.info

193. Symposium/Forum: 3:30PM-4:50PM

Chesapeake 10-12

**Speaking While Female: Gender and Workplace Communication**

This session presents research on how women's communication behavior in the workplace differs from men's, as well as ways in which communications may be interpreted, accepted, or rejected based on gender. The studies cover a range of contexts (meetings, negotiations, resumes, feedback, and persuasive communications) to highlight gender differences in the giving and receiving of communication.

Ann Marie Ryan, Michigan State University, *Chair*

Linnea Ng, Rice University, Stephanie A. Zajac, Houston Methodist Hospi-

tal-MITIE Simulation Center, Juan Madera, University of Houston, Michelle

(Mikki) Hebl, Rice University, *When Words Matter: Communal and Agentic**Language on Men and Women's Resumes*

Danielle M. Gardner, Michigan State University, Ann Marie Ryan, Michigan State

University, *Cross-Gender Feedback Effects: Do Evaluator and Recipient**Gender Matter?*

Kaitlyn Rose Gallagher, DePaul University, Alice F. Stuhlmacher, DePaul Univer-

sity, *Negotiating While Female: How Communication Mode Matters*

Rachel Trump-Steele, Rice University, Michelle (Mikki) Hebl, Rice University,

*Male Allies and Gender Equity: A One-Month Lagged Study*

Caitlin Q. Briggs, Michigan State University, Danielle M. Gardner, Michigan State

University, Ann Marie Ryan, Michigan State University, *Gendered Commu-**nication Behaviors at Work Affect Men and Women Differently*Stephanie Neal, DDI, *Discussant*

Submitted by Ann Marie Ryan, ryanan@msu.edu

194. Symposium/Forum: 3:30PM-4:50PM

Chesapeake A-C

**Novel Perspectives on Leveraging Diversity in Organizations**

Employees who experience or witness discrimination can experience a myriad of negative outcomes that are harmful for individuals, teams, and organizations alike. Accordingly, this symposium offers an advanced view on how organizations can leverage diversity to improve these outcomes by identifying the ways in which diversity-related challenges manifest and how these problems can be remedied.

Alex P. Lindsey, University of Memphis, *Chair*Dominique Burrows, Indiana University-Purdue University Indianapolis, *Co-Chair*Kelly Dray, Texas A&M University, Isaac E. Sabat, Texas A&M University, *Work-**place Sexism: Identifying Dimensions and Differential Outcomes*



David F. Arena, Jr., University of Memphis, Shovna Tripathy, University of Memphis, Kristen P. Jones, University of Memphis, Alex P. Lindsey, University of Memphis, Isaac E. Sabat, Texas A&M University, ***Bystander Burnout Among Female Witnesses of Gender-Based Discrimination***

Abigail R. Corrington, Rice University, Stacey Steele, McKinsey & Co., Michelle (Mikki) Hebl, Rice University, ***Does Cross-Cultural Training Influence Expatriate Adjustment?***

Brittney Amber, Indiana University-Purdue University Indianapolis, Alex P. Lindsey, University of Memphis, ***Utilizing Media to Enhance Diversity Training Effectiveness***

Matt Grabowski, Indiana University-Purdue University Indianapolis, Charles Chu, Indiana University, Purdue University Indianapolis, Alex P. Lindsey, University of Memphis, Chester S. Spell, Rutgers University, Katerina Bezrukova, University at Buffalo, Chelsey Skipton, Indiana University Purdue University Indianapolis, ***Curvilinear Effects of Faultlines on Team Performance***

Submitted by Dominique Burrows, dominiquenicoleburrows@gmail.com

### 195. Panel Discussion: 3:30PM-4:50PM Chesapeake D-F Using Developmental Assessments to Strengthen the Leadership Pipeline

Practitioners from 5 global organizations will share developmental assessment practices, including high potential assessments, multirater feedback, career development assessments, and team assessments. Topics include defining a comprehensive assessment strategy, supporting developmental assessments throughout the organization, leveraging the data for talent management, and lessons learned.

Lorrina J. Eastman, HRCatalyst, Inc., ***Chair***

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

Pamela Congemi, Medtronic, ***Panelist***

Alison Hartmann, IBM, ***Panelist***

Lisa N. Littrell, Amgen, ***Panelist***

Michael A. Zottoli, Bank of America, ***Panelist***

Submitted by Lorrina J. Eastman, ljeastman@hr-catalyst.com

### 196. Symposium/Forum: 3:30PM-4:50PM Chesapeake G-I Leader Dyads: Impacts on Creativity and Leader Relationships

Coleadership structures are rapidly being adopted by organizations across industries. Current leadership theory does not account for this type of relationship and its impact on followers and organizations. This symposium presents research from 4 studies that explore research questions on the utility of coleadership as well as antecedents and outcomes of effective coleader relationships.

Lauren A. Lanzo, George Washington University, ***Co-Chair***

Stefanie Plemmons Shaughnessy, U.S. Army Research Institute, ***Co-Chair***

Lauren A. Lanzo, George Washington University, Stefanie Plemmons Shaughnessy, U.S. Army Research Institute, ***Leader Dyads: Impacts on Creativity and Leader Relationships***

Julian Bryant Allen, Pennsylvania State University, Bradley S. Jayne, Pennsylvania State University, Samuel T. Hunter, Pennsylvania State University, ***When Two Heads Are Better Than One: Examining Ldr Structure at Diff Stages of Creative Process***

Susanne Braun, Durham University Karolina Nieberle, LMU Munich, Dieter Frey, LMU Munich, ***Cocreating Leadership? A Qual Study of the Dynamic Relational Leadership Processes in Teams***

Lauren A. Lanzo, George Washington University, Stefanie Plemmons Shaughnessy, U.S. Army Research Institute, ***Exploring Coleader Relationships in the Army***

Heather Smigowski, U.S. Army, ***Relationships Linked to U.S. Military Leadership Development***

David Wallace, US Naval Academy, ***Discussant***

Submitted by Lauren A. Lanzo, llanzo@gwmail.gwu.edu

### 197. Panel Discussion: 3:30PM-4:50PM Chesapeake J-L Longitudinal Team Research: Lessons Learned and Moving Forward

Longitudinal research is and will continue to be a definite and prominent part of team research. In this panel, researchers with diverse experiences in conducting longitudinal research on healthcare teams, global teams, military teams, teams in extreme environments, and student teams will discuss challenges and solutions, opportunities, lessons learned, and the future of longitudinal research.

Jessica L. Wildman, Florida Institute of Technology, ***Chair***

Kyi Phyu Nyein, Florida Institute of Technology, ***Co-Chair***

Deborah DiazGranados, Virginia Commonwealth University, ***Panelist***

Cristina B. Gibson, Pepperdine University, ***Panelist***

Gerald F. Goodwin, U.S. Army Research Institute, ***Panelist***

Lauren Blackwell Landon, KBRwyle-NASA, ***Panelist***

Thomas A. O'Neill, University of Calgary, ***Panelist***

Submitted by Kyi Phyu Nyein, lucky.kpn@gmail.com

### 198. Symposium/Forum: 3:30PM-4:50PM Maryland 1-3

#### Performing and Enduring in Extreme Work Environments

Extreme work environments represent complex and challenging settings in which humans are pushed to the limits, and optimal performance is required rather than optional. This symposium highlights the challenges and opportunities presented by extreme work environments when it comes to investigating human performance.

Mark Griffin, Curtin University, ***Chair***

Belinda Sisi Cham, Curtin University, ***Co-Chair***

John E. Mathieu, University of Connecticut, Scott I. Tannenbaum, Group for Organizational Effectiveness, George M. Alliger, Group for Organizational Effectiveness, Christopher P. Cerasoli, UnitedHealth Group, Inc., ***Environmental Events Impact on Crew Performance and Cohesion as Mediated by Resilience***

Belinda Sisi Cham, Curtin University, Mark Griffin, Curtin University, Alexandra Amy Boeing, Curtin University, Karina Jorritsma, Curtin University, ***Submariner Endurance: A Work-Life System***

Nadine Bienefeld, ETH Zurich, Gudela Grote, ETH Zürich, ***Welcome Dr. Watson: New Roles and Responsibilities in AI-Supported Healthcare Teams***

Ramón Rico, University of Western Australia, Mirko Antino, Instituto Universitário de Lisboa, Cristina B. Gibson, Pepperdine University, Susan Mohammed, Pennsylvania State University, ***Coordination and Performance: Unpacking Adaptation in Firefighter Teams***

Dana H. Born, Harvard Kennedy School, ***Discussant***

Submitted by Belinda Sisi Cham, belinda.cham@curtin.edu.au

### 199. Panel Discussion: 3:30PM-4:50PM Maryland 4-6 Challenges, Pitfalls, and Opportunities of Applying Diversity and Inclusion Research

How well does D&I research translate to the "real world?" Why do some replication initiatives in the workplace struggle while others succeed? This panel will consider the D&I literature and its application to the workplace in the context of discussing challenges, shortcomings, and opportunities when applying this research to practice.

Christopher Zou, Altus Assessments, ***Co-Chair***

Rosemary Hays-Thomas, University of West Florida (retired), ***Co-Chair***

Kelly Dore, McMaster University Faculty of Health Sciences, ***Panelist***

Bernardo M. Ferdman, Ferdman Consulting, ***Panelist***

Thomas Sasso, University of Guelph, ***Panelist***

Leann Schneider, Plum.io, ***Panelist***

Carol A. Terregino, Rutgers, ***Panelist***

Kecia M. Thomas, University of Georgia, ***Panelist***

Submitted by Christopher Zou, czou@altusassessments.com

MultiDisciplinary

### 200. Alternative Session Type with Presenters:

3:30PM-4:50PM

Maryland A

#### Symposium + Panel Session: Large-Scale Selection System Case Studies

Much is written about best practices for selection systems. However, rarely are practitioner-focused case studies provided that illustrate the implementation of recommendations, leaving many wondering what "good" looks like. Six organizations will share case studies followed by an interactive panel discussion for a deeper dive into strategies for addressing challenges and lessons learned.

Ryan S. O'Leary, PDRI, an SHL Company, ***Co-Chair***

Gary I. Travinin, North Carolina State University, ***Co-Chair***

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

Michael Blair, U.S. Office of Personnel Management, ***Presenter***

Katie Elder, Capital One, ***Presenter***

Anne E Roemer, NASA Johnson Space Center, ***Presenter***

Ernie Paskey, Aon, ***Presenter***

Rebecca G. Schoepfer, Marriott International, Inc., ***Presenter***

Submitted by Ryan S. O'Leary, ryan.oleary@pdri.com



**201. Special Event: 3:30PM-4:50PM**

Maryland B

**SIOP Select: Politics at Work: What Role Should Political Affiliation Play at Work?**

Tensions between political parties in the US are playing a role in how individuals relate to one another. Corporations and academic institutions are struggling to balance diversity of thought and divisive thinking that might harm employee or student well-being. In this session, practitioners and academics will come together to discuss how politics have played a role in shaping their organizations.

Katina Sawyer, The George Washington University, *Co-Chair*Alexander R. Schwall, Rhabit Analytics, Inc., *Co-Chair*Joshua Bush, Proctor & Gamble, *Panelist*Kymberlee Dwinell, Northrup Grumman, *Panelist*

Submitted by Katina Sawyer, katina.sawyer@gmail.com

**202. Symposium/Forum: 3:30PM-4:50PM**

Maryland C

**Machine Learning for I-O: Techniques and Real-World Applications**

Given the rising popularity of "Big Data" in industrial/organizational (I-O) psychology, machine learning techniques have been increasingly utilized to dissect, analyze, and derive insights from data. This symposium presents a diverse set of 4 papers that focus on various machine learning techniques and their applications in real-world settings.

Mengqiao Liu, Amazon, *Chair*Li Guan, Aon, *Co-Chair*

MultiDisciplinary

Mengqiao Liu, Amazon, Aaron M. Stehura, DDI, *Automated Scoring of Leadership Assessment Using Machine Learning*Louis Hickman, Purdue University, Koustuv Saha, Georgia Institute of Technology, Munmun De Choudhury, Georgia Institute of Technology, Louis Tay, Purdue University, *Automated Tracking of Components of Job Satisfaction via Text Mining of Twitter Data*Li Guan, Aon, Cameron J Davis, Aon Inc., Abe Scher, Aon, Stefan Gaertner, Aon, *Lessons Learned: Building a Deep Learning Model to Automate the Workflow* Sriram Padmanabhan, Cymorg Inc., Aarti Shyamsunder, Psymantics Consulting, *From the Desert to the Ocean: ML-Powered Measurement in a Dynamic Simulation* Dan J. Putka, HumRRO, *Discussant*

Submitted by Mengqiao Liu, mengqiao.liu7@gmail.com

**203. Master Tutorial: 3:30PM-4:50PM**

Maryland D

**Creating Reproducible and Interactive Analyses With JupyterLab and Binder**

This tutorial demonstrates 2 data science tools that enable I-O psychologists to create interactive, literate code documents, enabling others to replicate analyses with 1 click on the web. The first, JupyterLab, creates interactive documents that embed code to reproduce both original results and visualizations. The other, Binder, makes the JupyterLab environment even more accessible.

Elena Auer, University of Minnesota, *Presenter*Richard N. Landers, University of Minnesota, *Presenter*

Submitted by Elena Auer, auer0027@umn.edu

**204. Community of Interest:**

3:30PM-4:20PM

National Harbor 1

**Interpersonal Emotion Management: Managing Others' Emotions at Work**Cathleen A. Swody, Thrive Leadership, *Host*Neal M. Ashkanasy, from The University of Queensland, *Host*Erin M. Richard, Louisiana State University, *Coordinator*

Submitted by Erin M. Richard, erinrichard@lsu.edu

**205. Alternative Session Type with Presenters:**

3:30PM-4:50PM

National Harbor 2-3

**Sending Out an SOS: Hiring in a Tight Labor Market**

Four internal I-O professionals will share their organization's best practices, strategies, and lessons learned pertaining to 1 of 4 topic areas impacted by hiring in today's tight labor market: attraction, selection, attrition, and the skills gap. Participants of this introductory session will hear experiences from all roundtable hosts and be encouraged to share their experiences.

Lindsey M. Burke, PSI Services LLC, *Co-Chair*Bekah Regan, PSI Services LLC, *Co-Chair*Erica N. Drew, DaVita, *Presenter*Lyndon U. Llanes, Verizon, *Presenter*John F. Skinner, US Foods, *Presenter*Kelsey M. Stephens, Macy's Inc., *Presenter*

Submitted by Lindsey M. Burke, lindsey.burke4@yahoo.com

**206. Panel Discussion:**

3:30PM-4:50PM

National Harbor 10-11

**How to Leverage Internships for both Organizational and Personal Success**

In an interactive panel discussion format, graduate student interns and their respective practitioner mentor reflect on and share their experiences, as well as provide suggestions for how to fully optimize internships so that the company and intern mutually benefit. Perspectives come from external and internal consulting backgrounds in several industries.

Paul E. Levy, University of Akron, *Chair*Jacqueline E. Carpenter, Shaker International, *Panelist*Catalina Flores, University of Akron, *Panelist*Lorraine M. Dawson, PepsiCo Inc., *Panelist*Roberly Aladin, PepsiCo, *Panelist*Charmaine Harrison, TimkenSteel Corporation, *Panelist*Jaimie Chen, University of Akron, *Panelist*Lauren Bidwell, SAP SuccessFactors, *Panelist*Ariel A. Roberts, SAP SuccessFactors, *Panelist*

Submitted by Catalina Flores, cf45@zips.uakron.edu

**207. Symposium/Forum: 3:30PM-4:50PM**

Potomac 1-2

**New Perspectives on Diversity and Inclusion**

The papers in this session offer new insights and perspectives on diversity and inclusion. The papers span different levels (individual, collective), stages of employment (outside member, applicant, incumbent), human resource practices (recruitment, retention), and forms of diversity (race, disability status, age). Together, the studies provide actionable directions for research and practice.

Robert E. Ployhart, University of South Carolina, *Co-Chair*Lynn A. McFarland, University of South Carolina, *Co-Chair*Derek R. Avery, Wake Forest University, Cinoo Lee, Stanford University, Rachel Trump-Steele, Rice University, Michelle (Mikki) Hebl, Rice University, *A**Helping Hand: How Stereotypicality Influences Racial Differences in the Receipt of Help*David G. Allen, Texas Christian University, Nick Bacon, City University of London, Kim Hoque, Warwick Business School, *The Impact of the Two Ticks Positive About Disabled People Award on Disability Employment*Lynn A. McFarland, University of South Carolina, Youngsang Kim, Sungkyunkwan University, *The Importance of Diagnostic Preapplication Information for Recruiting a Diverse Workforce*Jeff A. Weekley, University of Texas at Dallas, Robert E. Ployhart, University of South Carolina, Youngsang Kim, Sungkyunkwan University, *Diversity and Unit Performance: The Mediating Effects of Engagement and Turnover*William Ward, University of South Carolina, Robert E. Ployhart, University of South Carolina, William Shepherd, The Wendy's Company, *The Impact of Inclusion Practices on Generational Cohort Differences in Engagement*

Submitted by Robert E. Ployhart, ployhart@moore.sc.edu

**208. Alternative Session Type with Presenters:**

3:30PM-4:50PM

Potomac 3-4

**Women's Inclusion Network: Marketplace of Ideas, Research and Support**

This session will be an opportunity for individuals interested in the inclusion and advancement of women in SIOP, workplaces, academe, and practice to discuss ideas and establish networks of support. Several roundtables will be set up for attendees to join: WIN in practice, WIN in academia, WIN in SIOP, WIN in grad school, WIN for men, WIN around the world, Research on WIN.

Mindy E. Bergman, Texas A&M University, *Co-Chair*M. Gloria Gonzalez-Morales, University of Guelph, *Co-Chair*

Submitted by M. Gloria Gonzalez-Morales, gonzalez.morales@uoguelph.ca

**209. Alternative Session Type with Presenters:****3:30PM-4:50PM****Potomac 5-6****From Student to Intern: Advice and Networking With Professionals**

This session blends panel and roundtable formats, allowing students to communicate with an array of professionals about the internship experience, from searching and securing internships to excelling and leveraging further opportunities from the internship. Students will move around the room, engaging with at least 5 different professionals, through guided but flexible discussion questions.

Cristina Rubino, California State University, Northridge, *Co-Chair*Marissa L. Shuffler, Clemson University, *Co-Chair*Jacqueline M. Spencer, CSRA, *Co-Chair*Joselito C. Lualhati, Global Skills X-Change, *Presenter*Jake W. Forsman, KPMG, *Presenter*

Submitted by Cristina Rubino, cristina.rubino@csun.edu

**210. Special Event: 3:30PM-4:50PM****Potomac C****SIOP Select: Distinguished Professional****Contribution and M. Scott Myers**

Decades of experience and numerous successes are cumulatively marked across the illustrious careers of Dr. Jeff Johnson (M.Scott Myers Award for Applied Research in the Workplace award winner) and Drs. Allan Church and Scott Tannenbaum (Distinguished Professional Contributions award winners). Join us Friday, April 5 (10:00 - 11:20 a.m.) in Potomac C, for a captivating and insightful take on the Top Ten Lessons Learned from Top Scientist-Practitioners in the field.

Allan H. Church, PepsiCo, *Presenter*Jeff W. Johnson, SHL, *Presenter*Scott I. Tannenbaum, Group for Organizational Effectiveness, *Presenter*

Submitted by Katina Sawyer, katina.sawyer@gmail.com

**211. Special Event: 3:30PM-4:50PM****Potomac D****SIOP Select: Using Design Thinking to Improve Research Relevance**

Design thinking is a principled method of fostering empathy with users, iterating on ideas, and learning from failure—and it is one of the best tools I-Os have for increasing the relevance and applicability of research. Participants will learn basic design thinking principles become inspired by I-Os who have used design thinking to create unique, innovative, and elegant solutions.

Molly L. Delaney, Google, *Chair*Robin R. Cohen, Johnson & Johnson, *Presenter*Autumn D. Krauss, SAP SuccessFactors, *Presenter*Catherine Ott-Holland, Google, Inc., *Presenter*Rochelle Edwards, Google, Inc., *Presenter*

Submitted by Elizabeth A. McCune, elizabeth.mccune@microsoft.com

**Poster Session (Teaching/Culture):****3:30PM-4:20PM****Prince George's Exhibit Hall D****212. Poster: 3:30PM-4:20PM****Board 1****An Integrated Framework for Safety Culture: A Review and Evidence-Based Propositions**

A systematic review of safety culture models was conducted to advance a framework that organizes current knowledge and drives theory development for the dynamic processes that create and foster safety culture. Factors that may enable employees to collectively develop safety culture over time and behavioral enactments that may reinforce culture through learning are proposed.

Tiffany M. Bisbey, Rice University

Molly Kilcullen, Rice University

Eric Thomas, University of Texas Health Science Center at Houston

Madelene J. Ottosen, University of Texas Health Science Center at Houston

Kuojen Tsao, University of Texas Health Science Center at Houston

Eduardo Salas, Rice University

Submitted by Tiffany M. Bisbey, Tiffany.M.Bisbey@rice.edu

MultiDisciplinary

**213. Poster: 3:30PM-4:20PM****Board 2**

**The Interplay Between Organizational and Employee CSR Salience**  
This introductory inductive study examined the relationship between organizational and employee corporate social responsibility (CSR) salience. Findings drawn from interviews with employees at a small, yet growing organization identified several macro- and microlevel themes which highlight ways in which organizational CSR salience, strategy, and structure influence employee CSR salience.

Nathan Andrew Black, Brigham Young University

John B. Bingham, Brigham Young University

Mat Duerden, Brigham Young University

Jefferson T McClain, Brigham Young University

Submitted by Nathan Andrew Black, nblack5@byu.edu

**214. Poster: 3:30PM-4:20PM****Board 3****Organizational Culture in STEM and Non-STEM Disciplines**

Authors examined whether the basic culture of STEM disciplines was different from cultures of non-STEM disciplines in a midsized Western U.S. university. Results displayed significant differences between discipline types with respect to several organizational culture dimensions and resistance to change. Implications of these results for both science and practice are discussed.

Kelly A. Cave, Colorado State University

Zinta S. Byrne, Colorado State University

James W. Weston, Colorado State University

Submitted by Kelly A. Cave, Kelly.Cave@colostate.edu

**215. Poster: 3:30PM-4:20PM****Board 4****Negative Outcomes of a Competitive Workplace: The Role of Envy**

Authors examined the mediating role of coworker envy on relationships between perceived competitive work environments and negative employee outcomes. Results suggest that perceived competitive work environments lead to higher feelings of being envied by one's coworkers that can result in higher job stress. Theoretical and practical implications are discussed.

Richard Currie, University of Central Florida

Leian Farah, University of Central Florida

Hannah Wieselthier, University of Central Florida

Mark G. Ehrhart, University of Central Florida

Submitted by Richard Currie, rcurrie@knights.ucf.edu

**216. Poster: 3:30PM-4:20PM****Board 5****Forging a Shield From Abusive Supervisors: Positive Psychological Capital**

Data from 293 working adults suggest positive psychological capital buffers the negative effect of abusive supervision. Specifically, those higher in hope, optimism, self-efficacy and resilience report higher levels of well-being and satisfaction and lower levels of job stress in the presence of an abusive supervisor than those lower in positive psychological capital.

Jadvir Gill, Central Washington University

James B. Avey, Central Washington University

Submitted by Jadvir Gill, gillj@cwu.edu

**217. Poster: 3:30PM-4:20PM****Board 6****Antecedents, Outcomes, and Moderators of Workplace Diversity Climate: A Meta-Analysis**

This study meta-analytically examined the antecedents and consequences of diversity climate. Results show that diversity climate is associated with psychological well-being, interpersonal interactions, and other workplace benefits, especially for certain types of individuals and organizations.

Yimin He, Texas A&amp;M University

Sin-Ning Cindy Liu, Texas A&amp;M University

Dan Manh Nguyen, Florida Institute of Technology

Isaac E. Sabat, Texas A&amp;M University

Submitted by Sin-Ning Cindy Liu, sinning.cindy.liu@tamu.edu



**218. Poster: 3:30PM-4:20PM****Board 7****Investigating Power Distance Perception and Affective Commitment**

The purpose of this study was to explore the relationship between perceptions of power distance, agreeableness, and affective commitment utilizing an employed sample. Correlations supported a negative relationship between perceptions of power distance and affective commitment. A multiple regression was conducted that identified agreeableness as a moderator of the main relationship.

Jacob Wesley Highsmith, Valdosta State University  
Taylor Kennedy Drury, Valdosta State University  
Bethannie Michelle Jamerson, Valdosta State University  
Sandra Marek, Valdosta State University  
Johnathan Burnette, Valdosta State University  
Jeremy A. Bauer, Valdosta State University

Submitted by Jacob Wesley Highsmith, jacobwhighsmith@gmail.com

**219. Poster: 3:30PM-4:20PM****Board 8****When Is Workplace Competition Advantageous? Competition Levels and Personality**

Most research has not detected a relationship between workplace competition and performance. Perhaps there is no relationship, but authors propose alternatives: (a) the relationship depends on personality, (b) the relationship is curvilinear. Results from 2 samples ( $n_1 = 300$ ,  $n_2 = 309$ ) suggest a curvilinear relationship, such that competition influences performance differently at different levels.

Scott Jacobsen, University of South Florida  
Cheryl Gray, University of South Florida

Submitted by Cheryl Gray, cgray14@mail.usf.edu

**220. Poster: 3:30PM-4:20PM****Board 9****Validating a New Measure of Workplace Civility**

This study validated a measure of workplace civility using a structured process proposed by Hinkin (1998). Civility and other constructs were distributed to 617 respondents. Results provided evidence of construct validity and revealed that civility comprises 5 dimensions, including coworker, individual, supervisor, work environment, and uncivil communication.

Mark S. Nagy, Xavier University

Submitted by Mark S. Nagy, mark@marcusmgmt.com

**221. Poster: 3:30PM-4:20PM****Board 10****Leader and Culture Influence on Empowerment and Commitment**

An experiment was created to manipulate leadership behaviors and organizational culture style. Using an online role-playing scenario, empowerment and commitment were analyzed based on each of four possible conditions. Results showed no significance of leader behaviors. However, culture type had a strong effect, while empowerment fully mediated the relationship between culture and commitment.

Steven D. Raymer, United States Air Force  
Jeanette N. Cleveland, Colorado State University  
Steven Manning, Symantec

Submitted by Steven D. Raymer, raymer.steve@gmail.com

**222. Poster: 3:30PM-4:20PM****Board 11****Turnover and Recommendation Intentions in the Postimplementation Period of Holacracy**

Holacracy is a form of self-management where individual employees plan, monitor, and regulate their own work tasks. Using a mixed-methods design combining quantitative and qualitative analysis, authors present an empirical model of the predictors and outcomes of employees' perception of the efficacy of self-management practices in holacracy.

Chris Street, Justin Feeney, University of Regina

Submitted by Justin Feeney, justin.feeney@uregina.ca

**223. Poster: 3:30PM-4:20PM****Board 12****Cross-Validation of Three Implementation Context Measures in Nursing**

This study's objective was to examine the psychometric properties of 3 implementation context assessment measures with a sample of hospital nurses. All measures demonstrated strong psychometric properties, providing support for their use in assessing organizational factors that influence evidence-based practice (EBP) implementation within the nursing context.

Elisa M. Torres, George Mason University  
Mark G. Ehrhart, University of Central Florida  
Aaron McKnight, San Diego State University  
Lisa M. Kath, San Diego State University  
Gregory A. Arons, University of California, San Diego

Submitted by Elisa M. Torres, elisatorres1189@gmail.com

**224. Poster: 3:30PM-4:20PM****Board 13****Individual Trait and Failure Learning: Error Management Culture as Double-Edged Sword**

Research indicated that shame proneness is negatively related to learning from failure through stable attribution and negative grieving when error management culture is low rather than high. Guilt proneness is positively related to learning from failure through personal control attribution and positive grieving when error management culture is low rather than high.

Xiyang Zhang, University of Akron  
Bing Wang, Beijing Normal University  
Wenzhou Wang, Beijing Normal University

Submitted by Xiyang Zhang, xz46@zips.uakron.edu

**225. Poster: 3:30PM-4:20PM****Board 14****Change Agent Teams: Review and Recommendations**

This paper examines the current state of the literature on change agent teams using McGrath's (1964) input-process-outcome (IPO) model and Hackman and Edmondson's (2008) 5 conditions for change agent team success. Empirical and case studies are reviewed and recommendations for future research are provided.

Taylor K. Lauricella, Michigan State University

Submitted by Taylor K. Lauricella, laurice5@msu.edu

**226. Poster: 3:30PM-4:20PM****Board 15****Do I-O Psychologists Use Causal Language to Describe Noncausal Results?**

This research evaluated the language used in I-O psychology research in 3 popular journals for I-O psychology researchers. Coders assessed articles from the 2017 volume. Results indicate that 24% of the articles that used causal language used them incorrectly. Recommendations are made regarding improvement of using causal language in research.

Sayedul Islam, Talent Metrics  
Sheryl Lobo, Missouri State University  
Peter Di Cecco, Jr, Hofstra University  
Shannon Marie Lasala, Hofstra University

Submitted by Sayeedul Islam, sayeed.islam@gmail.com

**227. Poster: 3:30PM-4:20PM****Board 16****Student Preferences About How Group Projects Are Designed**

I-O psychology research offers practical guidelines for how instructors can best design group project assignments, but it is unclear how students perceive this. Using a policy-capturing design, results found that students preferred (in order of importance) to predetermine group roles at the onset of the project, to brainstorm as a group, and to receive both an individual and group grade.

Nicholas P. Salter, Ramapo College of New Jersey  
Dev K. Dalal, University at Albany, State University of New York  
Shaziela Ishak, Ramapo College of New Jersey

Submitted by Nicholas P. Salter, nsalter@ramapo.edu

**228. Poster: 3:30PM-4:20PM****Board 17****A Text Analysis of 70 Years of Personnel Psychology**

It has been over 70 years since Personnel Psychology was founded and there has been no systematic review of research trends over the life of the journal. Using text analysis of historical information this paper aims to fill the gap shedding light on how the journal has evolved and progressed. Educators and researchers can use this information guide instruction and target publication efforts.

Thomas A. Stetz, Hawaii Pacific University

Submitted by Thomas A. Stetz, tastetz@yahoo.com



**Poster Session (Personality):**

4:30PM-5:20PM

Prince George's Exhibit Hall D

**229. Poster: 4:30PM-5:20PM****Board 1****Gender and Counterproductive Work Behavior: A Personality-Based Explanatory Model**

The gender gap in counterproductive work behavior (CWB) is explained using personality traits (narcissism, agreeableness, conscientiousness, sadism, and emotional intelligence) and sex role orientation (agency and communion) on the basis of both meta-analytic and primary data.

Rachel Amrhein, University of Illinois at Urbana-Champaign

Nicole Morales, University of Illinois at Urbana-Champaign

Bertha Rangel, Washington State University Vancouver

Daniel A. Newman, University of Illinois at Urbana-Champaign

Submitted by Nicole Morales, nicolem4@illinois.edu

**230. Poster: 4:30PM-5:20PM****Board 2****Does Commitment Mediate the Effect of Conscientiousness on Performance?**

Authors tested the mediating effect of organizational commitment on the relationship between conscientiousness and performance among temporary and career Army recruiters. Commitment partially mediated the effect of conscientiousness on task-related performance for temporary but not career recruiters. There was partial mediation for both groups when contextual performance was the outcome.

Katie L. Guarino, PDRI

Rabiah S. Muhammad, Transportation Security Administration

Robert Kilcullen, U.S. Army Research Institute for the Behavioral and Social Sciences

Submitted by Katie L. Guarino, katielguarino@gmail.com

**231. Poster: 4:30PM-5:20PM****Board 3****Maladaptive Personality Relations With Intrapersonal and Interpersonal Effectiveness**

Authors report a dyad study that relates the DSM-5 section III maladaptive trait model to DSM-5 a worker's level of personality functioning known as Criterion A. Results show partial support for the hypotheses that externalizing traits are related to interpersonal outcomes but internalizing traits are related to intrapersonal outcomes. Externalizing correlations are more consistent across raters.

Nigel R. Guenole, IBM

Joda Lloyd, Goldsmiths University

Submitted by Nigel R. Guenole, n.guenole@gold.ac.uk

**232. Poster: 4:30PM-5:20PM****Board 4****Attached and Interested: Relating Vocational Interests to Adult Attachment**

This study investigated the relationship between adult attachment and vocational interests. Results indicate that both anxious and avoidant attachment have meaningful relationships with interests, particularly for realistic and social interests. In various relationship domains, attachment to one's mother and nonromantic best friend are most related to vocational interests.

Alexis Victoria Hanna, University of Illinois, Urbana-Champaign

R. Chris Fraley, University of Illinois, Urbana-Champaign

Submitted by Alexis Victoria Hanna, deceann2@illinois.edu

**233. Poster: 4:30PM-5:20PM****Board 5****Using General and Wording Factors to Predict Academic Performance and Dishonesty**

This study was conducted to expand on an advanced statistical modeling technique in measuring the Big 5 personality. Authors applied exploratory structural equation bifactor modeling to Big 5 personality data, creating a composite measure of the general factor and positive and negative wording factors. This composite measure was a valid predictor of both academic performance and dishonesty.

Nhing T. Hendy, Towson University

Michael Biderman, University of Tennessee-Chattanooga

Submitted by Nhing T. Hendy, nhendy@towson.edu

**234. Poster: 4:30PM-5:20PM****Board 6****I-Deals and UPB: The Role of Perceived Insider Status and Moral Identity**

Authors examined UPB as the downside of i-deals and the mediating role of PIS and moderating role of moral identity. Analysis based on 295 employees indicated that i-deals is positively related to PIS, which in turn positively associates with UPB. Findings also support the moderated mediation model. PIS will mediate the i-deals and UPB link when employee moral identity is low rather than high

Melqin Jiang, Huazhong University of Science and Technology

Pengcheng Zhang, Huazhong University of Science and Technology

Submitted by Melqin Jiang, jmeiqin2015@hust.edu.cn

**235. Poster: 4:30PM-5:20PM****Board 7****Do Noncognitive Skills Predict the Cognitively Unskilled's Success? A 50-Year Study**

The relationship between noncognitive skills (attitudes, personality) and career success (education, income) among those of below average cognitive skill is understudied. This 50-year study found personality traits do not predict these outcomes among the cognitively unskilled. Educational aspirations, even after controlling for demographics and personality, do predict highest degree and income.

Harrison J. Kell, Educational Testing Service

Margarita Olivera-Aguilar, Educational Testing Service

Submitted by Harrison J. Kell, harrison.kell@gmail.com

**236. Poster: 4:30PM-5:20PM****Board 8****Personality Training and Perceptions of Future Team Dynamics: An Exploratory Study**

To explore the impact of personality training on expected team dynamics, 171 working adults participated in an online experiment. Expectations of 3 aspects of team dynamics were assessed before and after participants received personality information about themselves and 2 sham teammates. Results revealed an erosion of expected team dynamics after personality diversity was made salient.

Jennifer L. Kisamore, University of Oklahoma

Seth Osborn, National Resource Center for Youth Services

Submitted by Jennifer L. Kisamore, jkisamore@ou.edu

**237. Poster: 4:30PM-5:20PM****Board 9****Personality Predicts Residential Preference and Moving Behavior**

This study examined how Big 5 personality can be used to predict people's residential preference and moving behaviors. Self-reported personality and location information were extracted from social network sites. Results showed that each Big 5 dimension has a unique effect on one's preference of living in urban or rural areas, as well as moving distances.

Wenmo Kong, George Mason University

Zitong Sheng, Virginia Commonwealth University

Lei Zhang, Virginia Tech

Liang Zhao, George Mason University

Submitted by Zitong Sheng, zsheng@gmu.edu

MultiDisciplinary

**238. Poster: 4:30PM-5:20PM****Board 10****Improving Construct Validity With a Compendium for Cognitive Test Classification**

Scholars have recently called for increased research on abilities besides g. One hurdle to research is the lack of available guidance on how to classify tests into non-g abilities, which has resulted in haphazard test classification and questionable construct validity for findings. Authors present meta-analytic results validating a new compendium to classify cognitive tests into factors besides g.

Jack W. Kostal, University of Minnesota

Deniz S. Ones, University of Minnesota

Kevin C. Stanek, Gilead Sciences

Submitted by Jack W. Kostal, kostal021@umn.edu

**239. Poster: 4:30PM-5:20PM****Board 11****What Have You Lied About Lately? A Longitudinal Examination of Applicant Faking**

This study examines applicant faking behavior (AFB) over time to determine if response distortion has substantially increased. The results show an in-

consistent pattern of AFB increase over time with bogus items gradually rising but BER and CVI patterns are less consistent. Observed differences are not practically meaningful. Implications and future directions are discussed.

Amie D. Lawrence, PSI Services LLC  
Kristin M. Delgado, PSI Services LLC  
Mei-Chuan Kung, PSI Services LLC  
Jessica R. Petor, PSI Services LLC  
Ted B. Kinney, PSI Services LLC

Submitted by Amie D. Lawrence, amie.lawrence@comcast.net

**240. Poster: 4:30PM-5:20PM Board 12**

#### **Interpersonal Facilitation Predicts Employees' Leader Emergence Through Perceptions**

This between-subjects experiment examined whether perceptions of target employees' extraversion and agreeableness mediated the relationship between their performance of interpersonal facilitation (high vs. control) and ratings of their likelihood of becoming leaders. Authors also examined whether the agreeableness mediator was moderated by the target employee's gender (woman vs. man).

Danilo Le Sante, Florida International University  
Asia A. Eaton, Florida International University  
Chockalingam Viswesvaran, Florida International University

Submitted by Danilo Le Sante, dlesante@gmail.com

**241. Poster: 4:30PM-5:20PM Board 13**

#### **Team Conscientiousness and Safety: A Multilevel Perspective**

Authors examined the relationships among team conscientiousness, team safety climate, and individual safety performance, with a sample of 451 employees nested within 70 teams who responded to 3 surveys over 3 months. Multilevel modeling results indicated that team conscientiousness exerted a top-down influence on individual safety performance rated by supervisors through team safety climate.

Thanh Nhan Le, Old Dominion University  
Xiaohong Xu, Old Dominion University  
Yimin He, Texas A&M University  
Xiang Yao, Peking University

Submitted by Thanh Nhan Le, nle021@odu.edu

**242. Poster: 4:30PM-5:20PM Board 14**

#### **A Meta-Analysis of Individual Difference Correlates of Academic Dishonesty**

In this meta-analysis, correlations of self-efficacy and personality traits with career exploration behaviors were estimated across 79 samples and a listwise sample of 21,817. Traits included the Big 5, shyness, locus of control, VDSI, and stress. The characteristics with the largest effects were conscientiousness, locus of control, explorational stress, self-efficacy, and thinking-feeling.

Samuel Lee, University of Minnesota  
Jacob Gau, University of Minnesota  
Nathan R. Kuncel, University of Minnesota

Submitted by Samuel Lee, Leex7833@umn.edu

**243. Poster: 4:30PM-5:20PM Board 15**

#### **The Criterion-Related and Incremental Validity of Honesty-Humility: A Meta-Analysis**

Authors examined the criterion-related and incremental validity of honesty-humility in the prediction of job performance. Meta-analytic results indicate H-H correlates -.46 with CWB, .19 with OCB, and .18 with task performance. Further, H-H demonstrated significant incremental validity over 5-factor model personality traits, general mental ability tests, and integrity tests.

Youngduk Lee, Indiana University  
Christopher M. Berry, Indiana University  
Erik N. Gonzalez-Mule, Indiana University

Submitted by Youngduk Lee, yl96@indiana.edu

**244. Poster: 4:30PM-5:20PM Board 16**

#### **Using Bright and Dark Side Personality to Predict the Managerial Hierarchy**

Personality similarities exist in the managerial hierarchy, as supervisors advance into manager roles who eventually lead the organization. Using

job family meta-analyses with overall job performance, authors investigated bright and dark side personality differences across 3 managerial job levels. They provide practical implications and discuss areas for future research.

Matthew R. Lemming, Hogan Assessment Systems  
Burkhart Hahn, University of Tulsa

Submitted by Matthew R. Lemming, mlemming@hoganassessments.com

**245. Poster: 4:30PM-5:20PM Board 17**

#### **Using Personality to Predict Truck Driver Performance**

Authors present 2 studies demonstrating the value of personality's role in selecting truck drivers across the transportation industry. These studies focus on relationships between personality and (a) job analysis ratings for truck drivers and (b) overall job performance using meta-analysis. Results suggest that multiple personality scales are important and predictive for truck driver selection.

Matthew R. Lemming, Hogan Assessment Systems  
Burkhart Hahn, University of Tulsa

Submitted by Matthew R. Lemming, mlemming@hoganassessments.com

**246. Poster: 4:30PM-5:20PM Board 18**

#### **Mentally and Physically Present: Personality, Mindfulness, and Turnover Intentions**

Little research has investigated whether mindfulness plays an explanatory role within existing frameworks in I-O psychology. This paper hypothesizes that mindfulness is a significant mediator of the relationship between personality and turnover intentions. In a sample of 923 full-time employees, significant mediation effects were found for conscientiousness, emotional stability, and extraversion.

James C. Meaden, SHL  
Allison B. Yost, CEB, now Gartner

Submitted by James C. Meaden, james.meaden@gmail.com

**247. Poster: 4:30PM-5:20PM Board 19**

#### **Careless Responding: The Role of Individual Differences and Perceived Income Adequacy**

This study explored the role of individual differences and contextual factors in predicting careless responding. Specifically, it was examined whether Machiavellianism, Narcissism, Psychopathy and social desirability as well as perceived income adequacy impacted careless responding. Also tested were the interactive effect of the individual and contextual factors in predicting careless responding.

Gargi Sawhney, University of Minnesota-Duluth  
Robert R. Sinclair, Clemson University  
Zach P. Klinefelter, Clemson University

Submitted by Gargi Sawhney, gargisawhney85@gmail.com

**248. Poster: 4:30PM-5:20PM Board 20**

#### **Dark Triad Unleashed: Examining Trait Activators Linking Dark Traits to CWB**

Meta-analytic research reveals widely varying but generally weak associations linking the Dark Triad traits to counterproductive work behavior. Drawing on trait interaction theory, authors offer a framework (4R) for explaining this variation. Across 2 studies, hierarchical moderated multiple regression provides mixed support for the framework.

Dan V. Simonet, Montclair State University  
Danielle Tarantino, Montclair State University  
Christopher M. Castille, Nicholls State University  
Samantha DeSanto, Montclair State University  
Adrianna Cruz, Montclair State University  
Alex Janeiro, Montclair State University  
Anastasia Angelbeck, Montclair State University

Submitted by Dan V. Simonet, dvsimonet@gmail.com

**249. Poster: 4:30PM-5:20PM Board 21**

#### **Darkness Around the Globe: Cultural Differences in Moving Against, Away, and Toward**

Using a geography of personality model, authors use SEM and path analyses to find the degree to which a 3-dimensional derailment model of moving away, against, and toward others is transportable across the globe. Using a sample of 26 countries (N = 65,426), authors establish



the universality of a dark personality framework and show how characteristics vary across cultural norms and values.

Dan V. Simonet, Montclair State University  
Samantha DeSanto, Montclair State University  
Kimberly S. Nei, Hogan Assessment Systems  
Brandon Ferrell, Hogan Assessment Systems  
Adrianna Cruz, Montclair State University  
Danielle Tarantino, Montclair State University  
Nikita Williams, Montclair State University

Submitted by Dan V. Simonet, dvsimonet@gmail.com

**250. Poster: 4:30PM-5:20PM Board 22**  
**Psychometric Network Analysis and Ideal Points Assessment: Developing Ideal Employees**

The authors explore the possibility of applying network analysis to ideal point personality assessment data. They consider how ideal point personality data might be used as part of coaching interventions in order to develop employees into ideal organizational citizens.

Dan V. Simonet, Montclair State University  
Christopher M. Castille, Nicholls State University



Submitted by Christopher M. Castille, chris\_castille@icloud.com

**251. Poster: 4:30PM-5:20PM Board 23**  
**Testing the Rewarding, Ability, and Willingness Framework of Employability**

Little research has empirically tested employability models in their entirety. Support was found for the Hogan et al. RAW model, suggesting that having the ability and motivation to do the job are related to being employable. Surprisingly, social skills may not impact levels of employability. Findings suggest that employers may be continuing to ask for one thing while rewarding another.

Daniell Study, California State University-San Bernardino  
Janet L. Kottke, California State University-San Bernardino

Submitted by Daniell Study, daniell\_study@yahoo.com

**252. Poster: 4:30PM-5:20PM Board 24**  
**Clarifying the Factor Structure of the MACH-IV Using Bass-Ackwards Factor Analysis**

Resurging interest in the nature of Machiavellianism has yielded a muddy understanding of Mach, with characterizations ranging from an overarching view of humanity to multiple distinct behavioral, mental, and motivational processes. This study seeks to clarify through bass-ackward factor analysis, a top-down hierarchical factor structure, to identify the appropriate level of abstraction.

Margaret Judith Toich, Montclair State University  
Jessica Francavilla, Montclair State University  
Dan V. Simonet, Montclair State University

Submitted by Margaret Judith Toich, toichm1@montclair.edu

**253. Poster: 4:30PM-5:20PM Board 25**  
**Proactive Personality: A New Measure for Selection?**  
This meta-analysis examines the relationship among Proactive personality and other personality and organizational variables. Although results suggest that proactive personality overlaps heavily with the Big 5, its predictive validities for performance and satisfaction are above and beyond those typically observed for the Big 5. It reflects a "good personality" that is high in prosocial traits.

Khue Tran, University of Minnesota Twin Cities  
Nathan R. Kuncel, University of Minnesota

Submitted by Khue Tran, trann003@umn.edu

**254. Poster: 4:30PM-5:20PM Board 26**  
**Awareness of Extreme Traits: Nonlinear Relationship of Actual-Estimated Personality**  
Do employees who score at extremes personality scales have self-awareness of this? This paper investigates the curvilinear relationship between actual-estimated trait scores, finding that nonlinear models best explain individual actual-estimate discrepancy. Two implications are discussed: how self-awareness impacts management, and the importance of psychometrics for insight into employee behavior.

Luke Treglown, Thomas International  
Carmen Amador Barreiro, Thomas International  
Submitted by Luke Treglown, luket@thomas.co.uk

**255. Poster: 4:30PM-5:20PM Board 27**  
**Implicit Versus Explicit Power Motives in Relations With Work Outcomes: A Meta-Analysis**

Authors estimated the meta-analytic effects of implicit and explicit power motives in the prediction of various work outcomes. Results showed that implicit and explicit power motives had small mean correlations with most work outcomes. Moreover, implicit power motive contributed meaningful amounts of explanatory variance in job performance and work deviance above and beyond explicit power motive.

Yi Wang, Pennsylvania State University  
Cristina Theriault, Pennsylvania State University  
Sydney L. Reichin, Pennsylvania State University  
Amanda Moeller, Pennsylvania State University  
Kenneth N. Levy, Pennsylvania State University  
James M. LeBreton, Pennsylvania State University

Submitted by Yi Wang, yuw354@psu.edu

**256. Poster: 4:30PM-5:20PM Board 28**  
**A New Approach to Studying Personality-Performance Relations**  
The trait-reputation-identity (TRI) model was applied to self- and other-ratings of broad versus narrow personality dimensions as well as to specific job performance dimensions. Five studies find strong relations between shared information on personality and shared information about specific job performance dimensions. Additionally, personality aspect levels reveal relations otherwise masked.

Andreas Wihler, Frankfurt School of Finance & Management gGmbH  
Gerhard Bickel, University of Bonn  
Christian Ewen, University of Bonn  
Hanna Aileen Genau, University of Bonn  
Sonja Fritze, University of Bonn  
Lena Völkl, University of Bonn  
Roxanne Merkl, University of Bonn  
Tamara Missfeld, University of Bonn  
Melanie Mützel, University of Bonn

Submitted by Andreas Wihler, a.wihler@fs.de

**257. Poster: 4:30PM-5:20PM Board 29**  
**Implicit Creative Personality, Risk Taking, and Creative Performance**  
Creativity is a critical asset to organizations in order to stay competitive to survive, and the willingness to take risks is also associated with organizational advances. This study examines the relationships among implicit and explicit creative personality, risk-taking behavior, and creative performance.

Grace Williams, East Carolina University  
Jennifer L. Bowler, East Carolina University  
Mark C. Bowler, East Carolina University

Submitted by Mark C. Bowler, bowlerm@ecu.edu

**258. Poster: 4:30PM-5:20PM Board 30**  
**Two-Week Study on the Relationship Between Sleep and Personality State**

This study investigated the relationship between sleep and daily-level personality as measured by the BFAS across a 2-week period. Effects of one of these variables on the other were not found at the daily level. Instead, data suggested that accumulated sleep could affect daily personality, and long-term personality affects sleep.

Tetsuhiro Yamada, University of Minnesota  
Aaron M. Schmidt, University of Minnesota

Submitted by Tetsuhiro Yamada, yamad017@umn.edu

**259. Poster: 4:30PM-5:20PM Board 31**  
**A Comparison of Personality Factor Structures in China: Applicants Versus Nonapplicants**

Past findings contradict in whether the 5-factor personality model fits across selection contexts. This study conducts confirmatory factor analyses on large Chinese samples, using the Work Behavior Inventory, a Big 5 personality instrument. Results suggest that 5 factors provide appropriate fit for the personality factor structure among both applicants and nonapplicants.



Charlene Zhang, University of Minnesota  
 Ronald C. Page, Assessment Associates International  
 Jinyan Fan, Auburn University  
 Submitted by Charlene Zhang, zhan5449@umn.edu

## 260. Symposium/Forum: 5:00PM-5:50PM Chesapeake 1-3 Surprising and Underexplored Stress Phenomena in the Workplace

Work stress and well-being are important topics of organizational behavior research due to their prevalence and impact on employees and organizations. This symposium promotes a more balanced understanding of workplace stress by examining positive effects of stressors and negative effects or resources, as well as understudied stressors in the workplace.

Shani Pindek, University of Haifa, *Chair*  
 Shani Pindek, University of Haifa, Michele W. Gazica, Embry-Riddle Aeronautical University, *Rumination, the Link Between Nurses' Daily Work Stress and Work Interference With Family?*

Cheryl Gray, University of South Florida, Paul E. Spector, University of South Florida, *Helping May Be Harming: Workplace Social Support Can Function as a Job Stressor*

Winnie Shen, University of Waterloo, Shani Pindek, University of Haifa, Paul E. Spector, University of South Florida, *Understaffing and OCBs: Coming Apart or Pulled Together?*

Zhiqing E. Zhou, Baruch College, City University of New York, Erin Eatough, BetterUp, Xinxuan Che, Florida Institute of Technology, *How Passive Leadership Predicts and Moderates the Experience of Illegitimate Tasks*

Submitted by Shani Pindek, shanipindek@mail.usf.edu

## 261. IGNITE! Panel: 5:00PM-5:50PM Chesapeake 4-6 Candidate Experiences Matter: Navigating New Frontiers in Assessment Technologies

Panelists present experiences and research to encourage discussion on the topic of enhancing the candidate experience in emerging assessment technologies. Consultants and academics will discuss challenges and successes encountered in trying to balance the goals of maintaining a positive candidate experience and implementing new selection technologies.

Tara K. McClure, Aon, *Chair*  
 Leah Ellison, Aon, *Co-Chair*  
 Mats P. Englund, cut-e Group (an Aon company), *Presenter*  
 Nicole Ennen, Google, *Presenter*  
 Richard N. Landers, University of Minnesota, *Presenter*  
 Bryon H. Miller, Ph.D., Ford Motor Company, *Presenter*  
 Yael Oelbaum, JetBlue, *Presenter*  
 Raphael Y. Prager, PepsiCo, *Presenter*

Submitted by Tara K. McClure, tara\_mcclure01@hotmail.com

## 262. Alternative Session Type with Presenters: 5:00PM-5:50PM Chesapeake 7-9 IGNITE + Panel Session Combo: Data Driven Communication Across Disciplines

I-O psychologists have often been faced with the challenge of communicating about data to an audience that is data illiterate. This alternative session hopes to provide new viewpoints from a variety of fields (i.e. health care and politics). Attendees will learn from case studies presented by speakers from I-O psychology and other disciplines on how to communicate more effectively using data.

Sayedul Islam, Talent Metrics, *Chair*  
 Michael Austin Chitwood, Louisville Metro Government, *Presenter*  
 Youssef Chouhoud, Christopher Newport University, *Presenter*  
 Kaci Grant, Louisville Metro Government, *Presenter*  
 Alaina C. Keim, Bellarmine University, *Presenter*  
 Kevin D. Masick, Krasnoff Quality Management Institute, *Presenter*  
 Erik John Zito, Change 4 Growth, *Presenter*

Submitted by Sayeedul Islam, sayeed.islam@gmail.com

MultiDisciplinary

## 263. Alternative Session Type with multiple papers:

5:00PM-5:50PM

Chesapeake 10-12

## Boots on the Ground: I-O Psychology's Impact on Veteran Transition

Despite over 7,000 nonprofit organizations supporting veteran transition, veterans still struggle with a host of challenges as they leave the military. This session demonstrates how I-O psychologists are uniquely poised to address veteran transition issues by providing case study examples of these efforts, from advocacy to research studies to begin incubating research for veteran transition.

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

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

Adam H. Kabins, Korn Ferry Hay Group, Peter J. Reiley, U.S. Air Force Academy, *Making Transition GREAT: I-O Psychologists Advocating for Veterans Issues*  
 Julia Bayless, Capital One, *Affinity Groups for Military Veterans and Families: Invest in Heroes*

Phillip Dillulio, Old Dominion University, William P. Jimenez, Old Dominion University, Chad Kenneally, Old Dominion University, Andrew B. Collmus, Flex, Katelyn Reynoldson, JPI, Konstantin Cigularov, Old Dominion University, Michelle Kelley, Old Dominion University, *Training Needs Assessment of Combat-Wounded Warriors: Challenges to Transition*

Juan M. Gonzalez, University of the Incarnate Word, Peter J. Reiley, U.S. Air Force Academy, Joshua Douglas Cotton, Flowserve Corporation, Diana Garza, University of the Incarnate Word, Kyle S. Moses, Department of Defense, Trevor Nagle, Walden University, *Program Evaluations and Beyond: Applying I-O to Support Veteran Transition*

Submitted by Adam H. Kabins, Adam.Kabins@kornferry.com

## 264. Panel Discussion: 5:00PM-5:50PM Chesapeake A-C Activating the Digital Organization: The Role of the HR Leader

This session will prepare participants to adapt their concept of leadership to meet the demands of a digital age. Participants will learn what it means to be an HR digital leader and how they can begin to incorporate a digital mindset into their organizations.

Kari R. Strobel, Deloitte, *Co-Chair*

William Tanner, Deloitte, *Co-Chair*

Joshua Batten, US Department of Transportation, *Panelist*

Gary Johnsen, Deloitte, *Panelist*

David L. Van Rooy, Wal-Mart Stores, *Panelist*

Beiwen Zhu, *Panelist*

Submitted by Kari R. Strobel, kari2000@comcast.net

MultiDisciplinary

## 265. Symposium/Forum: 5:00PM-5:50PM Chesapeake D-F Diversity Through Access: Building Diverse Applicant Pools Using Mobile Assessments

One goal of using mobile enabled assessments is to reach a more diverse applicant pool by expanding access to unproctored Internet testing. This symposium explores the credibility of this assumption, while at the same time examining how device type influences applicant reactions, test scores and overall impact for different groups of people based on gender, age, and race/ethnicity.

Jason N. Jaber, SHL, *Chair*

Breanna R. Wexler, DDI, Justin Rossini, DDI, *Applicant Reactions and Mobile Device Usage by Demographic Group Membership*

Paul M. Fursman, SHL, Jason N. Jaber, SHL, *Increasing Diversity Through Mobile Assessments and the Effect on Adverse Impact*

Marinus van Driel, Aon, Nicholas R. Martin, Aon, *Global Trends: Diversity and Mobile Assessment*

Submitted by Jason N. Jaber, jason.jaber@shl.com

## 266. Panel Discussion: 5:00PM-5:50PM Chesapeake G-I Keeping It Real: How Technology Is Shaping the Future of Assessment

Through the power of the cloud, advanced technologies will not only change how people work but also how I-Os think about skills validation and assessment. Experts will introduce ways these technologies can be leveraged to more effectively identify job skills and competencies; ways they can change how we design, develop, deliver, and sustain assessments; and how we can prepare for the road ahead.

Kimberly Acree Adams, *Chair*

Liberty J. Munson, Microsoft, *Panelist*

Alexander Alonso, Society for Human Resource Management (SHRM), *Panelist*

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

Mark Alan Smith, SHRM, *Panelist*

Submitted by Kimberly Acree Adams, kadams6006@gmail.com

### 267. Symposium/Forum: 5:00PM-5:50PM Chesapeake J-L

#### Feedback Just Ahead: The Future of Feedback Is Before Us

A major challenge organizations are dealing with is how to accelerate the giving and receiving of feedback to drive performance and growth. This symposium shares research that is geared towards redefining unique directions for feedback practice and empirical research. Each presenter will focus on intermediate to advanced ways of looking at and using feedback going forward.

Ariel A. Roberts, SAP SuccessFactors, *Co-Chair*

Paul E. Levy, University of Akron, *Co-Chair*

Frederik Anseel, King's College London, Karoline Strauss, ESSEC Business School Paris, Filip Lievens, Singapore Management University, *How Future Work Selves Guide Feedback Seeking and Feedback Responding*

Ariel A. Roberts, SAP SuccessFactors, Paul E. Levy, University of Akron, Jason Dahling, The College of New Jersey, Brodie Gregory Riordan, McKinsey & Company, Alison L O'Malley, Butler Business Consulting Group, *Don't Just Look Back, You're Not Going That Way: Using Feedback to Look Forward*

Anuradha Ramesh, Google, Kate M. Johnson-Grey, University of Southern

California, *Understanding the Feedback Factors That Drive Performance*

William A. Gentry, High Point University, Stephen F. Young, Center for Creative Leadership, *Current Trends of Leaders Giving and Receiving Feedback in Organizations*

Frederik Anseel, King's College London, *Discussant*

Anuradha Ramesh, Google, *Discussant*

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

Submitted by Ariel A. Roberts, aar29@zips.uakron.edu

### 268. Debate: 5:00PM-5:50PM Maryland 1-3

#### Traditional Versus Online I-O Graduate Programs: Can They Coexist?

Online (remote) I-O graduate programs are growing in availability and enrollment. There is no metric to objectively measure how they compare to traditional programs, yet there is little question that graduates of on-line programs are held in lower esteem. This debate will feature faculty, students, and graduates of each method of I-O program in presenting the pros and cons of each type.

S. Bartholomew Craig, North Carolina State University, *Chair*

David W. Bracken, Keiser University, *Co-Chair*

Milt Hakel, SIOP Foundation, *Moderator*

Richard A. Mendelson, Keiser University, *Presenter*

Ruchi Patel, Aon, *Presenter*

Justin Travis, North Carolina State University, *Presenter*

Andrea Veech, Keiser University, *Presenter*

Submitted by David W. Bracken, dbracken@keiseruniversity.edu

### 269. Symposium/Forum: 5:00PM-5:50PM Maryland 4-6

#### 360 Isn't Just for Performance: The Value of Other Ratings in I-O Psychology

This session will highlight the value of using other ratings throughout a variety of content domains within the field, including personality and learning agility, as well as ways to combine and compare scores from different rating sources. Also discussed will be the potential uses and implications of other ratings in other I-O-related areas.

Jeff Foster, PassKeys International, LLC, *Chair*

Jeff Foster, PassKeys International, LLC, *Self-Awareness of Stress Tolerance: Using Multiple Methods to Assess Emotional Stability*

Rebekah A. Cardenas, EASI-Consult, LLC, *Multirater Perspectives of Learning Agility*

Brian S. Connelly, University of Toronto, Michael P. Wilmot, University of Toronto,

*Get Your Role On: How Role Contexts Impact Personality Expressions*

Bradley J. Brummel, University of Tulsa, *Discussant*

Submitted by Jeff Foster, jfoster@passkeysint.com

### 270. Panel Discussion: 5:00PM-5:50PM

Maryland A

#### Ins and Outs of University-Based Consulting Centers

University-based consulting centers provide benefits and opportunities to the students and faculty they employ as well as the their partners, including universities and organizations. This panel features individuals with varied experience in the management and daily activities of university-based consulting centers, who will speak on administrative, client, and student issues.

Catalina Flores, University of Akron, *Co-Chair*

Kristin A. Horan, University of Central Florida, *Co-Chair*

Dennis Doverspike, Doverspike Consulting, *Panelist*

Nicholas Howald, Bowling Green State University, *Panelist*

Jessica M. McClure, HCA Healthcare, *Panelist*

Lindsay Patenaude, University of Central Florida, *Panelist*

Submitted by Catalina Flores, cf45@zips.uakron.edu

### 271. Symposium/Forum: 5:00PM-5:50PM

Maryland B

#### Unpacking Team Adaptation and Team Resilience

Team adaptation and resilience represent essential factors through which teams respond successfully to various challenges. This symposium presents a set of research projects that provide insight into the psychological and contextual factors that drive these dynamic and complex team phenomena.

Eleni Georganta, Ludwig-Maximilians-Universität München, *Chair*

C. Shawn Burke, University of Central Florida/Institute

for Simulation and Training, *Co-Chair*

Catarina Marques Santos, Maastricht University, Sijr Uitdewilligen, Maastricht

University, Ana Margarida Passos, ISCTE-Instituto Universitário de Lisboa,

Pedro Marques-Quinteiro, ISPA- instituto Universitário, *The Effect of a Team*

*Intervention on Shared Cognition and Team Adaptation Over Time*

Eleni Georganta, Ludwig-Maximilians-Universität München, Selina Stracke,

University of Amsterdam, Felix C. Brodbeck, Ludwig-Maximilians-Universität

München, *Team Adaptation Process and Outcomes: Does the Type of*

*Adaptation Trigger Matter?*

Lauren Campbell, George Mason University, C. Shawn Burke, University of

Central Florida/Institute for Simulation and Training, Christopher Wiese, Purdue

University, *Adaptation and Resilience of Extreme Teams*

Nastassia M. Savage, Virginia Commonwealth University, Riley L. Pegram,

Clemson University, Jordan Smith, Clemson University, Chelsea A. LeNoble,

Clemson University, Marissa L. Shuffler, Clemson University, *In it Together:*

*Stress and Resilience in Healthcare Teams*

Submitted by Eleni Georganta, eleni.georganta@psy.lmu.de

### 272. Panel Discussion: 5:00PM-5:50PM

Maryland C

#### Rethinking the Impact of the Science of I-O Psychology

This session will examine the impact of the science of I-O psychology with the goal of evaluating the current state and exploring ways to enhance future impact. Topics covered will include different conceptions of impact, current barriers to achieving greater impact, and suggestions for enhancing the impact of I-O theory and research.

Bradford S. Bell, Cornell University, *Chair*

David G. Allen, Texas Christian University, *Panelist*

Maria Kraimer, Rutgers University, *Panelist*

Steven A Miranda, Federal Reserve Board of Governors, *Panelist*

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

Submitted by Bradford S. Bell, bb92@cornell.edu

### 273. Panel Discussion: 5:00PM-5:50PM

Maryland D

#### Bored With Onboarding? Take New Hire Strategies Further Though Data

Onboarding or organizational socialization is a key part of the employee experience. Four panelists will discuss why using onboarding assessments and a data driven approach to onboarding matters. They will also detail how their organizations are using this data to better inform strategy, development, and recruiting.

Brandy N. Parker, Wells Fargo, *Chair*

Alec H. Munc, Johnson and Johnson, *Panelist*

Michael E. Hoffman, Johnson & Johnson, *Panelist*

Kyle D. McNeal, Johnson & Johnson, *Panelist*

Nathaniel Nakashima, *Panelist*

Submitted by Alec H. Munc, alec123707@gmail.com



**274. Community of Interest:****5:00PM-5:50PM****National Harbor 1****Leveraging I-O Research to Increase Gender Equity in Organizations**

Cathleen Clerkin, Center for Creative Leadership, *Host*  
 Katherine Giscombe, Catalyst, *Host*  
 Erin M. Richard, Louisiana State University, *Coordinator*

Submitted by Erin M. Richard, erinrichard@lsu.edu

**275. Panel Discussion: 5:00PM-5:50PM National Harbor 2-3**  
**Go Big or Go Mobile: When and How to Implement Mobile Assessments**

Over 50% of applicants choose a mobile device when taking an assessment. This revolution has occurred quickly and I-Os have been playing catch up to design, validate, and understand the implications of this change in applicant pools. Data points, facts, and figures, as well as lessons learned, are shared that I-Os should know when thinking about mobile.

Andrew J. Barsa, Shaker International, *Chair*  
 P. Carter Gibson, Shaker International, *Panelist*  
 Sandra P. Dennis, SHL, *Panelist*  
 Kristin M. Delgado, PSI Services LLC, *Panelist*  
 David Futrell, Walmart, *Panelist*

Submitted by P. Carter Gibson, Carter.Gibson@shakercg.com

**276. IGNITE! Panel: 5:00PM-5:50PM National Harbor 10-11**  
**Excel Can Do That? Maximizing I-O Projects Through Excel**

Although increasingly sophisticated data analytic tools abound, Excel remains a ubiquitous and accessible tool for many. This IGNITE! panel highlights innovative applications of Excel that have maximized the impact of I-O projects. Panelists will present real-world tools that apply advanced Excel functionality to a range of I-O topics such as workforce planning, selection, and employee engagement.

Jessica L. Dzieweczynski, FMP Consulting, *Chair*  
 Christine N. Gundermann, FMP Consulting, *Co-Chair*  
 Chris Bordeaux, U.S. Customs and Border Protection, *Presenter*  
 Patrick J. Curtin, National Science Foundation, *Presenter*  
 William N. Haller, FMP Consulting, *Presenter*  
 Hanna Pillion, DHS/CBP, *Presenter*  
 Brian W. Tate, General Dynamics Information Technology, *Presenter*  
 Stephen W. Tyler, FMP Consulting, *Presenter*

Submitted by Jessica L. Dzieweczynski, jessicadzi@gmail.com

**277. Panel Discussion: 5:00PM-5:50PM Potomac 1-2**  
**Data Privacy in a GDPR World: Tips and Tricks**

With the recent introduction of GDPR, many I-O psychologists are required to change how they interact with data and to question how they can best balance the need for data security, maintaining records for legal purposes, and conducting research. General guidance will be provided about working within the new GDPR regulations, and panelists will share their experiences and learnings regarding GDPR.

Emily G. Solberg, SHL, *Chair*  
 Molly L. Delaney, Google, *Panelist*  
 Mark Girouard, Nilan Johnson Lewis PA, *Panelist*  
 Suman Lam, Shell, *Panelist*  
 Christine R. Scheu, SHL, *Panelist*

Submitted by Emily G. Solberg, emily.solberg@shl.com

**278. Alternative Session Type with Presenters:****5:00PM-5:50PM****Potomac 3-4****One Size Doesn't Fit All: Various Approaches to Change Management**

There is no one-size-fits-all solution when it comes to managing changes in organizations. This alternative session begins with 4 brief presentations sharing their unique approaches to change management initiatives and pros/cons of each method, followed by speaker-led roundtable discussions to address audience's specific questions and encourage interactive conversations.

Alissa D. Parr, PSI Services LLC, *Co-Chair*  
 Luye Chang, Uber Technologies, Inc, *Co-Chair*  
 Melanie Coleman, Red Hat, *Presenter*  
 Richard L. Griffith, Florida Institute of Technology, *Presenter*  
 David Kim, Uber, *Presenter*  
 Andrew F. Lam, PepsiCo, *Presenter*  
 Submitted by Alissa D. Parr, alissa.parr@gmail.com

**279. Alternative Session Type with Presenters:****5:00PM-5:50PM****Potomac 5-6****Professional Pioneers: Navigating Your Role as the Only I-O**

For several years, I-O psychology as a field has experienced consistent growth. Thus, I-O practitioners may work in new industries or organizations as the only I-O professional on staff. This roundtable session will feature practitioners with real-world "pioneer" experience and discuss topics related to working as the only I-O.

Neil Morelli, Berke, *Chair*  
 Stephanie N. Downey, NCR Corporation, *Presenter*  
 Christopher M. Rosett, Comcast, *Presenter*  
 Lauren A. Wegman, Twitter, *Presenter*  
 Erin Crask Wood, IU Health, *Presenter*  
 Submitted by Neil Morelli, neil.morelli@gmail.com

**280. Panel Discussion: 5:00PM-5:50PM****Potomac C****What Really Drives Candidate Reactions to Assessments? Perspectives From the Field**

Organizations are understandably concerned with candidate reactions to and attrition from the prehire assessment process. In turn, I-O practitioners are faced with demands to make assessments shorter, more mobile, and more engaging. Panelists will discuss their experiences/research and even challenge some conventional thinking regarding the impact of such factors on the candidate experience.

Dawn Lambert, PSI Services LLC, *Chair*  
 Joseph D. Abraham, PSI Services LLC, *Panelist*  
 Allison N. Besl, PSI, *Panelist*  
 David J. Lux, Georgia-Pacific, *Panelist*  
 Don M. Moretti, US Foods, *Panelist*  
 Andrew L. Solomonson, Delta Air Lines, *Panelist*  
 Submitted by Dawn Lambert, dawn.burnett@gmail.com

**281. Special Event: 5:00PM-5:50PM****Potomac D****SIOP Select: Disruptions Big and Small:****The Future of Science-Practice in I-O**

Calling all scientist-practitioners! Come hear from a diverse panel who will offer their perspectives on existing challenges in generating effective science-practice partnerships and be inspired by their ideas for what we can do to overcome these challenges in the future. Audience members will leave energized and empowered to help close the science-practice gap in ways both big and small.

Talya N. Bauer, Portland State University, *Panelist*  
 Tara S. Behrend, The George Washington University, *Panelist*  
 Stuart C. Carr, Massey University/Project Glow, *Panelist*  
 Lorenzo Galli, ScienceForWork, *Panelist*  
 Mike Morrison, Michigan State University, *Panelist*  
 Dan J. Putka, HumRRO, *Panelist*

Submitted by Elizabeth A. McCune, elizabeth.mccune@microsoft.com



MultiDisciplinary

**Poster Session (Top Posters):****6:00PM-6:50PM****Potomac A/B****282. Poster: 6:00PM-6:50PM****Board 1****Unveiling Variance: Comparing Likert and Conjoint Job Satisfaction Measurement**

Given the universally desirable facets of job satisfaction, minimal variance is often observed in job satisfaction studies. Authors propose an alternative method, conjoint analysis, to force respondents to choose which facets lead to the highest job satisfaction. The results show that conjoint analysis yields more variance, and thus offers more actionable information for HR practitioners.



Adam Pervez, West Virginia University  
 Graham H. Lowman, University of Alabama, Tuscaloosa  
 Giles D'Souza, University of Alabama  
 Maura J. Mills, University of Alabama

Submitted by Adam Pervez, [ajpervez@crimson.ua.edu](mailto:ajpervez@crimson.ua.edu)

**283. Poster: 6:00PM-6:50PM Board 2**  
**The Relationship Between Family Motivation and Unethical Pro-Family Behavior**

Authors find that employees with strong family motivation (i.e., desire to benefit one's family) are more likely to employ moral disengagement mechanisms to justify their actions, leading to higher level of unethical pro-family behavior, namely, unethical behavior conducted to benefit one's family. Further, this relationship is stronger when employees are under family financial pressure.

Yamei Liu, Shanghai University  
 Zhaopeng Liu, Shanghai Jiao Tong University  
 Huiyao Liao, University of Iowa

Submitted by Huiyao Liao, [huiyao-liao@uiowa.edu](mailto:huiyao-liao@uiowa.edu)

**284. Poster: 6:00PM-6:50PM Board 3**  
**How Personally Held Values Shape Emotional Expressions in American Nurses**

Previous research has explored how cultural norms and hospital protocol can affect emotional labor tactics for nurses. However, the direct impact of individually held values is less understood, despite links of individualism and collectivism to other job-related behaviors. This study of American nurses explores how individually held values predict on-the-job emotional labor tactics.

Bret Arnold, University of Tulsa  
 Nicole Marie Dickie, University of Tulsa  
 Anupama Narayan, The University of Tulsa

Submitted by Anupama Narayan, [anupama-narayan@utulsa.edu](mailto:anupama-narayan@utulsa.edu)

**285. Poster: 6:00PM-6:50PM Board 4**  
**Authenticity at Work: Establishing a Nomological Net Using Meta-Analysis**

Despite its popularity, a clear understanding of what authenticity is, how it relates to important work outcomes, and whether it is distinct from conceptually similar constructs is still unknown. Using meta-analysis, this study addresses some of these issues by developing a nomological net of authenticity at work and examining overlap in nomological validities of seemingly related constructs.

Ajay R. Ponnappalli, Florida International University  
 Chen Wang, Florida International University  
 Brooke Buckman, Florida International University  
 Alexander Snihur, Florida International University

Submitted by Chen Wang, [cwang035@fiu.edu](mailto:cwang035@fiu.edu)

**286. Poster: 6:00PM-6:50PM Board 5**  
**Using the SCT to Explain Why a Manager Should Remain Secret About Talent Status**

Through a vignette experiment (N = 626), authors discovered that more inclusive (as opposed to exclusive) talent programs lead to higher levels of envy and turnover intentions, and lower self-esteem, among those excluded from the program. Moreover, optimal reactions can be achieved when organizations remain secret about the talent status given to individual employees.

Anand van Zelderen, KU Leuven  
 Nicky Dries, KU Leuven  
 Elise Marescaux, KU Leuven

Submitted by Nicky Dries, [nicky.dries@econ.kuleuven.be](mailto:nicky.dries@econ.kuleuven.be)

**287. Poster: 6:00PM-6:50PM Board 6**  
**How and When Good Soldiers Become Bad Apples: A Resource-Based Model**

Drawing on ego-depletion theory (EDT), this study proposes that daily interpersonal helping (OCB) may be related to unethical behavior via emotional exhaustion. In a moderated-mediation model, the study also tests perceived workload as a moderator of the indirect relationship

between OCB and unethical behavior via emotional exhaustion, which varies based on various levels of perceived workload.

Gabi Eissa, San Diego State University  
 Scott W. Lester, University of Wisconsin-Eau Claire

Submitted by Gabi Eissa, [geissa@sdsu.edu](mailto:geissa@sdsu.edu)

**288. Poster: 6:00PM-6:50PM Board 7**  
**Why Product Terms in MMR Do Not Represent Multiplicative Functions in Theories**

Often weak effects cause some to propose abandoning tests for moderators. Authors argue that the problem is due to conflating conceptual and statistical views of moderation, leading to misinterpretations of moderator effect sizes (i.e., variance explained by product term). Data from a computational model are used to illustrate the statistical difficulties of getting theories of moderation correct.

Jeffrey B. Vancouver, Ohio University  
 Bruce W. Carlson, Ohio University  
 Lindsay Y. Dhanani, Ohio University  
 Cassandra E. Colton, Ohio University

Submitted by Jeffrey B. Vancouver, [vancouve@ohio.edu](mailto:vancouve@ohio.edu)

**289. Poster: 6:00PM-6:50PM Board 8**  
**Enactment of Incivility as a Recovery Mechanism for Employees' State Self-Esteem**

Research showed that helping coworkers makes one feel good about oneself. Authors contend that being uncivil may make some feel good too. Based on the idea that people with high trait dominance motive attains self-worth from being autocratic over others, authors examine whether enacting incivility reinstates the state self-esteem of dominant employees who have just experienced poor goal progress.

SinHui Chong, Nanyang Technological University  
 Chu-Hsiang Chang, Michigan State University

Submitted by SinHui Chong, [sinhui.chong@ntu.edu.sg](mailto:sinhui.chong@ntu.edu.sg)

**290. Poster: 6:00PM-6:50PM Board 9**  
**W ICTs After Hours and Fatigue: The Double-Edged Effect of Affective Commitment**

Authors examined how work-related use of information communication technology (W ICTs) after hours influences subjective fatigue of employees. Using 2 waves of data, they found that W ICTs after hours positively predicted subjective fatigue via psychological detachment. Further, organizational affective commitment exacerbated the negative effect of W ICTs after hours on psychological detachment.

Soohyun Lee, The Graduate Center & Baruch College, CUNY  
 Paige R. Alenick, The Graduate Center & Baruch College, CUNY  
 Zhiqing E. Zhou, Baruch College, City University of New York  
 Julian Xie, Central South University

Submitted by Soohyun Lee, [soohyun.ashley@gmail.com](mailto:soohyun.ashley@gmail.com)

**291. Poster: 6:00PM-6:50PM Board 10**  
**Twenty Years of Technology at SIOP: Are I-O Psychologists Lagging?**  
 Authors examine the timeliness of technology research at SIOP conferences since 1998. Findings indicate that, on average, I-O psychologists study technology milestones 6.62 years after they occur, and they have responded more quickly in recent years. The study provides the SIOP community with diagnostic information to inform future research and conferences.

Ian Obus Siderits, George Washington University  
 Jerod Cody White, George Washington University  
 Sarah Zarsky, George Washington University  
 Daniel Ravid, George Washington University  
 Tara S. Behrend, George Washington University

Submitted by Jerod Cody White, [jerodcw@gmail.com](mailto:jerodcw@gmail.com)

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**Keeping Up with Workplace  
Demographics: Preparing for Gen Z**  
Dr. Scott Brooks  
April 5 10:00 - 11:20, National Harbor 10-11

**Best of Both Worlds: Integrating  
Qualitative/Quantitative in Surveys**  
Dr. Victoria Hendrickson  
April 6 11:30 - 12:20, Maryland C

**Beyond Neurotypical: Maximizing  
Performance Through Diverse Talent  
Management**  
Dr. Walter Reichman  
April 5 4:00 - 4:50, Chesapeake A-C

**Whose World is it Anyway?  
Life of a Female Practitioner with a  
Master's vs PhD**  
Sertrice Grice, MA  
April 6 1:30 PM - 2:20, Potomac 3-4

**Changes in the Employee Survey  
Landscape**  
Dr. Scott Brooks  
April 6 8:00 - 9:20, Potomac 1-2





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## 292. Symposium/Forum: 8:00AM-8:50AM Chesapeake 1-3 Advancements in the Measurement of Performance and the Appraisal Context

This symposium introduces novel research on the context of performance management. Papers address the social context of appraisals by examining rater motivations and the feedback environment. This is bolstered by studies that develop tools to assess performance, including the introduction of an upward social influence scale and a dictionary to score performance narrative text.

Andrew Speer, Wayne State University, *Chair*

Ian M. Katz, Saint Louis University, Rachel Sisu Rauvola, Saint Louis University, Cort

W. Rudolph, Saint Louis University, *Feedback Environment: A Meta-Analysis*

Andrew P. Tenbrink, Wayne State University, Michael Schwendeman, Denison Consulting, Andrew Speer, Wayne State University, *Creation and Validation of the Performance Appraisal Motivation Scale (PAMS)*

Kevin M. Williams, ETS, *"Managing Up": Adding Upward Influence to Campbell's (2012) Job Performance Model*

Andrew Speer, Wayne State University, Michael Schwendeman, Denison Consulting, Caitlyn Reich, Denison Consulting, Andrew P. Tenbrink, Wayne State University, Sydney R Siver, Wayne State University, *Investigating the Construct Validity of Performance Comments*

Submitted by Andrew Speer, speer1ab@gmail.com

## 293. Symposium/Forum: 8:00AM-9:20AM Chesapeake 4-6

**From #MeToo to What Now: The Problem of Sex Harassment**  
The first of 2 symposia on the #MeToo movement aims to broaden the understanding of sex harassment. Conceptual and empirical presentations focus on hidden victims of harassment, intersectional concerns with institutional betrayal and ostracism, cross-cultural interpretations of the "Pence Rule," and an awareness of networks that may either protect harassers or empower targets.

Margaret S. Stockdale, Indiana University-Purdue University Indianapolis, *Chair*

Tuyen Dinh, Indiana University-Purdue University Indianapolis (IUPUI), *Co-Chair*

Declan O. Gilmer, University of Connecticut, *Co-Chair*

Louise F. Fitzgerald, University of Illinois at Urbana-Champaign, *Invisible: Recovering Those We Left Behind*

Alec M. Smidt, University of Oregon, Jennifer J. Freyd, University of Oregon, *Institutional Betrayal, Courage, and Sexual Harassment: Gender and Sexual Orientation*

Stephanie E.V. Brown, Texas A&M University, Jericka S. Battle, Texas A&M University, *Ostracizing Targets of Workplace Sexual Harassment Before and After the #MeToo Movement*

Si Ahn Mehng, University of North Carolina at Pembroke, Christine Bell, MBA, University of North Carolina at Pembroke, Yeonka Kim, University of Wisconsin-La Crosse, *Using "Pence Rule" to Avoid #MeToo: Another Excuse for Gender Discrimination*

Peggy Cunningham, Dalhousie University, Minette E. Drumwright, University of Texas at Austin, Kenneth William Foster, Dalhousie University, *Sex Harassment Networks of Complicity and Empowerment*

Submitted by Margaret S. Stockdale, pstockda@iupui.edu

MultiDisciplinary

## 294. Friday Seminar: 8:00AM-11:00AM Chesapeake 7-9

**Friday Seminar 1: Fad to Fixture: Social Media in the Workplace**  
**PREREGISTRATION AND ADDITIONAL FEE REQUIRED.** Social media (SM) are now used throughout organizations at all levels, by HR professionals and line employees alike. This seminar will update you on the latest research, litigation, and practice to inform appropriate SM uses in work contexts.

Ho Kwan Cheung, University at Albany, SUNY, *Coordinator*

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

Daly Vaughn, Shaker International, *Presenter*

Submitted by Ho Kwan Cheung, hcheung@albany.edu

MultiDisciplinary

## 295. Friday Seminar: 8:00AM-11:00AM Chesapeake 10-12

**Friday Seminar 2: Translating Research for a Practitioner Audience**

**PREREGISTRATION AND ADDITIONAL FEE REQUIRED.** Although there are several reasons for the divide between I-O research and practice, one persistent hurdle is the translation of journal articles into

accessible and digestible bites. The purpose of this session is to explore techniques to understand the research needs of practitioners and translate academic research for a practitioner audience.

David S. Geller, Ochsner Health System/George Mason University, *Coordinator*  
Ronald F. Piccolo, University of Central Florida, *Presenter*

Submitted by David S. Geller, davidsgeller@gmail.com

## 296. Alternative Session Type with Presenters:

8:00AM-8:50AM

Chesapeake A-C

### Practitioner Survey Results: Now What?

The practitioner survey results have recently been collected and analyzed. Some interesting potential initiatives have been presented for voting. The purpose of this session is to have a discussion regarding how to turn the survey results into actionable outcomes. A diverse group of practitioners to participate who range in tenure, career level, and degree level is anticipated.

Emily G. Solberg, SHL, *Co-Chair*

Porr, Harver, *Co-Chair*

Caitlin M. Cavanaugh, Patagonia, *Co-Chair*

Submitted by Emily G. Solberg, emily.solberg@shl.com

## 297. Symposium/Forum: 8:00AM-9:20AM Chesapeake D-F

### Conceptual and Methodological Innovations in Criterion Measurement

Criterion measurement continues to be heavily studied in organizational research. This symposium highlights innovative approaches in criterion measurement, including text analysis of open-ended performance feedback, meta-perceived self-ratings compared with supervisor ratings, conceptualization of physical performance, and taxonomy development of skilled and technical jobs.

Angela Lee, HumRRO, *Chair*

Jennifer L. Geimer, SHL, James C. Meaden, SHL, Kristin Sanderson Allen, SHL,

Paul D. DeKoekkoek, SHL, *Innovations in Criterion Measurement: Text Analytics With Performance Narratives*

Martin C. Yu, HumRRO, Susan D'Mello, HumRRO, Teresa L. Russell, Self-Employed, Bethany H. Bynum, HumRRO, Peter Legree, U.S. Army Research Institute, *Interrater Reliability of Self, Meta-Perceived, and Supervisory Performance Ratings*

Philip T. Walmsley, U.S. Office of Personnel Management, Randolph Park, U.S. Customs & Border Protection, *Positioning Physical Work Behavior in Models of Work Performance and Measuring it Accordingly*

Matthew T. Allen, HumRRO, Teresa L. Russell, Self-Employed, *Development of a Performance Taxonomy for Entry-Level, Skilled, and Technical Occupations*

Submitted by Angela Lee, alee@humrro.org

## 298. Symposium/Forum: 8:00AM-8:50AM Chesapeake G-I

### Scale Adaptation and Reliability in I-O Research: The Good, the Bad, and the Ugly

This symposium reviews the available evidence on the occurrence of scale adaptation and the assessment of reliability. Best practices are discussed as well as practices that should be avoided. Advice will include a discussion of improved reporting to increase transparency, better validation evidence, and a discussion of means to improve both reliability and construct validity.

George C. Banks, University of North Carolina Charlotte, *Chair*

Jeremy L. Schoen, University of Mississippi, Tine Koehler, University of Melbourne, Justin A. DeSimone, University of Alabama, Kristl Davison, Appalachian State University, *Qualities of Perceptual Measures and Measurement Reporting in Organizational Research*

Scott Tonidandel, University of North Carolina Charlotte, Karoline Summerville, University of North Carolina, George C. Banks, University of North Carolina Charlotte, Eric D. Heggstad, University of North Carolina Charlotte, David Scheaf, University of North Carolina Charlotte, *A Pareto Optimization Approach for Shortening a Validated Scale*

Jose M. Cortina, Virginia Commonwealth University, Zitong Sheng, Virginia Commonwealth University, Sheila List, Virginia Commonwealth University, Leah Katell, Virginia Commonwealth University, Kathleen R. Keeler, Virginia Commonwealth University, Neal W. Schmitt, Michigan State University, *From A*

**to O: Reliability Assessment in JAP**James M. LeBreton, Pennsylvania State University, *Discussant*

Submitted by George C. Banks, gcbanks@gmail.com

**299. Alternative Session Type with Presenters:  
8:00AM-9:20AM Chesapeake J-L****Organizational Survival of the Fittest: Exploring Adaptability as a Talent Strategy**

Many organizations view adaptability as a strategy for anticipating, reacting to, and withstanding frequent disruption. Despite the focus on an adaptive workforce, little attention has been paid to understanding adaptability in talent processes. This session highlights research and interventions in organizational design, engagement, selection, teams, performance management, and leader development.

Elaine D. Pulakos, PDRI, *Presenter*Benjamin Schneider, University of Maryland/University of Southern California, *Presenter*Steve W. J. Kozlowski, Michigan State University, *Presenter*Tracy Kantrowitz, PDRI, an SHL Company, *Presenter*Jeffrey J. McHenry, Rainier Leadership Solutions, *Presenter*

Submitted by Tracy Kantrowitz, tracy.kantrowitz@pdri.com

**300. Symposium/Forum: 8:00AM-9:20AM Maryland 1-3****Science, Not Stamps: Unitarian Perspectives of Validating Situational Judgment Tests**

MultiDisciplinary

This symposium consists of 4 studies that take different approaches, including various regression and factor analytic methods, to validate situational judgments tests (SJTs). The SJTs also vary in purpose (promotions, medical admissions, predicting trainee performance). Aimed for a mixed intermediate audience, the results provide good insight into overcoming the challenges of validating SJTs.

Sydney L. Reichin, Pennsylvania State University, *Co-Chair*Mark C. Frame, Middle Tennessee State University, *Co-Chair*

Sydney L. Reichin, Pennsylvania State University, Mark C. Frame, Middle Tennessee State University, Kali Thompson, Tennessee Small Business Development Center, Michael B. Hein, Middle Tennessee State University, *Finding Factors to Promote: Factor Analyzing a Promotional Situational Judgment Test*

Duncan J.R. Jackson, King's College London, Michael A. McDaniel, Work Skills First, Inc., *Seeking Out the Psychology in Situational Judgment Test Scores*

Jessica Gladfelter, Virginia Tech, Elsheba K. Abraham, Virginia Tech, Manasia Sturdivant, Virginia Tech, Neil M. A. Hauenstein, Virginia Tech, *Development and Validation of a Situational Judgment Test to Measure Racial Attitudes*

Harold I. Reiter, McMaster University, Christopher Zou, Altus Assessments, Fern Juster, New York Medical College, Kelly Dore, McMaster University, *The Validity of a Situational Judgment Test for Medical School Admissions*

Michael C. Campion, University of Texas Rio Grande Valley, *Discussant*

Submitted by Sydney L. Reichin, sydneyreichin@gmail.com

**301. Symposium/Forum: 8:00AM-9:20AM Maryland 4-6****Frontiers of Team Cognition Research: Empirical and Computational Approaches**

Emergent team cognition and its 2 forms, team mental models (TMM) and transactive memory system (TMS), are critical drivers of team effectiveness. The predominant research approaches ignore their emergence and treat them as static and homogeneous. This symposium highlights the heterogeneous, dynamic, and emergent aspects of team cognition through 2 empirical and 2 computational studies.

Neal Outland, DePaul University, *Co-Chair*Pranav Gupta, Carnegie Mellon University, *Co-Chair*

Neal Outland, DePaul University, Goran Kuljanin, DePaul University, *A Computational Architecture of Team Mental Model Emergence*

Andra Toader, University of Manchester, *Team Mental Model Dissimilarity, Knowledge Recombination, and Creativity*

Justin M. Jones, University of Georgia, Dorothy R. Carter, University of Georgia, J.

Alberto Espinosa, American University, Mark A. Clark, American University, *The Impact of Team Knowledge Overlap Networks on Team Coordination and Performance*

Pranav Gupta, Carnegie Mellon University, Anita Woolley, Carnegie Mellon University, Linda M. Argote, Carnegie Mellon University, Kathleen Carley, Carnegie

Mellon University, *Simulation Model of Human Transactive Memory: A Study of Emergence in Teams*

Submitted by Neal Outland, noutland@depaul.edu

**302. Panel Discussion: 8:00AM-9:20AM Maryland A**  
**We're Here, We're Queer, and We're On Your Team: Studying LGBT Issues in Teams**

There has been a dearth of prior research on the experience of LGBT employees within work teams, despite clear theoretical implications. In this panel, a group of researchers and practitioners from various backgrounds discuss the research and practical implications of utilizing team-related research techniques to better understand the experiences of this unique employee demographic in work teams.

Jessica L. Wildman, Florida Institute of Technology, *Chair*Ngoc Son Duong, Florida Institute of Technology, *Co-Chair*Jesse Caylor, Florida Institute of Technology, *Panelist*Dorothy R. Carter, University of Georgia, *Panelist*Kevin England, Lynn University, *Panelist*Isaac E. Sabat, Texas A&M University, *Panelist*Amy Wax, California State University, Long Beach, *Panelist*

Submitted by Ngoc Son Duong, nduong2017@my.fit.edu

**303. Symposium/Forum: 8:00AM-9:20AM Maryland B****Individual Differences in Risk Propensity in Organizations**

Individuals differ in their tendencies to take risks in specific life domains and in general. Organizational decision making is one domain in which risk taking is inherent but also one not widely studied. The 4 papers presented in this session address this knowledge gap by presenting new insights into how individual differences in risk propensity affect individual and organizational outcomes.

Dev K. Dalal, University at Albany, State University of New York, *Chair*

Yi Wang, Pennsylvania State University, Don C. Zhang, Louisiana State University, Nicholas Howald, Bowling Green State University, Scott Highhouse, Bowling Green State University, *How Distinctive Is Risk Taking Propensity From the Big Five: A Meta-Analytic Investigation*

Edgar E. Kausel, Pontificia Universidad Católica de Chile, Dev K. Dalal, University at Albany, State University of New York, Don C. Zhang, Louisiana State University, *Risk Propensity Amplifies the Effect of Low Pay and Low Job Satisfaction on Turnover Intentions*

Don C. Zhang, Louisiana State University, Clare L. Barratt, Bowling Green State University, *Risk Takers at Work: The Dark and Light Sides of Employee Risk Taking*

Dev K. Dalal, University at Albany, State University of New York, Edgar E.

Kausel, Pontificia Universidad Católica de Chile, Asghar A Jahanshahi, Pontificia Universidad Católica del Perú, Stephen X. Zhang, University of Sydney, *Disambiguating Risk Taking and Entrepreneurial Performance*

Silvia Bonaccio, University of Ottawa, *Discussant*

Submitted by Dev K. Dalal, dev.dalal@gmail.com

**304. Symposium/Forum: 8:00AM-9:20AM Maryland C****MTurk: Abuses, Misuses, and Proper Uses**

MTurk is becoming increasingly popular in I-O research but has been criticized for lacking validity, data quality, and generalizability. Answering Landers and Behrend's (2015) call, a theory-driven focus is provided for MTurk samples in order to evidence its utility for validation and experimentation in certain contexts, and dissuade researchers from non-theory-driven convenience sampling.

Marino Mugayar-Baldocchi, Baruch College & the Graduate Center, CUNY, *Co-Chair*

Alice M. Brawley Newlin, Gettysburg College, *Co-Chair*

Kama D. Dodge, Cubiks, Matt Stewart, Pearson, TalentLens, Keisha Phillips, Pearson, TalentLens, *Representative of What?: Comparing Findings on MTurk With Real World Samples*

Marino Mugayar-Baldocchi, Baruch College & the Graduate Center, CUNY, Marcus J. Fila, Hope College, Bradley E. Gray, The Graduate Center & Baruch College, CUNY, Erin Eatough, BetterUp, *"I Won't Do This Again!" An Intersectional Perspective on Illegitimate Tasks on MTurk*

Natalie Vanelli, Clemson University, Cynthia L.S. Pury, Clemson University, *Time Didn't Fly: The Experience of Boredom on MTurk*

Alice M. Brawley Newlin, Gettysburg College, *Seriously?: Estimates of Gig Work Dependence Vary With Question Wording*



Tara S. Behrend, The George Washington University, *Discussant*

Submitted by Marino Mugayar-Baldocchi, mugayarbaldocchi@gmail.com

### 305. Alternative Session Type with Presenters:

8:00AM-9:20AM

Maryland D

#### Talent Hackathon: Crowdsourcing Solutions for Thorny Organizational Issues

Many I-O practitioners face similar challenges within their organizations. Through audience participation, this alternative session will crowdsource solutions to pressing organizational issues. Senior HR leaders from 8 companies will present an issue they are experiencing and then lead roundtable solutioning discussions. Each table will share their solutions to close out the session.

Richard J. Chambers, II, General Mills, *Co-Chair*

Brittany J. Marcus-Blank, General Mills, *Co-Chair*

Michael J. Benson, General Mills, *Presenter*

Allan H. Church, PepsiCo, *Presenter*

Pamela Congemi, Medtronic, *Presenter*

Jana Fallon, Prudential Financial, *Presenter*

Rebecca Levine, Fox Entertainment Group, *Presenter*

Alyson B. Margulies, US Foods, *Presenter*

Laura Mattimore, Procter & Gamble, *Presenter*

Karen B. Paul, 3M, *Presenter*

Hamilton Ray, Collective Next, *Presenter*

Submitted by Richard J. Chambers, II, richchambersii@gmail.com

### 306. Community of Interest:

8:00AM-8:50AM

National Harbor 1

#### Off-Label I-O: Alternative Career Paths With an I-O Background

Interested practitioners, researchers, and students are invited to a conversation about alternative career paths for those with an I-O background. The benefits and challenges of I-O education in non-I-O academic fields and industry roles will be discussed. Participants are encouraged to bring their experiences and questions to this interactive session.

Maya Garza, BetterUp, *Host*

Amber B. Raley, DDI, *Host*

Katharine R. O'Brien, CUNA Mutual Group, *Coordinator*

Submitted by Katharine R. O'Brien, katharine.r.obrien@gmail.com

### 307. Symposium/Forum:

8:00AM-9:20AM

National Harbor 2-3

#### Who Is the Target? Expanding Emotional Labor Beyond Customer Interactions

Scholars examining emotional labor have largely considered how this phenomenon unfolds within customer interactions. This discussion to noncustomer targets in this session. Five papers examine how emotional labor and related processes unfold among coworkers, nurses regulating with internal/external interaction partners, staff sergeants and their subordinates, and teachers.

Allison S. Gabriel, University of Arizona, *Co-Chair*

Sophie A. Kay, Georgia Institute of Technology, *Co-Chair*

Allison S. Gabriel, University of Arizona, Joel Koopman, Texas A&M University,

Christopher C. Rosen, University of Arkansas, John D. Arnold, Florida State

University, Wayne A. Hochwarter, Florida State University, **A Latent Profile**

**Examination of Emotion Regulation in Coworker Exchanges**

Megan Elizabeth Kenworthy, University of Akron, James M. Diefendorff, University

of Akron, Douglas Magill, University of Akron, Rebecca J. Erickson, University of

Akron, *Surface Acting and Well-Being: Does Who You Act With Matter?*

Michael Hosie, U.S. Army, Alicia A. Grandey, Pennsylvania State University, Rick

R. Jacobs, Pennsylvania State University/PSI, *Emotional Immunity? Leader*

*Emotion Recognition and Empathy With Followers*

Robert C. Melloy, Jr., Culture Amp, Alicia A. Grandey, Pennsylvania State University,

**Latent Profiles of Emotion Regulation in Response to Interpersonal Hostility**

Sophie A. Kay, Georgia Institute of Technology, Kelsey L. Merlo, Consortium

Fellows Research Program, Howard M. Weiss, Georgia Institute of Technology,

*Dissonance or Regulatory Resources? Comparing Two Emotional Labor Mechanisms*

Submitted by Allison S. Gabriel, asgabriel@email.arizona.edu

### 308. Symposium/Forum:

8:00AM-9:20AM

National Harbor 10-11

#### Measurement: New Methods for Classic Problems, Classic Methods for New Problems

I-O psychologists have relied on many of the same methods for 100 years. In a world of self-driving cars are we falling behind? No! This symposium uses novel methods (computer games, mobile sensors, online platforms) to solve classic workplace problems. We also demonstrate that classic I-O methods (BARS) are helping address emerging problems (cross-cultural interactions).

Rodney A. McCloy, HumRRO, *Co-Chair*

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

Shannon L. Marlow, University of Texas at San Antonio, Tiffany M. Bisbey, Rice

University, Wendy L. Bedwell, PACE Consulting Solutions, LLC, Stephanie A. Za-

jac, Houston Methodist Hospital-MITIE Simulation Center, Denise L. Reyes, Rice

University, Michelle LaMar, Educational Testing Service, Saad Khan, Educational

Testing Service, Joseph Lopreiato, Uniformed Services University of the Health

Sciences, *Teamwork Measurement for Multiple Patient Casualty Scenarios*

Jennifer L. Klafehn, Educational Testing Service, Weiwei Liu, Florida Institute of

Technology, Kayla Bigerton, Florida Institute of Technology, *Development of a*

*Behavior-Based Measure of Cross-Cultural Performance*

Michelle Martin-Raugh, Educational Testing Service, Patrick C. Kyllonen,

Educational Testing Service, Jiangang Hao, Educational Testing Service, Adam

Bacall, Educational Testing Service, Dovid Becker, Educational Testing Service,

Christopher Kurzum, Educational Testing Service, Zhitong Yang, Educational

Testing Service, Fred Yan, Educational Testing Service, *Measuring Negotia-*

*tion Skills Using Virtual Performance-Based Dyadic Tasks*

Rodney A. McCloy, HumRRO, Andrea Sinclair, HumRRO, Amanda J. Koch,

HumRRO, Justin D. Purl, HumRRO, Reeshad S. Dalal, George Mason Univer-

sity, Fred Oswald, Rice University, Richard N. Landers, University of Minneso-

ta, **Game-Like Performance Tests for Assessing Personality**

Deniz S. Ones, University of Minnesota, Adib Birkland, University of Minnesota,

Stephan Dilchert, Baruch College, Brenda D. Ellis, University of Minneso-

ta-Twin Cities, Casey A. Giordano, University of Minnesota, Jack W. Kostal,

University of Minnesota, Mustafa al'Absi, University of Minnesota-Duluth,

Eugene Buder, University of Memphis, *Using Mobile Sensors to Model and*

*Predict Typical Job Performance*

Submitted by Rodney A. McCloy, rmccloy@humro.org

### 309. Panel Discussion: 8:00AM-9:20AM

Potomac 1-2

#### Atypical Applications of Work Analysis and Content-Oriented Validation Research

Content-oriented validation (and work analysis) research methodologies may vary substantially depending on research goals. In this panel, experts will discuss research methodologies and considerations in 4 specific applications: background checks, physical ability assessments, specialty positions (small numbers of incumbents in a single position), and compensation practices.

Emilee B. Tison, DCI Consulting Group, Inc., *Chair*

Kayo Sady, Amazon, *Moderator*

Mike G. Aamodt, DCI Consulting Group, Inc., *Panelist*

Deborah L. Gebhardt, HumRRO, *Panelist*

Rick R. Jacobs, Pennsylvania State University/PSI, *Panelist*

Submitted by Emilee B. Tison, etison@dciconsult.com

### 310. Alternative Session Type with Presenters:

8:00AM-9:20AM

Potomac 3-4

#### Career Transitions: Perspectives on How to Make the Leap

How do we navigate career changes in I-O psychology? This and related questions are explored by 6 SIOP members experiencing their own transitions and looking to the future. Research-based frameworks for movement, personal experiences of midcareer practitioners, and opportunity for community building and branding are shared.

Tiffany R. Poeppelman, LinkedIn, *Presenter*

Amy DuVernet, Training Industry, Inc, *Presenter*

Cristina I. Gutierrez, Kabbage, *Presenter*

Melissa M. Harrell, Google, *Presenter*

Chris Kubisiak, PDRI, an SHL Company, *Presenter*

Nazanin Tadjbakhsh, Alliant International University, *Presenter*  
 Jessica Thornton, Dell Technologies, *Presenter*  
 Submitted by Tiffany R. Poeppelman, tiffanyrpiley@gmail.com

**311. Alternative Session Type with Presenters:****8:00AM-9:20AM****Potomac 5-6**

**Data Storytelling for I-Os: Let's Get Creative and Give It a Try**  
 Participants will learn and apply the basic principles of data storytelling to build their own skills by working in small teams to translate a typical I-O data set into a compelling story. Teams will be provided with physical "props" (e.g., Lego, silly putty, tinker toys) to bring their data stories to life. They will then share their stories and have a facilitated discussion of lessons learned.

Seymour Adler, Aon, *Co-Chair*Amy Dawgert Grubb, Federal Bureau of Investigation, *Co-Chair*Miriam T. Nelson, Korn Ferry, *Presenter*

Submitted by Miriam T. Nelson, miriam.nelson@kornferry.com

**MultiDisciplinary****312. Symposium/Forum: 8:00AM-9:20AM****Potomac C****Advancing the Science of Intrapersonal and Interpersonal Leader Identity Dynamics**

The complexity and dynamism of leader identity has received little empirical attention. This symposium illustrates how leader identities are constructed and emerge (e.g., in leaderless groups), how they change over time (e.g., in the U.S. Army) and between contexts (e.g., leader/follower schemas), and how they influence between-person processes (e.g., cooperation in Congress).

Maureen E. McCusker, Army Research Institute for Behavioral and Social Sciences, CRFP, *Co-Chair*Hannah L. Samuelson, University of Maryland, *Co-Chair*

Maureen E. McCusker, Army Research Institute for Behavioral and Social Sciences, CRFP, Roseanne J. Foti, Virginia Tech, Lauren Emily Thompson, Virginia Tech, **Here and Now: Exploring the Contextual and Longitudinal Bounds of Leader Identity**

Jennifer L. Wessel, University of Maryland-College Park, Hannah L. Samuelson, University of Maryland, Paul J. Hanges, University of Maryland, Jordan Epistola, University of Maryland, College Park, Emily Elizabeth Forgo, University of Maryland-College Park, **The Relationship Between Identity and Bipartisan-ship for Elected Leaders of Congress**

Bryan P. Acton, Virginia Tech, Roseanne J. Foti, Virginia Tech, **Ready & Willing: Assessing Profiles of Leader/Follower Self-Schema and Motivation**

Lauren A. Lanzo, George Washington University, Stefanie Plemmons Shaughnessy, U.S. Army Research Institute, **Measuring Leader Identities Over Time**  
 Robert G. Lord, Durham Business School, *Discussant*

Submitted by Maureen E. McCusker, mem66@vt.edu

**313. Symposium/Forum: 8:00AM-9:20AM****Potomac D****Jobs Without Thorns? New Findings in the Field of Economic Stressors**

This symposium brings together recent work on 2 critical employment-related economic stressors: job insecurity and overqualification. Studies included in this symposium expand the predictor and outcome variables associated with these stressors and incorporate rigorous methodologies, diverse samples, and unique perspectives. Important future directions will be identified by the discussant.

Maïke E. Debus, University of Zurich, *Chair*Soner Dumani, American Institutes for Research (AIR), *Co-Chair*

Ute-Christine Klehe, Justus Liebig Universität Giessen, Maximilian Buyken, University of Giessen, Laura Gärtner, Westfälische Wilhelms-Universität Münster, **In Times of Uncertainty, Does Career Adaptive Responding Help?**

Nicole Carusone, University of Central Florida, Mindy K. Shoss, University of Central Florida, **Job Insecurity, Financial Stress, and Workplace Discrimination**

Vicente Gonzalez-Roma, University of Valencia, Victor Valls, University of Valencia, Ana Hernandez Baeza, University of Valencia, Esperanza Rocabert, University of Valencia, **University Graduates' Proactive Personality and Overqualification**

Maïke E. Debus, University of Zurich, Barbara Körner, University of Zurich, Mo Wang, University of Florida, Martin Kleinmann, University of Zurich, **Overqualification and Job Performance: A Dual Pathway Model**

Robert R. Sinclair, Clemson University, *Discussant*

Submitted by Maïke E. Debus, m.debus@psychologie.uzh.ch

**Poster Session (Attitudes/Leadership):****8:30AM-9:20AM****Prince George's Exhibit Hall D****314. Poster: 8:30AM-9:20AM****Board 1****Employee Attitudes and Sexual Diversity: The Potential Role of Cultural Empathy**

Authors examined the relationship among the personality trait of cultural empathy, employee attitudes, and sexual diversity among a sample of 194 part-time employed university students. Findings indicate that the proportion of gay/lesbian coworkers in the workplace moderates the relationship between cultural empathy and engagement, with a similar but nonsignificant pattern found for burnout.

Adrian Abellanoza, University of Texas at Arlington

Jared Kenworthy, University of Texas at Arlington

Submitted by Adrian Abellanoza, a.abellanoza93@gmail.com

**315. Poster: 8:30AM-9:20AM****Board 2****Leader-Member Exchange, Workaholism, and Strain: A Longitudinal Study**

Using a longitudinal design, this study examines the relationship between LMX and subordinate's workaholism and strain. Based on a sample of 180 employees, findings indicate that LMX is more strongly related to workaholism when perceived overwork climate is high. Additionally, workaholism was found to mediate the interactive effects of LMX and overwork climate on subordinate's strain.

Marie-Colombe Afota, HEC Montreal

Véronique Robert, HEC Montreal

Christian Vandenberghe, HEC Montreal

Submitted by Christian Vandenberghe, christian.vandenberghe@hec.ca

**316. Poster: 8:30AM-9:20AM****Board 3****Do Engaged Leaders Enrich Their Followers' Engagement? Role of LMX and Power Distance**

Drawing upon social exchange theories, authors develop and test a model of followers' work engagement. Findings suggest that leaders can boost followers' work engagement by displaying their own work engagement and developing high quality exchange relationships (LMX) with the followers. But the relationship between leader engagement and LMX depends on the followers' power distance orientation.

Mahfooz A. Ansari, University of Lethbridge

Sharmila Jayasingam, University of Malaya

Sharan Kaur Garib Singh, Whitireia Community Polytechnic

Rehana Aafaqi, University of Lethbridge

Submitted by Mahfooz A. Ansari, mahfooz.ansari@uleth.ca

**317. Poster: 8:30AM-9:20AM****Board 4****How Does Political Skill Drive Engagement? The Role of Self-Esteem and Identification**

This study examined the political skill-engagement link via organization-based self-esteem (OBSE) and organizational identification. Results based on data from 188 Pakistani employees revealed that politically skilled employees reported OBSE and organizational identification. As a result, OBSE enhanced their job engagement and organizational identification increased their organization engagement.

Ameer A. Basit, Information Technology University

Submitted by Ameer A. Basit, ameerbasit@gmail.com

**318. Poster: 8:30AM-9:20AM****Board 5****Outcomes of Meaningful Work: A Meta-Analysis**

Meta-analytic effect sizes were calculated based on 44 articles (N = 23,144). Results indicated meaningful work had large correlations with work engagement, commitment, and job satisfaction; moderate correlations with life satisfaction, life meaning, general health, and withdrawal intentions; and small correlations with organizational citizenship behaviors, job performance, and negative affect.

Cassandra L. Batz-Barbarich, SAP,

Blake Allan, Purdue University

Haley Sterling, Purdue University

Louis Tay, Purdue University

Submitted by Cassandra L. Batz-Barbarich, cbatz@purdue.edu



**319. Poster: 8:30AM-9:20AM****Board 6****Trust as a Mediator Between the Psychological Contract and Organizational Commitment**

This study examined whether trust mediates the relationship between the psychological contract and organizational commitment in full time employees. Trust was found to mediate the relationship between relational psychological contracts and both affective and normative commitment, but not between transactional psychological contracts and continuance commitment.

Catherine Burr, University of Windsor  
Catherine T. Kwantes, University of Windsor

Submitted by Catherine Burr, burr1@uwindsor.ca

**320. Poster: 8:30AM-9:20AM****Board 7**

**You Gotta Pray Just to Make It Today: Revealing Atheism at Work**  
Authors surveyed 116 self-identified atheists for how disclosure behavior across life domains impacts job satisfaction and organizational commitment. The more comfortable atheists are in discussing their ideology with coworkers, the more positively they view their work, which underscores the importance for organizations to create safe environments for disclosure.

Catherine S. Daus, Southern Illinois University-Edwardsville  
Brian Wilkinson, Ameren Corporation

Submitted by Catherine S. Daus, cdaus@siue.edu

**321. Poster: 8:30AM-9:20AM****Board 8****Values Affirmation or Perspective Taking: An Intervention With Contrary Findings**

Authors examined the well-established values-affirmation intervention in an organization. Results found effects that were opposite from hypotheses for organizational identification, affective commitment, and intent to remain. Supplemental analyses suggest that the procedures behave differently in an interdependent context where the control condition activates perspective taking.

Patrick Flynn, University of South Carolina

Submitted by Patrick Flynn, patrick.flynn@grad.moore.sc.edu

**322. Poster: 8:30AM-9:20AM****Board 9****Existing Support Measures Aren't Satisfactory: Workplace Support Satisfaction Scale**

This study introduces the Workplace Social Support Satisfaction Scale (WSSSS), examines its psychometric properties, and demonstrates the unique value of the scale. Across 2 employee samples ( $n_1 = 250$ ,  $n_2 = 276$ ), the scale explains variance in important outcomes above and beyond existing measures. The scale demonstrates promise for future support research.

Cheryl Gray, University of South Florida  
Kayla Nicole Lacey, University of South Florida  
Scott Jacobsen, University of South Florida  
Jamie Bertomeu, University of South Florida

Submitted by Cheryl Gray, cgray14@mail.usf.edu

**HR****323. Poster: 8:30AM-9:20AM****Board 10****Revisiting the Genetic Correlation of Job Satisfaction and Personality**

This study uses advanced behavior genetics modeling to reassess the extent to which the genetic correlation of personality and job satisfaction is explained by affect. Using twin data, authors find positive and negative affect explains personality–job satisfaction correlations via their genetic correlation with job satisfaction.

Riley Hess, University of Georgia  
Nathan T. Carter, University of Georgia

Submitted by Riley Hess, rileyhess96@gmail.com

**324. Poster: 8:30AM-9:20AM****Board 11****Interactive Effects of Perceptions of Fairness on Employee Connectedness and Engage**

Authors examined the relationship of inclusion at work to employee engagement via connectedness. Procedural fairness acted as our moderating variable. Findings suggest inclusion is positively related to connectedness—promoting investment in one's work. The relationships

of inclusion to connectedness and connectedness to engagement were also conditional upon perceived levels of procedural fairness.

Lars U. Johnson, Wayne State University  
Tyleen N. Lopez, Wayne State University  
Dustin Maneethai, University of Houston  
Jessie Sanchez, Wayne State University  
Colin Edward Hall, Wayne State University  
Sydney R Siver, Wayne State University  
Elizabeth Culhane, HRT

Submitted by Lars U. Johnson, larsjohnson84@gmail.com

**325. Poster: 8:30AM-9:20AM****Board 12****Creating a Sense of Connection at Work: The Mediating Role of Organizational Identity**

Effects of procedural justice, training opportunities, and innovation on job satisfaction and affiliation commitment via the mediating effect of organizational identification were examined. Also explored was the moderating role of supervisor satisfaction on the relationship between the antecedents and organizational identification. Data from 247 individuals provide support for the model tested.

Matthew Valle, Elon University  
K. Michele Kacmar, Texas State University  
Martha Andrews, University of North Carolina-Wilmington

Submitted by K. Michele Kacmar, mkacmar@txstate.edu

**326. Poster: 8:30AM-9:20AM****Board 13****Job Satisfaction and Productivity: Is a Happy Workforce More Productive?**

Taking a longitudinal perspective, authors hypothesize that employees' job satisfaction predicts organizational productivity. They tested this relationship using a sample of 404 employees working in 37 firms. Using latent growth modeling, results indicated that job satisfaction predicted a linear increase in 2 financial indices of organizational productivity over the course of 3 subsequent years.

Stacey R. Kessler, Montclair State University  
Lorenzo Lucianetti, University of Chieti and Pescara  
Shani Pindek, University of Haifa  
Zhu Zhu, Montclair State University  
Paul E. Spector, University of South Florida

Submitted by Stacey R. Kessler, kessler@mail.montclair.edu

**327. Poster: 8:30AM-9:20AM****Board 14****Effective Meetings, Engaged Employees, and Performance: Meeting Size Matters**

The authors investigated how meeting size influenced the relationship between meeting effectiveness and task performance through work engagement. Using a 3-wave survey panel asking working adults about their last workplace meeting, the authors found that effective meetings only transferred to the end-of-the-day task performance when participants' meeting size was small.

Nicole B. Landowski, University of Nebraska at Omaha  
Jiajin (Sophie) Tong, Peking University  
Joseph A. Allen, University of Nebraska at Omaha  
Steven G. Rogelberg, University of North Carolina Charlotte

Submitted by Nicole B. Landowski, nlandowski@unomaha.edu

**328. Poster: 8:30AM-9:20AM****Board 15****Discovering the Language of Meaningful Work**

Can you tell whether a person finds their work meaningful just by how they talk about it? Aided by machine learning techniques, authors analyzed a collection of work stories to look for language patterns common to those who find their work meaningful. Results indicate that identity statements like "I am" are strongly associated with feelings of work meaningfulness.

Mike Morrison, Michigan State University  
Saakshi Kale, Augustana University

Submitted by Mike Morrison, mikeamorrison@gmail.com



329. Poster: 8:30AM-9:20AM

Board 16

**Work-related Flow: Factors Influencing Perceptions of Usefulness and Prevalence**

Using a combination of self-report measures, experimental manipulation, and O\*NET data, responses from workers in 216 unique occupations are used to examine factors that influence beliefs about the usefulness of work-related flow. A variety of factors are identified, and results suggest that psychological grit moderates the relationship between usefulness beliefs and prevalence of experience.

Kevin Nolan, Hofstra University  
Jared Weintraub, Hofstra University  
Aditi Rabindra Sachdev, Hofstra University

Submitted by Kevin Nolan, kevin.p.nolan@hofstra.edu

330. Poster: 8:30AM-9:20AM

Board 17

**Effects of Ethical Leadership and Organizational Trust on Work Engagement**

Authors argued that ethical leadership affects engagement directly and indirectly through organizational trust. Data from 455 workers revealed support for the argument that ethical leadership enhances organizational trust, organizational trust provides resources that facilitate engagement, and ethical leadership's effect on trust is greater among individuals high than low in conscientiousness.

Mike Olson, University of Houston  
Nikola Fedorowicz, University of Houston  
Ricardo Obasare, University of Houston  
Dustin Maneethai, University of Houston  
Allison M. Tringale, Loras College  
Leanne E. Atwater, University of Houston  
James E. Campion, University of Houston  
Loring Crepeau, DEOMI  
L. A. Witt, University of Houston

Submitted by L. A. Witt, witt@uh.edu

331. Poster: 8:30AM-9:20AM

Board 18

**Engaged and Committed? An Investigation of the Relative Importance of Commitment**

The authors sought out to investigate the unique impact, if any, that organizational commitment has on outcomes over employee engagement levels alone. The outcomes that were chosen to focus on were job satisfaction, absenteeism, and organizational citizenship behaviors. Analyses indicated that commitment is still indeed desirable, for it improved prediction of all 3 outcomes.

Reetu Sandhu, Limeade  
Julianne Tillmann, Limeade  
Laura S. Hamill, Paris Phoenix Group

Submitted by Reetu Sandhu, reetu.sandhu@limeade.com

332. Poster: 8:30AM-9:20AM

Board 19

**Voice and Job Satisfaction: Supervisor's Power Distance Orientation as Moderator**

Authors investigated the impact of supervisor's power distance orientation on the relationship between employee voice and job satisfaction. Moderated regression analysis with data from 153 supervisor-employee dyads from Singapore showed that the positive effect of voice on job satisfaction weakened at higher levels of supervisor's power distance orientation.

Klaus J. Templer, Singapore University of Social Sciences (SUSS)  
Sean Fang, Singapore University of Social Sciences (SUSS)

Submitted by Klaus J. Templer, kjtempler@suss.edu.sg

333. Poster: 8:30AM-9:20AM

Board 20

**How Coworker Competence and Support Influence Engagement and Contextual Performance**

Coworkers are influential yet understudied. Authors argue that perceptions of coworkers' competence and warmth relate to engagement and subsequent performance. Coworker support indirectly resulted in organizational citizenship behaviors through both emotional and social engagement. However, coworker competence only produced organizational citizenship behaviors via social engagement.

Allison M. Tringale, Loras College  
Nikola Fedorowicz, University of Houston  
Clare Simcox, University of Houston  
Lisa M. Penney, University of South Florida Sarasota-Manatee  
Leanne E. Atwater, University of Houston  
L. A. Witt, University of Houston

Submitted by Allison M. Tringale, allison.tringale@gmail.com

334. Poster: 8:30AM-9:20AM

Board 21

**Are We on the Same Side? Effects of Leader-Follower Congruence in Overqualification**

This study sheds light on the leader/follower dynamics pertaining to overqualification (OQ). Drawing on the person-supervisor fit literature, authors propose and find that (in)congruence in OQ between leader and follower influences job performance and turnover intentions through leader perspective taking and job engagement. A novel approach to studying positive outcomes of OQ is offered.

Lin Wang, Sun Yat-sen University  
Zhen Zhang, Arizona State University  
Lihua Shi, Guangzhou University  
Manuel J. Vaulont, Arizona State University

Submitted by Zhen Zhang, zhen.zhang@asu.edu

335. Poster: 8:30AM-9:20AM

Board 22

**The Effects of Leader-Follower Relationship and Humor Style on Job Satisfaction**

Authors examined positive humor styles (affiliative and self-enhancing) and group (in-group and out-group membership) and their effects on job satisfaction. Results showed a significant difference between group membership on job satisfaction but no significant difference between humor styles. An interaction between humor styles and group membership was not supported but a main effect was found.

Cody Donovan Clay Warren, Hogan Assessment Systems  
Mark S. Nagy, Xavier University

Submitted by Cody Donovan Clay Warren, cody.warren1272@gmail.com

336. Poster: 8:30AM-9:20AM

Board 23

**How Leader-Follower Attributes and Extreme Context Influence Leadership Ratings**

Authors explore how follower affective, motivational, and cognitive attributes; their fit with leader attributes; and operating in an extreme context relate to transformational leadership ratings. Results from a sample of 1,587 U.S. Army soldiers in 262 units confirmed the importance of follower attributes and fit on leadership ratings and how their extreme context impacts these relationships.

Bruce J. Avolio, Foster Center for Leadership & Strategic Thinking  
Robert G. Lord, Durham Business School  
Fong T. Keng-Highberger, Nanyang Technological University  
Sean T. Hannah, Wake Forest University  
John Schaubroeck, Michigan State University  
Steve W. J. Kozlowski, Michigan State University

Submitted by Fong T. Keng-Highberger, fongkeng@ntu.edu.sg

337. Poster: 8:30AM-9:20AM

Board 24

**Can You See the Real Me? Examining the Authenticity of Ethical Leadership**

To distinguish between authentic versus pseudo ethical leadership, the authors propose that leaders' moral identity and materialism values are important boundary conditions. Hypotheses are tested in a field study of 408 employees from 96 units. Results indicate the direct effect of ethical leadership on ethical climate and the indirect effect on unit knowledge sharing are conditional.

Jae Young Choi, Drexel University  
Christian J. Resick, Drexel University  
Lorenzo Lucianetti, University of Chieti and Pescara

Submitted by Jae Young Choi, jaeyoung79@gmail.com

338. Poster: 8:30AM-9:20AM

Board 25

**Mistakes Matter: Exploring Follower Response to Leader Error Characteristics**

Authors examined impact of leader error timing, type, and severity of follower attributions in the laboratory. Through a 2x2x2 factorial design, results indicated that followers reacted most negatively to the specific type of error committed and its severity but not the timing in which it occurred.

Matthew P. Crayne, University at Albany, SUNY

Samuel T. Hunter, Pennsylvania State University

Submitted by Matthew P. Crayne, mcrayne@albany.edu

339. Poster: 8:30AM-9:20AM

Board 26

**Structured Interviews for Assessing Leadership Behavior Constructs**

This study explored the potential of structured interviews as a novel approach to assessing leadership behavior constructs. Results show that task-, relations-, and change-oriented leadership can be assessed as distinct interview dimensions, and that interview ratings have incremental validity over leader traits and self-rated leader behaviors in predicting different types of leadership criteria.

Anna Luca Heimann, University of Zurich

Pia Ingold, University of Zurich

Martin Kleinmann, University of Zurich

Submitted by Anna Luca Heimann, anna.heimann@gmail.com

340. Poster: 8:30AM-9:20AM

Board 27

**Leadership, Dominant Personality, and Gender: The Role of Normality Evaluations**

Authors show that dominant personality predicts transformational leadership, but only for men. This role congruity interaction effect is explained by perceived normality (mediated moderation). The conditional indirect effect of dominant personality on transformational leadership through perceived normality is positive for men but negative for women.

Jun-yeob Kim, University of Illinois, Urbana-Champaign

Ning Hsu, University of Illinois, Urbana-Champaign

Daniel A. Newman, University of Illinois, Urbana-Champaign

Peter D. Harms, University of Alabama

Dustin Wood, University of Alabama

Submitted by Ning Hsu, ningh2@illinois.edu

341. Poster: 8:30AM-9:20AM

Board 28

**Leader's Vision Communication: Development and Validation of a Questionnaire (VCQ)**

Authors developed and validated a 25-item instrument to measure leader's vision communication. Dimensions are rhetoric, empowerment, self-worth, salience and continuity of collective values, relation to and change of intermediate goals, promotion and prevention focus, and personalization. CFA supported the 10-factor model. Correlations with leadership styles suggest construct validity.

Henning Krug, Philipps University of Marburg

Steffen Schummer, Philipps University of Marburg

Kathleen Otto, Philipps University of Marburg

Submitted by Kathleen Otto, kathleen.otto@staff.uni-marburg.de

342. Poster: 8:30AM-9:20AM

Board 29

**Predictive Validities of Personality Facets for Leadership Across Leadership Levels**

The study examined the role of leadership levels on the predictive validities of personality for leadership effectiveness. Results indicate the predictive power of personality varies across levels: Openness only predicts effective leadership in top-level leaders and Agreeableness only predicts that in bottom level. It also emphasizes the importance of utilizing underlying personality facets.

Jiayin Qu, Assessment Associates International

Ronald C. Page, Assessment Associates International

Submitted by Jiayin Qu, quxxx179@umn.edu

343. Poster: 8:30AM-9:20AM

Board 30

**Sounds Like a Leader: Another Way to Judge Leadership Ability?**

Authors performed an exploratory study of the relationship between human voice qualities and leader selection within the context of a simu-

lated organization requiring 95 managers to run for leadership positions. Vocal characteristics were associated with the number of votes received. Furthermore, they were a stronger predictor of votes than scores on a 360-degree competency based instrument.

Margarida Truninger, Center for Creative Leadership

Marian N. Ruderman, Center for Creative Leadership

Cathleen Clerkin, Center for Creative Leadership

Debra Cancro, VoiceVibes, Inc.

Katya Fernandez, Center for Creative Leadership

Submitted by Marian N. Ruderman, ruderman@ccl.org

344. Poster: 8:30AM-9:20AM

Board 31

**A Taxonomy of What Employees Most Want From Their Immediate Manager**

Global research of a representative sample of over 26,000 workers from 26 countries indicate they most want from their immediate managers: support and understanding, recognition, clear communication, competence, just and equitable treatment, respect, integrity, and fair employment exchange. Theoretical and practitioner implications of the resultant taxonomy are reviewed.

Jack W. Wiley, Manchester University

Connor Eichenauer, Manchester University

Haiyan Zhang, IBM Smarter Workforce Institute

Submitted by Jack W. Wiley, jack@jackwiley.com

345. Poster: 8:30AM-9:20AM

Board 32

**Making Sense of Leader Reward and Punishment: A Social Exchange Framework**

Based on data from 240 employees and their supervisors, this study examines how leader reward and punishment (i.e., contingent reward, contingent punishment, noncontingent reward, and noncontingent punishment) influence employees' perception of social exchange relationships with the organization, which in turn influence their job performance.

Ying Zhang, The University of Hong Kong

Yiwen Zhang, University of Hong Kong,

Submitted by Ying Zhang, u3005224@hku.hk

346. Special Event: 10:00AM-11:20AM

Chesapeake 1-3

**SIOP Select: Leveraging a Scientist-Practitioner Model to Help Eradicate Poverty**

SIOP and the Alliance membership are uniquely positioned to directly impact the eradication of poverty, hunger and inequality on a global scale. Panelists in this session will discuss creative research, mindset changes and new community and organizational initiatives that can be leveraged to promote sustainable livelihoods and empowered recipients around the world.

John C. Scott, APTMetrics, Inc., *Chair*

Alexis Bonnell, U.S. Agency for International Development, *Panelist*

Stuart C. Carr, Massey University/Project Glow, *Panelist*

Julie B. Olson-Buchanan, California State University-Fresno, *Panelist*

Virginia E. Schein, Gettysburg College, *Panelist*

Submitted by John C. Scott, jscott@apmetrics.com

MultiDisciplinary

347. Symposium/Forum: 10:00AM-11:20AM

MultiDisciplinary

**Chesapeake 4-6****From #MeToo to What Now: Search for Solutions**

In the second of 2 symposia on the #MeToo movement, potential solutions are sought to the tenacious problem of workplace sex harassment. Social media may serve as an effective coping mechanism and anxious arousal may facilitate bystander intervention. Communal-oriented power, however, increases harassment proclivities. Ultimately, leaders' role in nurturing inclusive climates may be the solution.

Margaret S. Stockdale, Indiana University-Purdue University Indianapolis, *Chair*

Tuyen Dinh, Indiana University-Purdue University, Indianapolis (IUPUI), *Co-Chair*

Declan O. Gilmer, University of Connecticut, *Co-Chair*

Margaret S. Stockdale, Indiana University-Purdue University Indianapolis, De-

clan O. Gilmer, University of Connecticut, Tuyen Dinh, Indiana University-Pur-

due University, Indianapolis (IUPUI), **Good and Evil: Dual Effects of Power on Likelihood to Sexually Harass—or Not**

Elizabeth Williams, Paradise 4 Paws, Pooch Hotel, Kimberly T. Schneider, Illinois



State University, Nathan J. Carpenter, Illinois State University, *Sharing #Me-Too on Twitter: Incidents, Coping Responses, and Social Reactions*  
 Elizabeth D. Jenkins, Texas A&M University, Kathi N. Miner, Texas A&M University, Ramona L. Paetzold, Texas A&M University, *Bystander Sexual Harassment, Emotional Reactions, and the Desire to Help*  
 Elissa L. Perry, Columbia University, Caryn J. Block, Columbia University, Debra A. Noumair, Columbia University, *Leading In: Inclusive Leadership, Inclusive Climates, and Sexual Harassment*

Submitted by Margaret S. Stockdale, pstockda@iupui.edu

#### 348. Alternative Session Type with Presenters: 10:00AM-11:20AM Chesapeake A-C

**Ethnic Minorities in I-O Careers: Pathfinders for Diversity**  
 SIOP designated diversity as the #2 workplace trend for 2018. To foster greater diversity within SIOP, authors propose an alternative session about I-O career paths from the viewpoint of ethnic minority I-O psychologists, highlighting presenters' career journeys and lessons learned. These paths are academia, internal and external practice, and government, with PhD and master's-level perspectives.

Vivian A. Woo, Mercer | Sirota, *Presenter*  
 Sayeedul Islam, Talent Metrics, *Presenter*  
 Lyndon U. Llanes, Verizon, *Presenter*  
 Myia S. Williams, Northwell Health, *Presenter*  
 Jasmine N. Snyder, Army Research Institute, *Presenter*  
 Marcus L. Bost, Jr., Deloitte, *Presenter*  
 Sheryl Lobo, *Presenter*

Submitted by Vivian A. Woo, vivian.woo@mercer.com

#### 349. Special Event: 10:00AM-10:50AM Chesapeake G-I SIOP Select: Overcoming Missed Opportunities for a Seat at the People Analytics Table

People analytics is a flourishing field that utilizes data and technology to uncover insights that inform people practices, policies, and programs. However, these teams are often deficient in the content and analytics expertise that I-Os are trained to deliver. This session brings together leading minds in the field to discuss how I-Os can claim a more prominent seat at the people analytics table.

Michael Litano, Capital One, *Co-Chair*  
 Meredith R. Coats, Capital One, *Co-Chair*  
 Alexis A. Fink, Facebook, *Panelist*  
 Brian Welle, Google, *Panelist*  
 Guru Sethupathy, Capital One, *Panelist*  
 Nik Shah, PricewaterhouseCoopers, *Panelist*

Submitted by Michael Litano, michael.litano@gmail.com



MultiDisciplinary

#### 350. Symposium/Forum: 10:00AM-11:20AM Chesapeake J-L Emerging Trends in Leadership Research, Teaching, and Practice

This symposium examines leadership trends in 3 areas of I-O psychology: research, teaching, and practice. Five presentations will be delivered as part of this symposium, representing emerging leadership trends as illustrated by a diverse group of scholars, practitioners, faculty, and students.

Donna Chrobot-Mason, University of Cincinnati, *Chair*  
 Natalia Lorinkova, Wayne State University, Qaiser Mehmood, Hamadrd University, *Convergence and Divergence in Empowering Leadership Coming From Different Levels*  
 Donna Chrobot-Mason, University of Cincinnati, Rosemary Hays-Thomas, University of West Florida (emeritus), *Leadership Theories, Leadership Development, and Women*  
 Cynthia K. Maupin, University of Georgia, Lauren A. Lanzo, George Washington University, *Leadership for Modern Organizations: Embracing and Expanding Network-Based Approaches*  
 Jack Fitzgerald, University of Cincinnati, Donna Chrobot-Mason, University of Cincinnati, *Millennials and Gen Zers: Changing How We View Leadership and Develop Future Leaders*  
 Marian N. Ruderman, Center for Creative Leadership, *Developing Leaders From the Inside Out*

Submitted by Donna Chrobot-Mason, donna.chrobot-mason@uc.edu

#### 351. Panel Discussion: 10:00AM-11:20AM Maryland 1-3 Beyond the Rating Scale: Proposal for a Complete Cocktail of Performance Measurement

This session brings together 5 different practitioners from 5 different industries to talk about the different ways performance is measured. Practitioners will discuss how performance is measured and managed in their organizations, research they have done with performance management, and how their performance measure is used in their organizations.

Meisha-Ann Martin, Flex, *Chair*  
 Randy Lim, McKinsey & Company, *Co-Chair*  
 Andrew Biga, GoHealth Urgent Care, *Panelist*  
 Dinora R. Fitzgerald, McKinsey & Company, *Panelist*  
 Kaitlyn Warter, Nordstrom, *Panelist*  
 Marc Vicino, JetBlue, *Panelist*

Submitted by Meisha-Ann Martin, meishaann.martin@flextronics.com

#### 352. Alternative Session Type with Presenters: 10:00AM-11:20AM Maryland 4-6

##### Test Validation Challenges: What Would You Do?

I-O psychologists encounter unexpected situations when validating and implementing assessments. Discussing these challenging situations with other professionals can result in insight regarding solutions. Participants will discuss in small groups how they might deal with various situations they could encounter and will also hear expert panelists' insights.

Emily G. Solberg, SHL, *Co-Chair*  
 Eric C. Popp, SHL, *Co-Chair*  
 Ann Marie Ryan, Michigan State University, *Presenter*  
 William Shepherd, The Wendy's Company, *Presenter*  
 Nancy T. Tippins, The Nancy T. Tippins Group, *Presenter*

Submitted by Emily G. Solberg, emily.solberg@shl.com

#### 353. Symposium/Forum: 10:00AM-11:20AM Maryland A

**Advances in Predicting Employee Recovery at Home and Work**  
 Scholars have well-documented the benefits of recovering from work for employees and employers. This symposium highlights current research aimed at moving beyond the recovery benefits to understanding the personal (e.g., mindfulness, attitude, personal resources) and situational (e.g., leader, coworkers, spouse/family, job control) factors that may predict employee recovery at home and work.

Youngah Park, University of Illinois at Urbana-Champaign, *Chair*  
 Kelsey-Jo Ritter, Manchester University, *Co-Chair*  
 Sabine Sonnentag, University of Mannheim, Laura Venz, University of Mannheim, Ronit Kark, Bar-Ilan University, *Psychological Detachment From Work During Leisure Time: The Role of Leadership*  
 Lucille S. Headrick, University of Illinois at Urbana-Champaign, Youngah Park, University of Illinois at Urbana-Champaign, *Predictors of Student Workers' Weekend Recovery Experiences and Their Outcomes*  
 Kelsey-Jo Ritter, Manchester University, *Honey I'm Home: Provision and Perception of Recovery Support in Working Dyads*  
 Sooyeol Kim, University of Illinois at Urbana-Champaign, SeongHee Cho, North Carolina State University, *Personal and Situational Predictors of Microbreaks: A Daily Diary Study*

Submitted by Youngah Park, youngah.park.io@gmail.com

#### 354. Special Event: 10:00AM-11:20AM Maryland B SIOP Select: The Second SIOP Machine Learning Competition

The second SIOP machine learning competition is a chance to (a) learn by doing, (b) bring new methods to the field, and (c) establish performance benchmarks. Adopting a Kaggle-like style, it provides an opportunity for the field to come together to tackle tough methodological problems, determine the best solutions systematically, and then share back insights and reproducible code.

Isaac Benjamin Thompson, Shaker International, *Co-Chair*  
 Nick C. Koenig, Shaker International, *Co-Chair*  
 Mengqiao Liu, Amazon, *Co-Chair*

Submitted by Isaac Benjamin Thompson, thompsonisaac@gmail.com



MultiDisciplinary



**355. Symposium/Forum:****10:00AM-11:20AM****Maryland C****Advancing Organizational Research With Computational Modeling**

Computational modeling (CM) offers organizational scientists the opportunity to garner scientific knowledge for multiple research purposes. This symposium provides an introductory, concise overview of computational models, common myths and realities of what CMs can do, principles for CM theory development, and an example of how CM and data can be used to advance organizational research.

Steve W. J. Kozlowski, Michigan State University, *Chair*Georgia T. Chao, Michigan State University, *Co-Chair*Steve W. J. Kozlowski, Michigan State University, Georgia T. Chao, Michigan State University, *An Introduction to Computational Modeling*Michael T. Braun, University of South Florida, *Unpacking the Black Box: Myths and Realities of Computational Modeling*James A. Grand, University of Maryland, *"Actors, not Factors:" Principles for Building and Testing Computational Theories*Goran Kuljanin, DePaul University, Neal Outland, DePaul University, Elizabeth Guth, DePaul University, Jake Weiss, DePaul University, Ashlyn Lowe, DePaul University, *Iterative Science: Integrating Computational Modeling With Empirical Data*

Submitted by Georgia T. Chao, chaog@msu.edu

**356. Panel Discussion: 10:00AM-11:20AM****Maryland D****The Quantified Employee: Analytics That Transform Behavior and the Employee Experience**

Organizations are striving to improve talent management throughout the employee lifecycle by leveraging better data driven decision making and evidence-based best practices. This panel explores how analytics can help inform and transform both best practices and the employee experience throughout the employee lifecycle. Innovative ideas and challenges experienced by practitioners will be discussed.

Ben Wigert, The Gallup Organization, *Chair*Molly Maymar, Accenture, *Panelist*Richard J. Chambers, II, General Mills, *Panelist*Rick H. Pollak, PwC, *Panelist*Bennett A. Price, PepsiCo, Inc., *Panelist*James K. Harter, The Gallup Organization, *Panelist*

Submitted by Ben Wigert, ben\_wigert@gallup.com

**357. Community of Interest:****10:00AM-10:50AM****National Harbor 1****Reducing Discrimination and Encouraging Inclusion in Practice and Research**

In this COI, participants are invited to a discussion about reducing discrimination and fostering inclusion in academia and practice. Questions are addressed such as: When is D&I training effective? How can organizations incorporate inclusion into their strategy? How do social justice movements affect employees, and how should organizations respond?

Enrica N. Ruggs, University of North Carolina at Charlotte, *Host*Katharine R. O'Brien, CUNA Mutual Group, *Coordinator*

Submitted by Katharine R. O'Brien, katharine.r.obrien@gmail.com

**358. Panel Discussion:****10:00AM-10:50AM****National Harbor 2-3****Being a Sole Practitioner Part 2: How the Journey Continues**

This panel will present the experiences of 4 seasoned I-O psychologists who have developed and maintained sole practices as I-O psychology consultants. The topics covered will include how to grow a sole practice and what are the unique challenges to growing a sole practice.

Janis M. Ward, J. M. Ward Consulting, *Chair*Katherine L. Bittner, Bittner and Associates, LLC, *Panelist*Jodi Himelright, Excelis Leadership Consulting, Inc., *Panelist*Marc B. Sokol, Sage Consulting Resources, *Panelist*

Submitted by Janis M. Ward, janis.ward@jmwconsulting.com

**359. Alternative Session Type with Presenters:****10:00AM-11:20AM****National Harbor 10-11**

**Keeping Up With Workplace Demographics: Preparing for Gen Z**  
Members of Gen Z are already in their early 20s. They have started to enter the workforce, and their numbers are only going to increase. In this session, panelists with expertise in generational differences will share 7 different perspectives on what generational research can tell us about Gen Z and what it will take for organizations to prepare for their entry into the workplace.

Maria Brown, Management Research Group, *Chair*Scott M. Brooks, OrgVitality, *Presenter*Jennifer J. Deal, Center for Creative Leadership, *Presenter*Kelly A. Monahan, Deloitte, *Presenter*Yelena Ogan, Dyson, *Presenter*William A. Schiemann, Metrus Group, Inc., *Presenter*Maura A. Stevenson, MedVet, *Presenter*

Submitted by Maria Brown, maria.brown@mrg.com

**360. Special Event: 10:00AM-11:20AM****Potomac 1-2****SIOP Select: Early Career Award Winners**

Throughout the pipeline from training student learners and leaders to cultivating effective and impactful professionals, SIOP aims to create research, practice, and teaching methods that matter! Join a discussion with Early Career award winners Drs. Shonna Waters and Dong Liu, and Distinguished Teaching Award Winner Dr. Paul Sackett for insights into an outcomes-forward approach to research, teaching, and practice.

Dong Liu, Georgia Institute of Technology, *Presenter*Shonna D. Waters, BetterUp, *Presenter*Paul R. Sackett, University of Minnesota, *Presenter*

Katina Sawyer, The George Washington University

Submitted by Katina Sawyer, katina.sawyer@gmail.com

**361. Symposium/Forum: 10:00AM-10:50AM****Potomac 3-4****From Warrior to Civilian: Military Veteran Identity and the Transition Process**

This session examines how an enduring military identity may complicate veterans' transition and integration into the civilian workforce. Presenters discuss qualitative research based on former military officers, enlisted personnel, and female veteran perspectives, share insights through the lens of expatriate theories, and offer practical recommendations for transitioning veterans.

Peter J. Reiley, U.S. Air Force Academy, *Co-Chair*Adam H. Kabins, Korn Ferry Hay Group, *Co-Chair*Fred A. Mael, Mael Consulting and Coaching, *An Enduring Military Identity Complicates Transition*Juan M. Gonzalez, University of the Incarnate Word, *Veterans' Transition Into Civilian Employment and Identity Challenges*Destinee Marie Prete, Serco, *The Post 9/11 Female Veteran Transition Experience*Christopher B. Stone, Wichita State University, Aidan Grey Johnson, Emporia State University, *Ex-Patriots: United States Military Veterans as Expatriates in Their Own Country*

Submitted by Peter J. Reiley, peterreiley@FoundationForVETS.org

**362. Alternative Session Type with Presenters:****10:00AM-11:20AM****Potomac 5-6****Running the Lab (Or Not): Best Practices for Student-Faculty Research Collaborations**

Using a mixed-method session type, the best practices for faculty designing and running a successful research lab will be discussed. To provide a diverse perspective on the challenges of student-faculty research collaborations, panelists will include faculty and students from a variety of experience levels and academic settings. Presubmitted questions are welcomed (larsjohnson@wayne.edu).

Lars U. Johnson, Wayne State University, *Co-Chair*Candice L. Thomas, Saint Louis University, *Co-Chair*Emily David, China Europe International Business School (CEIBS), *Presenter*L. A. Witt, University of Houston, *Presenter*Lisa M. Penney, University of South Florida Sarasota-Manatee, *Presenter*

Shanique G. Brown, Wayne State University, *Presenter*  
 Elizabeth Culhane, HRT, *Presenter*  
 Jay H. Hardy, III, Oregon State University, *Presenter*  
 Andrea L. Hetrick, University of New Mexico, *Presenter*  
 Lily Cushenbery, Stony Brook University, *Presenter*  
 Samuel T. Hunter, The Pennsylvania State University, *Presenter*  
 Dustin Maneethai, University of Houston, *Presenter*  
 Jessie Sanchez, Wayne State University, *Presenter*  
 Amer Odeh, Wayne State University, *Presenter*  
 Tyleen N. Lopez, *Presenter*  
 Andres Umana, *Presenter*  
 Tara Grambo, *Presenter*  
 Colin Edward Hall, Wayne State University, *Presenter*  
 Submitted by Lars U. Johnson, larsjohnson84@gmail.com

**363. Special Event: 10:00AM-11:20AM****SIOP Select: Distinguished Scientific and Teaching Award Winner**

**Session Cancelled**  
 Dov Eden, The George Washington University, *Presenter*  
 Submitted by Katina Sawyer, katina.sawyer@gmail.com

**364. Master Tutorial: 10:00AM-10:50AM**

Potomac D

**Interactive Data: Modern Visuals and Dashboards That Make a Difference**

This Master Tutorial will demonstrate how I-O practitioners can easily bring data to life for their clients with custom interactive data dashboards. Presenters will provide best practices in data visualization for populating these dashboards with engaging displays, and R code to replicate/customize results. They will also show how to integrate these products into existing data science workflows.

Ryan L. Derickson, University of Cincinnati, *Presenter*  
 Jena Wierwille, VHA National Center for Organization Development, *Presenter*  
 Submitted by Ryan L. Derickson, rlderickson@gmail.com

**Poster Session (Inclusion):**

10:00AM-10:50AM

Prince George's Exhibit Hall D

**365. Poster: 10:00AM-10:50AM**

Board 1

**Diversity and Need for Critical Mass: Scale Development and Validation**

This study developed and tested a scale for one's need for critical mass (i.e. the need for the presence of similar others in order to provide a sense of community and to engage in collective action). Such a construct was defined as an individual difference characteristic. The final model was shown to have good psychometric properties and construct validity.

Della Agbeke, Colorado State University  
 Analeigh Dao, Colorado State University  
 Veronica Scherbak, Colorado State University

Submitted by Della Agbeke, dagbeke@gmail.com

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**366. Poster: 10:00AM-10:50AM**

Board 2

**Exploring the Relationship Between Inclusion and Engagement**

In 2016, data were collected from 63 organizations in the U.S., across Europe, Asia, and Australia regarding employee engagement and perceptions of inclusion on 6 factors. Results show that 73% of employees across organizations are highly engaged at work. Two areas most strongly related to engagement are belonging and respect. Differences between gender, race, and sexual orientation are reviewed.

Corinne Baron Donovan, St. Joseph College  
 Steven Huang, Culture Amp

Submitted by Corinne Baron Donovan, cdonovan9@yahoo.com

**367. Poster: 10:00AM-10:50AM**

Board 3

**Employee Resource Groups, Occupational Health Outcomes, and Intent to Quit**

In this study, employee resource groups (ERGs), a common yet understudied HR diversity initiative, influenced work-life balance, burnout, work stress, and intent to quit, as mediated by organizational support

and engagement. A diverse multiorganizational sample responded to an online survey. This study implies that ERGs may be an effective tool to manage diversity and occupational health.

Kelly Irene Bielonko, Eastern Connecticut State University  
 Peter D. Bachiochi, Eastern Connecticut State University  
 Alec Jorge Calvo, University of Connecticut  
 Antonio Coleman Pereira, University of Connecticut

Submitted by Peter D. Bachiochi, bachiochip@easternct.edu

**368. Poster: 10:00AM-10:50AM**

Board 4

**Graphic Novels in Diversity Management: A Pilot Study**

Organizations are increasingly realizing the importance of diversity management, but trainings lack follow-up methods that are cost effective and easily implemented. To this end, this pilot study developed and tested scenarios for use in a graphic novel as a follow-up intervention. Participant responses to these scenarios, as well as their implication for intervention, are discussed.

Timothy Carsey, Portland State University  
 Lauren Sarah Park, Portland State University  
 Larry R. Martinez, Portland State University

Submitted by Lauren Sarah Park, laurensark12@yahoo.com

**369. Poster: 10:00AM-10:50AM**

Board 5

**Closing the Gender Gap in the Executive Search Process**

The executive search process has potential to play a role in reducing the executive gender gap. Evidence was found for gender differences in the search process at the SVP level among commercial real estate companies in the U.S. Further, after a diversity committee was established, gender differences were less likely, resulting in more women landing critical leadership roles.

Amanda Conlin, Ferguson Partners  
 Becca Frank, Ferguson Partners  
 Camille Lee, Ferguson Partners

Submitted by Amanda Conlin, aconlin@fergusonpartners.com

**370. Poster: 10:00AM-10:50AM**

Board 6

**Examining the Relationship Among Socialization, Inclusion, and P-O Fit**

Authors proposed a series of serial mediations in which the indirect effect via inclusion and P-O fit would explain the relationships between socialization and various workplace outcomes. Results show that perceptions of inclusion explain most of the variance in the socialization-outcomes relationships and that inclusion and P-O fit are both useful in explaining knowledge sharing.

Sydney Cunningham, U.S. Army Research Institute  
 Anupama Narayan, University of Tulsa  
 Julia Dahl, US Army Research Institute

Submitted by Anupama Narayan, anupama-narayan@utulsa.edu

**371. Poster: 10:00AM-10:50AM**

Board 7

**Transgender Inclusion in Online Job Application Forms at Forbes 450 Largest Companies**

The researchers applied for jobs at U.S. public and private businesses (N = 450), collecting computer screenshots of gender options. Results showed 3 firms offered transgender options, 12 had a third gender option, and 92 avoided the gender question completely. Ten organizations required applicants to select male or female.

Benjamin Elman, Bartell & Bartell  
 Maria Avital Shimonov, NYC Department of Citywide Administrative Services  
 Hinda Halon, Touro College  
 Sara Bahri, MTA New York City Transit,  
 Aryeh Alex Kupchik, Orthodox Union

Submitted by Benjamin Elman, ben.elman@bartellbartell.com

**372. Poster: 10:00AM-10:50AM**

Board 8

**Intersecting Identities and Work Outcomes for Faculty in Stem**

Intersectionality is used to study why women and minority faculty remain underrepresented in STEM. This work focuses mainly on race and gender, ignoring multiple other identities faculty may hold. Using a novel method to examine the nature and structure of multiple identities,



authors show that the prominence, valence, and integration of faculty's academic identities relate to key work outcomes.

Stacie Furst-Holloway, University of Cincinnati  
Domenic DiFrancesco, University of Cincinnati

Submitted by Stacie Furst-Holloway, stacie.furst-holloway@uc.edu

**373. Poster: 10:00AM-10:50AM Board 9**

### Perceptions of Age and Occupational Safety: Can Generational Labels Play a Role?

The purpose of this study is to examine whether the use of age-related labels in the workplace (chronological age vs. generational cohort labels) will be associated with differences in how employees report the safety knowledge, safety motivation, and safety behavior of their coworkers. Furthermore, self-ratings of these safety outcomes are compared to other ratings of these outcomes.

Madison E. Hanscom, Colorado State University  
Jeanette N. Cleveland, Colorado State University

Submitted by Madison E. Hanscom, madison.hanscom@gmail.com

**374. Poster: 10:00AM-10:50AM Board 10**

### Unexpected Findings in the Body Weight and Work Performance Relationship

This study examines the relationship between body weight, discrimination, and work performance. Contrary to expectations, results indicated that the sample of dental hygienists did not experience weight discrimination and that weight was neither directly nor indirectly related to performance.

Alexandra Henderson, Zayed University

Submitted by Alexandra Henderson, alexandra.henderson@zu.ac.ae

**375. Poster: 10:00AM-10:50AM Board 11**

### Forgiving Religious Offenders for Workplace Transgressions

Authors examined the relation between victim and offender religiosity in predicting forgiveness at work. Offender religiosity is unrelated to forgiveness from more religious victims but relates negatively to forgiveness from less religious victims. These effects do not appear to depend on the offense's work relatedness or whether the offender is a supervisor.

Michael Horvath, Cleveland State University  
Angela Lewis, The Sherwin-Williams Company  
Nicole Diehl, Cuyahoga County  
Ominia Hamad, Cleveland State University

Submitted by Michael Horvath, m.horvath59@csuohio.edu

**376. Poster: 10:00AM-10:50AM Board 12**

### Acceptance of Accommodations for Mental Disabilities

The purpose of this study was to investigate the effects of information provided about accommodations and tolerance for ambiguity and mental disabilities on perceived fairness perceptions, informational justice perceptions, and acceptance towards a coworker apparently receiving an accommodation. Results showed a significant correlation between tolerance for ambiguity and the above perceptions.

Abigail Kost, Xavier University  
Morrie Mullins, Xavier University

Submitted by Abigail Kost, Abigail.Kost@integraconnect.com

**377. Poster: 10:00AM-10:50AM Board 13**

### The Effects of Same-Gender Partners' Disclosure on Work-Family Facilitation

Authors examined the effects of same-gender partners' LGBT identity disclosure at work on work-family facilitation. They surveyed 324 individuals in a same-gender relationship. Results show that workplace disclosure significantly predicts work-family facilitation. However, these effects were bolstered by partner's level of disclosure.

Toni Kostecki, Texas A&M University  
Isaac E. Sabat, Texas A&M University

Submitted by Toni Kostecki, anthonykostecki@tamu.edu

**378. Poster: 10:00AM-10:50AM Board 14**

### Predictors of Sexual Orientation Disclosure in Employee Climate Surveys

Using Johnson's (2000) relative weights analysis, authors examined top predictors of sexual orientation disclosure in an employee climate survey among 29 attitudinal and organizational variables in a large, represen-

tative national survey with a sample of over 687,000 federal employees. Results showed that safety climate and survey cynicism were the top predictors of sexual orientation disclosure.

Benjamin E. Liberman, United States Office of Personnel Management  
Coty S. Hoover, U.S. Office of Personnel Management  
Kelly Lynn Sorensen, U.S. Office of Personnel Management

Submitted by Benjamin E. Liberman, Ph.D., bel2104@columbia.edu

**379. Poster: 10:00AM-10:50AM Board 15**

### A Computational Study of Gender Stratification

This study examines the dynamic emergence of organizational gender stratification (OGS) using a computational model. OGS manifests in upper organizational levels under low bias after 2 years. OGS results in more than 75% of positions being occupied by men after 10 years under high bias. Additional analyses examine how OGS impacts organizational performance and how HR initiatives can combat it.

Ashlyn Lowe, DePaul University  
Goran Kuljanin, DePaul University

Submitted by Ashlyn Lowe, alowe13@depaul.edu

**380. Poster: 10:00AM-10:50AM Board 16**

### Do Women Dream of Computer Science Careers?

Using cluster analysis, authors examined how various facets of vocational interests interact to describe women interested in STEM and CS careers. Some groups of women interested in STEM and CS careers to have high interest in both social and realistic tasks.

Jenna Ellen-Marie McChesney, North Carolina State University  
Tara S. Behrend, The George Washington University

Submitted by Jenna Ellen-Marie McChesney, jemcches@ncsu.edu

**381. Poster: 10:00AM-10:50AM Board 17**

### Black Women's Worry of Being Judged by Stereotypes Linked to Negative Work Outcomes

This study examined how repeated exposure to stereotypes can present negative effects for Black female employees. Disidentification was found to be a mediator between stereotype threat and perceived performance, pursuit of leadership opportunities, and turnover intentions. These relationships were also moderated by the centrality of Black female employees' racial identity and gender identity.

Ashley A. Membere, Xavier University of Louisiana

Submitted by Ashley A. Membere, PhD, amembere@xula.edu

**382. Poster: 10:00AM-10:50AM Board 18**

### Marriage Equality: Blessing Employees and Organizations Alike?

Although legislation plays a significant role in influencing important organizational outcomes, limited understanding exists on the nature of this relationship. The aim of this study is to outline the importance of cultural, occupational, and individual factors that determine the impact of same-sex marriage legislation on firm performance.

Arjun Mitra, University of Illinois at Chicago  
Smriti Anand, Illinois Institute of Technology  
Wei Du, West Chester University  
Haizhi Wang, Illinois Institute of Technology

Submitted by Arjun Mitra, amitra6@uic.edu

**383. Poster: 10:00AM-10:50AM Board 19**

### The Role of Interpersonal Discrimination in the Development of STEM Students

This study examines the effect of positive developmental climates in boosting career self-efficacy, especially for students from underrepresented backgrounds and women. Drawing from the social cognitive career theory (SCCT), authors investigated the remediating impact of positive developmental climates may have in reducing interpersonal discrimination during students' graduate training.

Carlos A. Moreno, Rice University  
Raymond N. Trau, Curtin University

Submitted by Carlos A. Moreno, carlos.moreno316@gmail.com



384. Poster: 10:00AM-10:50AM

Board 20

**Media (Mis)Representation of Transgender Employee Experiences**  
Public coverage of transgender employees may inaccurately represent their true workplace needs. Cultivation and muted groups theories stress the impact that media has on the public, which leads to trans-related hostility. Using 3 sources of data (survey, media, IO journals), computational topic models revealed inconsistent structures of coverage, which sets the stage for workplace biases.

Brooke Eleanor Nyberg, Northern Arizona University

Patrick C. Doyle, University of Georgia

Carlee Elizabeth Gilbert, Northern Arizona University

Ann H. Huffman, Northern Arizona University

Submitted by Ann H. Huffman, ann.huffman@nau.edu

385. Poster: 10:00AM-10:50AM

Board 21

**Understanding the Impact of Linguistic Efforts Toward Inclusion**

One factor that differentiates Hispanics in the U.S. from other racial and ethnic minorities is language. Authors investigate how inclusion efforts that incorporate language impact employment outcomes for Hispanics. Findings suggest that researchers should examine conditions where equal treatment could place traditionally marginalized population at a systematic disadvantage.

William Obenauer, Rensselaer Polytechnic Institute

Michael J. Kalsher, Rensselaer Polytechnic Institute

Submitted by William Obenauer, obenaw@rpi.edu

386. Poster: 10:00AM-10:50AM

Board 22

**The Influence of Faculty Sex on Student Evaluations of Teaching**

Failure to correct for unequal sample sizes and model the multilevel nature of SET data raise doubts about the validity of previous meta-analytic conclusions concerning the influence of professor sex on student evaluations of teaching (SET). A reanalysis of the studies included in Feldman's (1993) meta-analysis, supplemented with 2 large primary datasets shed new insights.

Stephanie C. Payne, Texas A&amp;M University

Paula Costa, Texas A&amp;M University

Nathanael L. Keiser, Center for Innovations in Quality, Effectiveness and Safety

Xiaohong Xu, Old Dominion University

Submitted by Stephanie C. Payne, scp@tamu.edu

387. Poster: 10:00AM-10:50AM

Board 23

**Interracial Romances in the Workplace**

The study examined the effect of power dynamics and race combinations of a romance on coworker perceptions of an organization and job performance of romance participants. Results revealed hierarchical romances to negatively effect perceptions of an organization and job satisfaction. They also indicated an interaction between power dynamics and race combinations on coworker turnover intentions.

Amanda L. Quijada-Crisostomo, Xavier University

Morrie Mullins, Xavier University

Submitted by Amanda L. Quijada-Crisostomo, quijadacrisostomoa@xavier.edu

MultiDisciplinary

388. Poster: 10:00AM-10:50AM

Board 24

**Do Perceived Career Opportunities for Executive Parents Differ by Race or Gender?**

Authors investigated perceived career opportunities associated with parenthood for executives in a study with 778 employees. Perceived career opportunities differed by executives' race and gender, with the largest penalties for White executives. Parenthood sometimes increased perceived interpersonal warmth or competence, which mitigated penalties for men or women from other racial groups.

Nicolette Ann Rainone, The Graduate Center &amp; Baruch College, CUNY

Karen S. Lyness, Baruch College &amp; The Graduate Center, CUNY

Michael K. Judiesch, Manhattan College

Desmond W. Leung, The Graduate Center &amp; Baruch College, CUNY

Shivani Shah, The Graduate Center &amp; Baruch College, CUNY

Submitted by Nicolette Ann Rainone, nrainone@gradcenter.cuny.edu

389. Poster: 10:00AM-10:50AM

Board 25

**(Modern) Sexism in STEM: Gender Differences in Academia**

Although progress has been made in terms of gender equity in the workplace, subtle forms of sexism can affect organizational culture, policies, and procedures. In an academic institution, it is demonstrated

that although modern sexism is generally low among STEM faculty, gender differences still persist on inclusion climate, concern for gender discrimination, and modern sexism.

Patrick J. Rosopa, Clemson University

Katherine Brown, Clemson University

Phoebe Xoxakos, Clemson University

Submitted by Patrick J. Rosopa, prosopa@clemson.edu

390. Poster: 10:00AM-10:50AM

Board 26

**Organizational Impact of Workplace Inclusion**

This review of the literature has allowed the authors to conceptually define inclusion and understand its impact. When inclusion exists within a workplace, analyses revealed that employees also report higher levels of engagement well-being and greater likelihood of staying with the organization and recommending it as a great place to work.

Reetu Sandhu, Limeade

Stephanie O. Lopez, Nordstrom

Lauren Ferguson, Limeade

Julianne Tillmann, Limeade

Laura S. Hamill, Paris Phoenix Group

Submitted by Reetu Sandhu, reetu.sandhu@limeade.com

391. Poster: 10:00AM-10:50AM

Board 27

**Perceptions of Justice Across Gender: Are Our Measures Appropriate?**

Evidence suggests that women and men report experiencing similar levels of organizational justice (Cohen-Charash & Spector, 2001). However, I-Os have not established accepted justice measures function similarly across gender, meaning research on gender and justice could be based on faulty assumptions. This study examines the measurement invariance of the most popular justice measure across gender.

Nicole Schulz, Purdue University

Deborah E. Rupp, Purdue University

Submitted by Nicole Schulz, schulzn@purdue.edu

392. Poster: 10:00AM-10:50AM

Board 28

**Effects of Gender, Self-Objectification, and Body Image on Job Outcomes**

This study explores the direct and interactive effects of self-objectification and body image on job performance and motivation at work. Employing system justification theory, they hypothesized and found support for a model in which gender predicted self-objectification, which influenced job performance and motivation, with these indirect effects moderated by one's body image valence.

Rose L. Siuta, Texas A&amp;M University

Briana G. Capuchino, Texas A&amp;M University

Robert C. Martin, Texas A&amp;M University

Elizabeth D. Jenkins, Texas A&amp;M University

Isaac E. Sabat, Texas A&amp;M University

Submitted by Rose Siuta, siuta@tamu.edu

393. Poster: 10:00AM-10:50AM

Board 29

**Reactions to Age Metastereotypes in the Workplace**

Age metastereotypes occur when a person perceives what he or she believes other age groups think about members of one's age group. Workplace scenarios were used to examine metastereotype valence, perceived resources, reactions and behavioral intentions in older and younger workers. Results showed that older workers reactions' were affected by metastereotype valence and availability of resources.

Elora Voyles, Northern Illinois University

Lisa Finkelstein, Northern Illinois University

Submitted by Elora Voyles, eloracv@gmail.com

394. Poster: 10:00AM-10:50AM

Board 30

**LG Versus B: How Differences in Sexuality Disclosure Explain Outcome Discrepancies**

In an investigation of stigmatized subgroup experiences within the LGB community, authors surveyed 295 sexual orientation minority employees on their disclosure decisions and subsequent work/life outcomes. Results showed that bisexual individuals were more likely to face negative outcomes and these differences were largely explained by differences in disclosure.

MultiDisciplinary

Jacob Walla, Department of Psychological & Brain Sciences  
Isaac E. Sabat, Texas A&M University  
Submitted by Jacob Walla, jacob.a.walla@gmail.com

**395. Poster: 10:00AM-10:50AM Board 31**  
**The Effect of Race-Based Shifting Standards on Compensation Decisions**

The shifting standards model was used to explain wage disparities. Participants saw a Black or White employee with performance and salary information. Participants suggested a raise and then subjectively rated that raise. As expected, the White employee received a higher raise than the Black employee, but the rating of the Black employee's raise was slightly higher than the White employee's.

Matthew Weeks, Rhodes College  
Kelly Pledger Weeks, Rhodes College

Submitted by Kelly Pledger Weeks, weeksk@rhodes.edu

MultiDisciplinary

**396. Poster: 10:00AM-10:50AM Board 32**  
**The Impact of Race and Social Class on Applicant Reactions to Website Diversity**

Authors examined how racial identity and class intersect to influence reactions to website diversity. Using a sample of Black participants, they found support for the interaction of website diversity, private regard, and both childhood and current SES on trust toward the organization, demonstrating how these factors impact within-group differences in reactions to diversity recruitment strategies.

Yufei Zhong, Pennsylvania State University  
Kisha S. Jones, Pennsylvania State University  
Kaytlynn R. Griswold, Pennsylvania State University

Submitted by Kisha S. Jones, kisha.jones@psu.edu

**Poster Session (Statistics/Inclusion):**

**11:00AM-11:50AM Prince George's Exhibit Hall D**

**397. Poster: 11:00AM-11:50AM Board 1**  
**Understanding Stigmatized Occupations: A Qualitative Study**  
Authors examined police officers' perceptions of their job given the negative media coverage of the profession using a qualitative research paradigm. Findings indicate that POs see their jobs as stigmatized and their identities as tainted. They describe efforts at identity management and the associated costs of stigmatization.

Deepshikha Chatterjee, Salem State University  
Ann Marie Ryan, Michigan State University  
Qi Huang, Michigan State University  
Janani K Senthilkumar, Michigan State University

Submitted by Deepshikha Chatterjee, chatterjee.dia@gmail.com

**398. Poster: 11:00AM-11:50AM Board 2**  
**Innovative Equating Designs for Small Sample Sizes in High-Stake Assessments**

Authors developed a competency-based entrance exam intended to measure multiple key competencies identified for the high-stake federal law enforcement officer (LEO) position. This poster compares the equating methods (mean, linear, and circle-arc) used to ensure the best decision or fit for our purpose. Findings indicate that the circle-arc method produced lowest standard errors.

Alok Bhupatkar, U.S. Secret Service  
Lance E. Anderson, Human Resources Research Organization  
Kevin M. Bradley, Human Resources Research Organization  
Christopher Van Fultz, U.S. Secret Service  
William D. Taylor, Human Resources Research Organization  
Delisa D. Walker-Hall, US Secret Service

Submitted by Alok Bhupatkar, alokbhupatkar@gmail.com

**399. Poster: 11:00AM-11:50AM Board 3**  
**Using Mixture Discriminant Analysis to Improve the Prediction of Job Performance**

Mixture discriminant analysis is used to model latent predictor profiles among subgroups of high and low performers within an incumbent population. These latent profiles capture configurations of predictors that may be useful in relating to job performance. Results suggest that these



profiles provide incremental validity over and above the linear, additive effects of the predictors themselves.

Caitlin E. Blackmore, Aon  
David M. LaHuis, Wright State University  
John Capman, Aon

Submitted by Caitlin E. Blackmore, caitlin.blackmore@aon.com

**400. Poster: 11:00AM-11:50AM Board 4**  
**Studying Group-Level Relationships: The Accuracy of Meta-Analytic Parameter Estimates**

This empirical Monte Carlo study examined how ICC(2) reliabilities and characteristics of group-level studies (e.g., number of studies) affect the accuracy of meta-analytic parameter estimates. Notably, ICC(2) reliabilities produced accurate estimates of mean rho and underestimates of the variance of rho. The implications of these findings for meta-analyses with group-level studies are discussed.

Maura I. Burke, HumRRO  
Ronald S. Landis, Illinois Institute of Technology

Submitted by Maura I. Burke, mauraburke504@gmail.com

**401. Poster: 11:00AM-11:50AM Board 5**  
**Application of Bifactor Model to Theoretical-Based Situational Judgment Tests**

The construct validity of a theoretical-based teamwork situational judgment test was examined with bifactor model and other competing models. Findings indicate that bifactor model has the best model fit among all competing models in terms of indices of CFI, TLI, SRMR, and RMSEA.

Peihua Chen, National Chiao Tung University  
Tung-Yi Hsu, National Chiao Tung University

Submitted by Peihua Chen, peihuamail@gmail.com

**402. Poster: 11:00AM-11:50AM Board 6**  
**Negative Wording Effect Through the Lens of Local Structural Equation Modeling**

Method effects associated with negatively worded items have been a problem in Likert scales. This article used LSEM to investigate presence and strength of such effect in IPIP (50-item) using a sample of 7,000 individuals from the Netherlands. Results showed that method effects were present on the scale. The strength of such effects was moderated by (a) response time and (b) need for cognition.

Yueyang Chen, University of Illinois at Urbana-Champaign  
Fritz Drasgow, University of Illinois at Urbana-Champaign  
Tianjun Sun, University of Illinois at Urbana-Champaign  
Bo Zhang, University of Illinois Urbana-Champaign

Submitted by Yueyang Chen, ychen239@illinois.edu

**403. Poster: 11:00AM-11:50AM Board 7**  
**Stress Coping at Work: Psychometric Analysis of the Cybernetic Coping Scale**

A within-subjects study (N = 97) measured coping methods across 3 workplace stressors—organizational constraints, interpersonal conflict, and workload—to psychometrically assess the Cybernetic Coping Scale (CCS). Multigroup confirmatory factor analyses indicated that a 14-item condensed version of the CCS offers better measurement invariance across contexts than the original 20-item version.

Cassandra Chlevin, Kansas State University  
Christopher J. Lake, Kansas State University

Submitted by Cassandra Chlevin, cassiect@ksu.edu

**404. Poster: 11:00AM-11:50AM Board 8**  
**Black Box ≠ Magic Box: Testing Machine Learning Approaches to Leader Performance**

Three strategies are examined for modeling leader performance as a function of personality: OLS regression, a random forest model, and an artificial neural network in terms of predictive accuracy and interpretability. It is found that, despite their ability to model much more complex relationships between predictors and the outcome, machine learning approaches fail to outperform OLS regression.

Joseph DiGrazia, SHL  
Liwen Liu, SHL

MultiDisciplinary



James C. Meaden, SHL  
Sowmya Podila, SHL Inc.

Submitted by Liwen Liu, Liwen.Liu@shl.com

405. Poster: 11:00AM-11:50AM

Board 9

**Development of the Mental Toughness Situational Judgment Test**  
The aim of this study was to create a measure of mental toughness (MT) in a situational judgment test format. Factor analyses revealed a 3-factor solution, consisting of task persistence, utilization of feedback, and emotional control. This measure also reduced common-method bias with other self-report measures, thereby laying the groundwork for contextual assessment of MT.

Nicholas Flannery, Virginia Tech  
Neil M. A. Hauenstein, Virginia Tech

Submitted by Nicholas Flannery, nflannery59@gmail.com

406. Poster: 11:00AM-11:50AM

Board 10

**Susceptibility to and Detection of Person-Centric Faking Under Ideal Point Modeling**

Recent advances in ideal point item response theory offer a new and more nuanced way to create personality inventories and investigate faking. This study uses a within-subjects design to investigate how ideal point models behave under honest and faked response conditions, the effects of faking on respondent scores, and test a technique for identifying faked responses.

Garett C. Foster, University of Missouri–St. Louis  
Michael J. Zickar, Bowling Green State University  
Bhavik Modi, University of Missouri–St. Louis

Submitted by Garett C. Foster, gfoster.stl@gmail.com

407. Poster: 11:00AM-11:50AM

Board 11

**Promoting a Focus on Preventing Poor Measurement: Examining the GRFQ and RFQ**

Two studies (a) examined and psychometrically compared the GRFQ and the RFQ, and (b) examined the GRFQ in a primarily working adult sample. Results indicate that the GRFQ should not necessarily be considered a parallel measure to other chronic regulatory focus instruments and that the GRFQ may not tap into the entirety of the construct of regulatory focus.

Jessica Gladfelter, Virginia Tech  
Derek A. Burns, Virginia Tech  
Neil M. A. Hauenstein, Virginia Tech

Submitted by Jessica Gladfelter, jag92@vt.edu

408. Poster: 11:00AM-11:50AM

Board 12

**Increasing Situational Judgement Test Prediction Using Response-Specific Variance**

Authors used modern prediction methods to investigate incremental meaningful response specific variance above aggregate scale values. This research extends previous work in personality and biographical data used in situational judgement tasks. Practical and theoretical implications for organizational psychology research and applied practitioner use are discussed.

Robert L. Gray, Michigan State University  
Joshua J. Prasad, Michigan State University

Submitted by Robert L. Gray, grayrob6@msu.edu

409. Poster: 11:00AM-11:50AM

Board 13

**The Sandia Matrices: Psychometric Review of Free Intelligence Item Sets**

The Sandia Matrices are a free, nonverbal intelligence measure intended to be an alternative to the Raven's Progressive Matrices (RPMs). This study offers a psychometric review of the Sandia Matrices focused on (a) dimensionality and (b) the role of sex in performance and item functioning. Authors provide item stimuli and R code for 2 brief measures as well as a computer adaptive test.

Alexandra Harris, University of Georgia  
Jeremiah T. McMillan, University of Georgia  
Benjamin S. Listyg, Wyzant  
Laura E. Matzen, Sandia National Laboratories  
Nathan T. Carter, University of Georgia

Submitted by Alexandra Harris, alexandramichelleharris@gmail.com

410. Poster: 11:00AM-11:50AM

Board 14

**But Will it Replicate? Effect Size and P-Values Predict Study Replication**  
Logistic regression was employed on the Reproducibility Project dataset and the PsychFileDrawer dataset to predict whether a study would replicate based on a study's effect size, sample size, or p-value. Effect size and P-values were shown to significantly predict replication. Implications of findings are discussed, including the recommendation of p

Travis J. Hensersky, McLane  
Long H. Nguyen, Roosevelt University  
Zuzuky Robles, Chicago Transit Authority  
Michael C. Helford, Roosevelt University

Submitted by Travis J. Hensersky, thensersky@mail.roosevelt.edu

411. Poster: 11:00AM-11:50AM

Board 15

**Multilevel Analysis in Organizational Research: A Review and Future Directions**

Multilevel analyses become increasingly applied in organizational studies over the past decade; however, there are limitations of multi-level modeling with maximum likelihoods. This paper first reviews the limitations of the application of different techniques published at JOM, then introduces a nonparametric statistical method that can overcome the limitations and produce more robust results.

Ning Hou, St. Cloud State University  
Lu Zuo, University of Alabama

Submitted by Ning Hou, nhou@stcloudstate.edu

412. Poster: 11:00AM-11:50AM

Board 16

**A Relative Weights Analysis Algorithm for Ill-Conditioned Problems**

A current limitation of relative weights analysis (RWA) implementations is that a matrix of latent variable scores must be inverted; this is not possible when the number of predictors exceeds the number of cases (i.e., when the problem is ill conditioned). This research offers a new, matrix-inversion-free RWA algorithm. This new algorithm may even be used with ill-conditioned problems.

Garett N. Howardson, U.S. Army Research Institute for the Behavioral and Social Sciences

Submitted by Garett N. Howardson, garett.howardson@gmail.com

413. Poster: 11:00AM-11:50AM

Board 17

**A Monte-Carlo Analysis of Parallel Analysis Factor Identification Criteria**

The purpose of this study was to evaluate the efficacy of various parallel analysis factor retention criteria under conditions eliciting underextraction. The results suggest that when a correlation matrix has properties which may illicit underextraction, the use of less stringent criteria may lead to greater accuracy in identifying the number of factors.

Justin M. Jones, University of Georgia  
Reagan D. Brown, Western Kentucky University

Submitted by Justin M. Jones, justinmjones23@gmail.com

414. Poster: 11:00AM-11:50AM

Board 18

**Heterogeneity of Variance: From Nuisance to Novel Research Questions**  
Researchers are increasingly interested in modeling (predicting) variability. Yet the aggregation methods typically employed to test such relationships suffer from several limitations including the inability to incorporate Level-1 predictors and disregarding the uncertainty in the standard deviation estimate. The mixed-effects location-scale model provides a more suitable alternative.

Houston F. Lester, VA HSR&D Center for Innovations in Quality, Effectiveness and Safety

Kristin L. Cullen-Lester, University of Houston

Submitted by Kristin L. Cullen-Lester, klcullen-lester@uh.edu



415. Poster: 11:00AM-11:50AM

Board 19

**Improving Power to Detect Moderation**

Monte Carlo simulations and analytic derivations were used to demonstrate that 3 methods with intermediate difficulty (i.e., finite population corrections, informative hypothesis tests, and Bayesian analyses with informed priors) have superior statistical power to detect moderation than traditional null hypothesis significance tests.

Houston F. Lester, VA HSR&D Center for Innovations in Quality, Effectiveness





and Safety

Natalie Koziol, University of Nebraska-Lincoln

Sylvia J. Hysong, Michael E. DeBakey VA Medical Center

Submitted by Houston F. Lester, hfl000151@gmail.com

#### 416. Poster: 11:00AM-11:50AM

Board 20

##### Testing the Circumplex Structure of a Work Motivation Scale: Continuum or Types?

Self-determination theory (SDT) proposed that different types of motivation can be conceptualized along a continuum of level of regulation involved. This study builds upon prior research on the dimensionality of SDT components by testing a circumplex structure on a work motivation questionnaire. Results provide additional evidence against the continuum structure of the SDT components.

Liwen Liu, SHL

James C. Meaden, SHL

Submitted by Liwen Liu, Liwen.Liu@shl.com

#### 417. Poster: 11:00AM-11:50AM

Board 21

##### Uncovering the Dynamic OCB–CWB Interplay: A Psychometric Network Analysis

With a daily-diary survey, authors elucidate the dynamic, causal interplay of organizational citizenship (OCB) and counterproductive work behaviors (CWB). They leverage directed-graph psychometric network analysis as a novel technique to test hypotheses. Results constitute a contribution to theoretical understanding of the within-person OCB–CWB relation and synthesize prior empirical findings.

Megan Lowery, University of Georgia

Malissa A. Clark, University of Georgia

Nathan T. Carter, University of Georgia

Submitted by Megan Lowery, meganlowery20@gmail.com

#### 418. Poster: 11:00AM-11:50AM

Board 22

##### Preparing for the Future of Work: Critical Aptitudes and Traits for Cyber Employees

Organizations are increasingly reliant on technological systems, causing a growing demand for cybersecurity professionals. Authors use job analytic methods to identify 38 abilities and 24 traits important for the selection of cybersecurity employees. Through hierarchical cluster analysis, they reduce the dimensionality of these abilities and traits to determine the most critical for selection.

Jaclyn Martin, PDRI/University of South Florida

Sean Potter, University of South Florida

Mark R. Rose, US Air Force

Michael D. Coovert, University of South Florida

Submitted by Jaclyn Martin, jmartin85@mail.usf.edu

#### 419. Poster: 11:00AM-11:50AM

Board 23

##### Differing Numbers of Scale Points and the Implications for Reliability and Validity

The literature and research concerning the optimal number of scale points to be used for Likert-type survey questions across education, psychology, and marketing is reviewed. Special focus is placed on recent meta-analytic findings on the impact of number of scale points on reliability. Further research on the impact of Likert-scale length on validity is proposed as a means of advancing theory.

Win T. Matsuda, University of Minnesota

Submitted by Win T. Matsuda, matsuo98@umn.edu

#### 420. Poster: 11:00AM-11:50AM

Board 24

##### Self-Control Strategies: A Measure Development

Research on self-control is increasingly focusing on diverse strategies used to facilitate self-control. Five self-control strategies have been proposed; however, there is currently no reliable and valid measure of these strategies. The primary aim of this study is to develop such a measure. Results provide initial support for five factor solution; however, more research is needed.

Jasmina Milosevic, Florida Institute of Technology

Nicholas Aaron Moon, Florida Institute of Technology

Sherif al-Qallawi, Florida Institute of Technology

Patrick D. Converse, Florida Institute of Technology

Michael McFerran, Florida Institute of Technology

Submitted by Jasmina Milosevic, jmilosevic2015@my.fit.edu

#### 421. Poster: 11:00AM-11:50AM

Board 25

##### Deep Learning Applications to I-O: Forecasting U.S. Work Attitudes on Twitter

This project applies a new category of predictive models, recurrent neural networks, to predict yearly variation in expressions of work-related sentiment on social media. Using a sample of over 300,000 work-related messages from Twitter across a year in the United States, a model is developed to predict future country-level work attitudes, improving upon the performance of traditional models.

Brandon Minton, Virginia Tech

Ivan Hernandez, Virginia Tech

Submitted by Brandon Minton, btminton18@vt.edu

#### 422. Poster: 11:00AM-11:50AM

Board 26

##### Bootstrapping, Sobel, and Mediation: Small Samples Inaccuracies and Low Power

Bootstrapping versus Sobel test accuracy when conducting simple mediation analysis was compared across 6 correlation conditions for small samples ranging from 10 to 100 via simulated datasets. Both methods were impacted by low power and the indirect effect estimate is prone to inaccuracies even if significant.

Long H. Nguyen, Roosevelt University

Nicholas A. Baldwin, Roosevelt University

Shani Fagan, Roosevelt University

Michael C. Helford, Roosevelt University

Travis J. Hensersky, McLane

Submitted by Long H Nguyen, lnguyen02@mail.roosevelt.edu

#### 423. Poster: 11:00AM-11:50AM

Board 27

##### Application of Qualitative Comparative Analysis (QCA) in Team Composition Research

The application of set-theory logic in team composition research to test the role of team configuration on cohesion is discussed. Set-theory based qualitative comparative analysis (QCA) is applied to test supplementary and complementary fit theory (Humphrey et al., 2007). Results illustrate how QCA can introduce novel insights about the complex nature of team composition.

Weiwen Nie, Virginia Tech

Bryan P. Acton, Virginia Tech

Roseanne J. Foti, Virginia Tech

Submitted by Weiwen Nie, weiwennie1960@gmail.com

#### 424. Poster: 11:00AM-11:50AM

Board 28

##### Test–Retest and Internal Consistency Reliability and Analysis of Experimental Design

Though internal consistency reliability has well-appreciated effects on correlational analysis, little consideration is given to its, and its combined effects with test–retest reliability, on experimental design. This paper shows the combined effects of these types of reliability on standard experimental analysis and tests the efficacy of recent latent variable advances to correct for them.

Jeffrey Olenick, Michigan State University

Submitted by Jeffrey Olenick, olenickj@msu.edu

#### 425. Poster: 11:00AM-11:50AM

Board 29

##### Sensitivity to Moral Intensity: Development and Validation of a Moral Intensity Scale

Moral intensity represents a multidimensional construct that has received substantial attention in ethics research given its influence on issue recognition and ethical decision making. Originally defined as a situational variable, this study explores the concept of moral intensity as an individual sensitivity to ethical situations and presents initial evidence of a new measure.

Brett Torrence, University of Oklahoma

Megan Rene Turner, University of Oklahoma

Alisha M. Ness, U.S. Army Research Institute for the Behavioral and Social Sciences

Alexander Brunot, University of Oklahoma

Shane Connelly, University of Oklahoma

Submitted by Brett Torrence, brettstorrence@gmail.com

#### 426. Poster: 11:00AM-11:50AM Board 30

**Assessment of Curiosity Measures for Use in Organizational Settings**  
An assessment of curiosity measures used in organizational and social psychology is presented. Focus is on (a) factor structure and reliability, (b) trait/state measure, (c) application in research, and (d) cost, ease of implementation, time, and evidence of adverse impact. Session ends with an assessment of the human resource functions most likely to benefit from the use of these measures.

Maria Fernanda Wagstaff, University of Texas at El Paso

Rawia Ahmed, University of Texas at El Paso

Gabriela Flores, Southwestern University

Submitted by Maria Fernanda Wagstaff, fwagstaff@utep.edu

#### 427. Poster: 11:00AM-11:50AM Board 31

##### **Measuring an Ambiguous Competency: Developing a Measure of Thriving in Ambiguity**

This study presents the development and initial validation of a measure of thriving in ambiguity: the perceived ability to thrive in ambiguous situations. The scale was shown to be reliable and demonstrated evidence of convergent and discriminant validity, suggesting that the scale is both novel and distinct from existing measures in the ambiguity nomological net.

Shelby Wise, Bowling Green State University

Brendan Lortie, Bowling Green State University

Katherine Barlow, Bowling Green State University

Samuel T. McAbee, Bowling Green State University

Sarah Melick, Bowling Green State University,

Submitted by Sarah Melick, sarah.melick@gmail.com

#### 428. Poster: 11:00AM-11:50AM Board 32

##### **Improving the Performance of Bifactor Predictive Model: One More Item Suffices**

Authors proposed a new strategy—augmenting traditional bifactor models with one more item—to ameliorate anomalies frequently encountered in bifactor predictive models and conducted a comprehensive simulation study to evaluate its effectiveness. Results showed that the new strategy is very effective in reducing anomalies and biases in regression coefficients.

Bo Zhang, University of Illinois Urbana-Champaign

Tianjun Sun, University of Illinois at Urbana-Champaign

Fritz Drasgow, University of Illinois at Urbana-Champaign

Mengyang Cao, Facebook

Submitted by Bo Zhang, bozhang3@illinois.edu

#### 429. Panel Discussion: 11:30AM-12:50PM Chesapeake 1-3

##### **In the Trenches: Use of SJTs in High-Stakes, High-Volume Testing Programs**

The use of SJTs in high-volume, high-stakes testing creates unique challenges that have not been explored in the literature to date. Panelists will discuss issues related to scoring, maintaining score consistency, candidate engagement, candidate collusion and coaching, and being responsive to diverse stakeholder needs as they describe their experience working “in the SJT trenches.”

Bethany H. Bynum, Human Resources Research Organization, *Chair*

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

Scott H. Oppler, Society for Human Resource Management (SHRM), *Panelist*

Fiona Patterson, Work Psychology Group, *Panelist*

Taylor Sparks Sullivan, HumRRO, *Panelist*

Submitted by Bethany H. Bynum, bbynum@humrro.org

#### 430. Panel Discussion: 11:30AM-12:50PM Chesapeake 4-6

##### **Demonstrating the Impact of Competency Modeling in Organizations**

Competencies are the foundation to building strong talent management initiatives, as they help provide a common language across HR. Thus, it's important to measure the impact of a competency modeling project. This session will identify key success indicators of competency modeling and examples of how organizations have assessed their impact.

Chris L. Lovato, IBM, *Chair*

John C. Howes, IBM, *Co-Chair*

Kellie Black, ArcBest, *Panelist*

Nora Adams, SunTrust Banks, Inc., *Panelist*

Linda Ginac, TalentGuard, Inc., *Panelist*

Debora D. Mitchell, Sprint, *Panelist*

Alyssa Castillo, Sprint, *Panelist*

Submitted by Chris L. Lovato, clovato@us.ibm.com

#### 431. Friday Seminar: 11:30AM-12:20PM Chesapeake 7-9

##### **Friday Seminar 4: A Tour of I-O Relevant AI/ML Developments**

Much of the scientific knowledge in the areas of artificial intelligence and machine learning that has relevance to I-O work is only visible through outlets in other fields. The purpose of this session is not to prognosticate on implications of AI/ML for I-O but rather to provide a review of AI/ML work in other fields that have direct nexus to traditional areas of I-O science and practice.

Jeffrey A. Jolton, PwC, *Coordinator*

David W. Dorsey, Human Resources Research Organization, *Presenter*

Dan J. Putka, HumRRO, *Presenter*

Submitted by Jeffrey A. Jolton, jeffrey.a.jolton@pwc.com

MultiDisciplinary

#### 432. Panel Discussion: 11:30AM-12:50PM Chesapeake 10-12

##### **Grasping at Straw Men: Implications of Novel Title VII Allegations**

This panel addresses novel class-wide allegations of employment discrimination, under Title VII of the Civil Rights Act (1964), that raise questions of consistency with legal and statistical conventions. The discussion is organized around 5 vignettes, in which specific allegations are evaluated in terms of the theoretical, legal, and statistical implications of the claim.

Chester Hanvey, Berkeley Research Group, LLC, *Chair*

Julie Frizell, Resolution Economics, *Panelist*

Mark Girouard, Nilan Johnson Lewis PA, *Panelist*

Martha E. Hennen, Securities and Exchange Commission, *Panelist*

Eric Dunleavy, DCI Consulting Group, *Panelist*

Submitted by Kayo Sady, kayosady@amazon.com

MultiDisciplinary

#### 433. Alternative Session Type with Presenters: 11:30AM-12:50PM Chesapeake A-C

##### **Putting Science Into Action: Creating a Culture of Inclusion**

Beyond policies, trainings, and executive efforts, organizations need to tap into how they can support and empower individual employees to actively create inclusive places to work. During this alternative session, presenters will explore the behaviors and habits that drive inclusion and engage in activities that allow the audience to practice inclusion.

Larry R. Martinez, Portland State University, *Chair*

Reetu Sandhu, Limeade, *Presenter*

Lauren Ferguson, Limeade, *Presenter*

Janai Wallace, Greatheart Consulting, *Presenter*

Philip Jacobs, Sr., Greatheart Consulting, *Presenter*

Submitted by Reetu Sandhu, reetu.sandhu@limeade.com

#### 434. Symposium/Forum: 11:30AM-12:50PM

##### **Chesapeake D-F**

##### **Advancing the Literature on Workplace Mistreatment: Why They Do It and Why It Hurts**

This symposium documents explanations why instigators engage in mistreatment (i.e., to reinforce traditional gendered behavior, prejudicial attitudes, to force compliance from coworkers) and why it hurts victims (i.e., negative rumination, negative emotional responses).

Kathi N. Miner, Texas A&M University, *Co-Chair*

Jessica M. Walker, Texas A&M University, *Co-Chair*

Sheila Brassel, University of Michigan, Nicole T. Buchanan, Michigan State University, *LGBTQ Employees' Perceptions of Sexual Harassment*

Anthony S. Colaneri, *Morally Justifying Proactive Workplace Aggression in Teams: Test of a New Model*

Erin M. Richard, Louisiana State University, Julianna J. Walsh, Aon, Gary Giu-metti, Quinnipiac University, Stephen F. Young, Center for Creative Leadership, *Cyberaggression: Unique Effects on Rumination, Emotion, and Counter-productive Work Behavior*



Jessica M. Walker, Texas A&M University, Kathi N. Miner, Texas A&M University,  
*Bystander Race Differences in Response to Ambient Racial Workplace  
Microaggressions*

Submitted by Jessica M. Walker, j.m.walker12@gmail.com

#### 435. Symposium/Forum:

11:30AM-12:20PM

Chesapeake G-I

**Seeking the Real Deal: Advancing the Authenticity Literature**  
This symposium recognizes current challenges in authenticity research and seeks to guide the field in addressing them. To begin, a review paper surveys the authenticity literature and identifies inconsistencies and limitations. Then, 3 empirical studies address the limitations identified by examining the role of context and considering multiple conceptualizations of authenticity.

Courtney M. Bryant, Michigan State University, *Co-Chair*  
Jennifer L. Wessel, University of Maryland-College Park, *Co-Chair*  
Sabrina D. Volpone, University of Colorado Boulder, Vic Marsh, University of Colorado, Boulder, Brent J. Lyons, York University, *A Review of Employee Authenticity Research*

Courtney M. Bryant, Michigan State University, *The Right Time to Be Authentic: Taboo Conversations in the Workplace*

Rachel B. Venaglia, University of Maryland, Edward Lemay, University of Maryland, *The Role of Social Approval and Self-Insight in the Pursuit of Authenticity*  
Jennifer L. Wessel, University of Maryland-College Park, Megan L. Huth, The Wharton School, Brian Welle, Google, *The Importance of Role-Based and Collective Authenticity on Well-Being and Withdrawal*

Submitted by Courtney M. Bryant, bryantcourtneym@gmail.com

#### 436. Symposium/Forum: 11:30AM-12:50PM

Chesapeake J-L

**Understanding and Improving Within-Team Processes and Perceptions**

Team processes and states drive team effectiveness. Despite their inherent intrateam, relational nature, most research utilizes static, team-level designs. This symposium presents exemplars of insights gained through examining within-team perceptions of collaboration effectiveness, satisfaction and potency, LMX relationships, roles, and strategic core.

Michael T. Braun, University of South Florida, *Chair*  
Christina N. Falcon, University of South Florida, *Co-Chair*  
Christina N. Falcon, University of South Florida, Michael T. Braun, University of South Florida, *Personality and Process: The Role of Dyadic Homophily*  
Sarah E. Frick, University of South Florida, Keaton A. Fletcher, Georgia Institute of Technology, Wendy L. Bedwell, PACE Consulting Solutions, LLC, Michael T. Braun, University of South Florida, *Virtual Leader Behavior: Manipulating and Evaluating Leader Behaviors in Virtual Teams*

Keaton A. Fletcher, Georgia Institute of Technology, Michael T. Brannick, University of South Florida, *Manipulating Relative LMX: Effects on Attitudes, Motivation, and Conflict*

Ashlyn Lowe, DePaul University, Neal Outland, DePaul University, Jake Weiss, DePaul University, Elizabeth Guth, DePaul University, Goran Kuljanin, DePaul University, *Discovering Team Roles in Highly Interdependent Action Teams*  
Neal Outland, DePaul University, Ashlyn Lowe, DePaul University, Jake Weiss, DePaul University, Elizabeth Guth, DePaul University, Goran Kuljanin, DePaul University, *Examining Team Cores in Highly Interdependent Action Teams*

Submitted by Michael T. Braun, mtbraun@usf.edu

#### 437. Alternative Session Type with Presenters:

11:30AM-12:20PM

Maryland 1-3

**Practical Advice From Lone I-O Practitioners: A Focused Discussion**

The purpose of this session is to provide practical insights into how best to develop expertise and strengthen careers while experiencing the demands of being the only psychologist within an organization. This alternative session format will provide attendees a forum to discuss issues pertinent to lone industrial and organizational psychologists.

Landon J. Mock, U.S. Department of the Interior, *Co-Chair*  
Matthew L. Arsenault, Walmart, *Co-Chair*

Submitted by Landon J. Mock, landon\_mock@ios.doi.gov

#### 438. Symposium/Forum: 11:30AM-12:50PM Maryland 4-6

##### In Pursuit of Innovative Cultures and Climates: A Multimethod and Multilevel View

Maintaining an innovative edge is vital to the long-term success and growth of today's companies. A growing number of organizational scholars have established culture as a key driver of innovation. This symposium explores cultures of innovation and its determinants, using a diverse set of methodologies and perspectives to refine popular but fragmented interpretations of these linked constructs.

Michele J. Gelfand, University of Maryland, *Chair*  
Virginia Choi, University of Maryland, *Chair*  
Rachel L. Heinen, Pennsylvania State University, Tin Nguyen, Pennsylvania State University, Julian Bryant Allen, Pennsylvania State University, Samuel T. Hunter, Pennsylvania State University, *Creative Climate: A Multidimensional Framework*  
Miriam Erez, Technion, *Innovation as Shaped by the National Culture and the Work Context*

Josh Keller, University of New South Wales, Sze-Sze Wong, Nanyang Technological University, Shynnan Liou, National Cheng Kung University, *How Social Networks Facilitate the Emergence of Cultures of Innovation*

Piotr Prokopowicz, Jagiellonian University, Virginia Choi, University of Maryland, Michele J. Gelfand, University of Maryland, *Masters of Both: Exploring the Links Between Cultural Tightness and Innovation*

Benjamin Schneider, University of Maryland/University of Southern California, *Discussant*

Submitted by Virginia Choi, vavko@umd.edu

#### 439. Alternative Session Type with Presenters:

11:30AM-12:50PM

Maryland A

**Reskilling Talent to Be Future Ready: A Design Thinking Workshop**

The specter of technological unemployment—broad and sudden job losses due to increasing automation—looms over the modern worker. Rather than merely elucidating the problem, a panel with diverse backgrounds will share first hand examples of reskilling talent. They will then lead attendees in a design thinking style workshop to craft their own potential implementations for hypothetical workers.

Neil Morelli, Berke, *Presenter*  
Mark Caine, World Economic Forum Centre, *Presenter*  
Muriel G. Clauson, University of Georgia, *Presenter*  
Shreya T. Sarkar-Barney, Human Capital Growth, *Presenter*  
Steven R. Toaddy, Louisiana Tech University, *Presenter*

Submitted by Neil Morelli, neil.morelli@gmail.com

MultiDisciplinary

#### 440. Symposium/Forum: 11:30AM-12:50PM

Maryland B

**Capturing Complexity: Methodological Advancements for Collective Leadership**

Due to the complex nature of collective leadership, methods ought to account for the temporal dynamics, contextual boundary conditions, and multilevel nature of collective leadership. This session introduces several underutilized methodological advancements geared toward overcoming theory-method misalignment in collective leadership research, providing implications for theory and practice.

Maureen E. McCusker, Army Research Institute for Behavioral and Social Sciences, CRFP, *Chair*

Cynthia K. Maupin, University of Georgia, *Co-Chair*  
Frank Shu, Illinois Institute of Technology, Roya Ayman, Illinois Institute of Technology, *Leadership Structures and Diversity in Teams*  
Ki Ho Kim, Central Michigan University, Matthew S. Prewett, Central Michigan University, *Applicability of Coefficient of Variation in Measuring Shared Leadership*

Kristin L. Cullen-Lester, University of Houston, Alexandra Gerbasi, University of Exeter, Cecile EMERY, University of Surrey, *Applying Advanced Social Network Techniques to Quantify Patterns and Processes of Leadership*  
Cynthia K. Maupin, University of Georgia, Maureen E. McCusker, Army Research Institute for Behavioral and Social Sciences, CRFP, Andrew J. Slaughter, US Army Research Institute, Gregory A. Ruark, U.S. Army Research Institute, *Stepping Outside the Box: Leveraging Best Practices to Advance*



**Collective Leadership**Jay B. Carson, Southern Methodist University, *Discussant*

Submitted by Cynthia K. Maupin, ckmaupin@gmail.com

**441. Master Tutorial: 11:30AM-12:50PM Maryland C  
Web Scraping With R**

A lot of data exists on the web! Accessing that data requires understanding HTTP requests, security tokens, data transfer file formats, and data cleaning. This tutorial session will walk you through how to access and process web-based data using the powerful statistical language R. Bring your laptop for this interactive session (download session materials here: <https://bit.ly/2QfaYRw>).

Steven Nydick, Korn Ferry, *Presenter*Ben Wiseman, Korn Ferry Institute, *Presenter*Jeff A. Jones, Korn Ferry, *Presenter*

Submitted by Jeff A. Jones, Jeff.Jones@kornferry.com

**442. Panel Discussion: 11:30AM-12:20PM Maryland D  
Effective Advocacy Strategies for I-O Professionals**

This session is designed to build the capacity of I-O professionals who are interested in engaging in advocacy through formal and informal strategies. It uses a blended format of formal presentation and expert panel discussion to provide effective advocacy strategies that I-O professionals can use to promote policies, laws, and initiatives that align with SIOP's mission and professional goals.

Gabrielle M. Blackman, Purdue University Global, *Co-Chair*Adam H. Kabins, Korn Ferry Group, *Co-Chair*Alexander Alonzo, Society for Human Resource Management (SHRM), *Panelist*Kristin N. Boring, *Panelist*Jennifer Lewis-Burke Associates, LLC, *Panelist*E. J. Lewis-Burke Associates, LLC, *Panelist*

Submitted by Gabrielle M. Blackman, gblackman@purdueglobal.edu

**443. Community of Interest:****11:30AM-12:20PM National Harbor 1  
Statistics Plus Data Visualizations: How Technology Brings Power to the People**

In this COI, researchers and practitioners are invited to a discussion of the role of data visualization in I-O. The application and purpose of data viz as a supplement to traditional statistical methods, ethical considerations, and the training gap of data viz in I-O education will be discussed. Participants are encouraged to bring their experiences and areas of research to this discussion.

Roza Jankovic, PepsiCo, *Host*Richard N. Landers, University of Minnesota, *Host*Katharine R. O'Brien, CUNA Mutual Group, *Coordinator*

Submitted by Katharine R. O'Brien, katharine.r.obrien@gmail.com

**444. Panel Discussion:****11:30AM-12:50PM National Harbor 2-3  
Has Candidate Delight Become a More Important Criterion Than Performance?**

Candidate experience has become one of the most important features in designing and implementing assessments in organizations. The impression of job candidates regarding an organization's selection components has become a critical criterion variable for stakeholders when evaluating assessments. This panel will define and discuss several topics relevant to this increasingly critical criterion.

Ted B. Kinney, PSI Services LLC, *Chair*Nicole M. Ginther, Thermo Fisher Scientific, *Panelist*Benjamin P. Granger, Qualtrics, *Panelist*Sara Lambert Gutierrez, SHL, *Panelist*Rick R. Jacobs, Pennsylvania State University/PSI, *Panelist*John A. Weiner, PSI Services LLC, *Panelist*

Submitted by Ted B. Kinney, tedkinney711@gmail.com

MultiDisciplinary

**445. Alternative Session Type with Presenters:****11:30AM-12:50PM National Harbor 10-11****The Edge of Eldercare: Research Blitz/Panel Hybrid on the State of the Field**

The hybrid session brings together experts in the field of eldercare with researchers who have published the most recent research on the topic. Guest editors of a recent special issue on eldercare form our panel of experts. With authors who have had accepted papers within this special issue, presenters give short a short research blitz on their most current findings.

Charles E. Lance, Organizational Research & Development, *Presenter*Boris B. Baltes, Wayne State University, *Presenter*Greg R. Thrasher, Oakland University, *Presenter*Tracy L. Griggs, Winthrop University, *Presenter*Janet L. Barnes-Farrell, University of Connecticut, *Presenter*Rebecca Clancy, Colorado State University, *Presenter*Linda Duxbury, Carleton University, *Presenter*Gwenith G. Fisher, Colorado State University, *Presenter*Yisheng Peng, Hofstra University, *Presenter*

Submitted by Charles E. Lance, clancephd@gmail.com

**Poster Session (POTOMAC 1-2 SESSION H):****11:30AM-12:20PM Potomac 1-2****446. Poster: 11:30AM-12:20PM Board****SIOP Select: Rains Wallace Award Winner Poster Presentation**

The author will examine the specific state of power dependence that predicts abusive supervision, then theorize balancing operations as coping strategies that the follower can use to address the persistence of abusive supervision over time by changing the power imbalance within the dyad. Through the follower's approach balancing operations, the leader is more likely to regard the abused follower as someone who is instrumental to his or her pursuit of goals and resources, resulting in a reduction in future abuse and an increase in the leader's future reconciliation.

Elijah Wee, University of Washington

Submitted by Elijah Wee, eliwee@uw.edu

**447. Friday Seminar: 11:30AM-2:30PM Potomac 3-4****Friday Seminar 3: Data Visualization in Practice: Doing, Seeing, and Thinking**

PREREGISTRATION AND ADDITIONAL FEE REQUIRED. This seminar focuses on the practical application of data visualization, grounded in theory and practice by top visual designers. Participants will learn how to evaluate designs and identify implications of data visualization for decision making.

Michael E. Hoffman, Johnson & Johnson, *Coordinator*Chantale Wilson Antonik, Shaker International, *Presenter*Paul Tsagaroulis, U.S. General Services Administration, *Presenter*

Submitted by Michael E. Hoffman, mehoffman82@gmail.com

MultiDisciplinary

**448. Alternative Session Type with Presenters:****11:30AM-12:50PM Potomac 5-6****How to Be a Good Reviewer: Reviewer Development Workshop**

A list of research reviewer competencies will be introduced and discussed by a panel consisting of those with extensive reviewing and editorial experiences. Practical recommendations (Dos and Don'ts) will be offered as to how to conduct an effective and ethical review, followed by interactive discussions around a list of hypothetical yet realistic scenarios presenting ethical/practical dilemma.

Sang Eun Woo, Purdue University, *Chair*Tine Koehler, The University of Melbourne, *Co-Chair*Chu-Hsiang Chang, Michigan State University, *Presenter*Louis Tay, Purdue University, *Presenter*

Submitted by Sang Eun Woo, sewoo@purdue.edu

**449. Panel Discussion: 11:30AM-12:50PM Potomac C**  
**Alliance Special Session: Pay-for-Performance Issues in the Global Context**

This panel will discuss issues related to pay-for-performance, incentives, and pay structures in a global context. Key academics will offer insights regarding evidence-based practice, a key figure in the general HR literature will discuss how pay-for-performance factors into effective HR systems, and top "global rewards" practitioners will offer perspectives from the field.

Jason Shaw, Nanyang Business School, *Panelist*

Bradford S. Bell, Cornell University, *Panelist*

Anthony J. Nyberg, University of South Carolina, *Panelist*

Tae-Youn Park, Vanderbilt University, *Panelist*

Julie M. McCarthy, University of Toronto,

Submitted by Julie M. McCarthy, [julie.mccarthy@utoronto.ca](mailto:julie.mccarthy@utoronto.ca)

**450. Symposium/Forum: 11:30AM-12:50PM**

**Potomac D**

**Latest Findings in Conditional Reasoning: A New Scale, New Analyses, and New Samples**

Presentations included describe the latest measurement and theoretical developments in the identification and assessment of implicit personality

as framed within the paradigm of conditional reasoning. Primary focus is on novel measurement development, analysis, and application. Supporting data will be presented. Presentations are followed by comments from an expert discussant.

Jeremy L. Schoen, University of Mississippi, *Chair*

Yalcin Acikgoz, Appalachian State University, Yonca Toker, Middle East Technical University, Devon Hickman, Appalachian State University, Erich Iverson, Appalachian State University, *Measuring Impression Management Through a Conditional Reasoning Test*

Ye Ra Jeong, Radford University, Neil Christiansen, Central Michigan University, *Implicit and Explicit Personality in Predicting Different Types of Aggressive Behaviors*

Kristl Davison, Appalachian State University, Susan M. Stewart, Western Illinois University, Bart Garner, University of Mississippi, *Insufficient Effort Responding on the CRT for Achievement Motivation*

Jaime Williams, University of Mississippi, Jeremy L. Schoen, University of Mississippi, *Aggressive Personality as an Antecedent of Abusive Supervision*

James M. LeBreton, Pennsylvania State University, *Discussant*

Submitted by Jeremy L. Schoen, [jeremy.schoen@gmail.com](mailto:jeremy.schoen@gmail.com)

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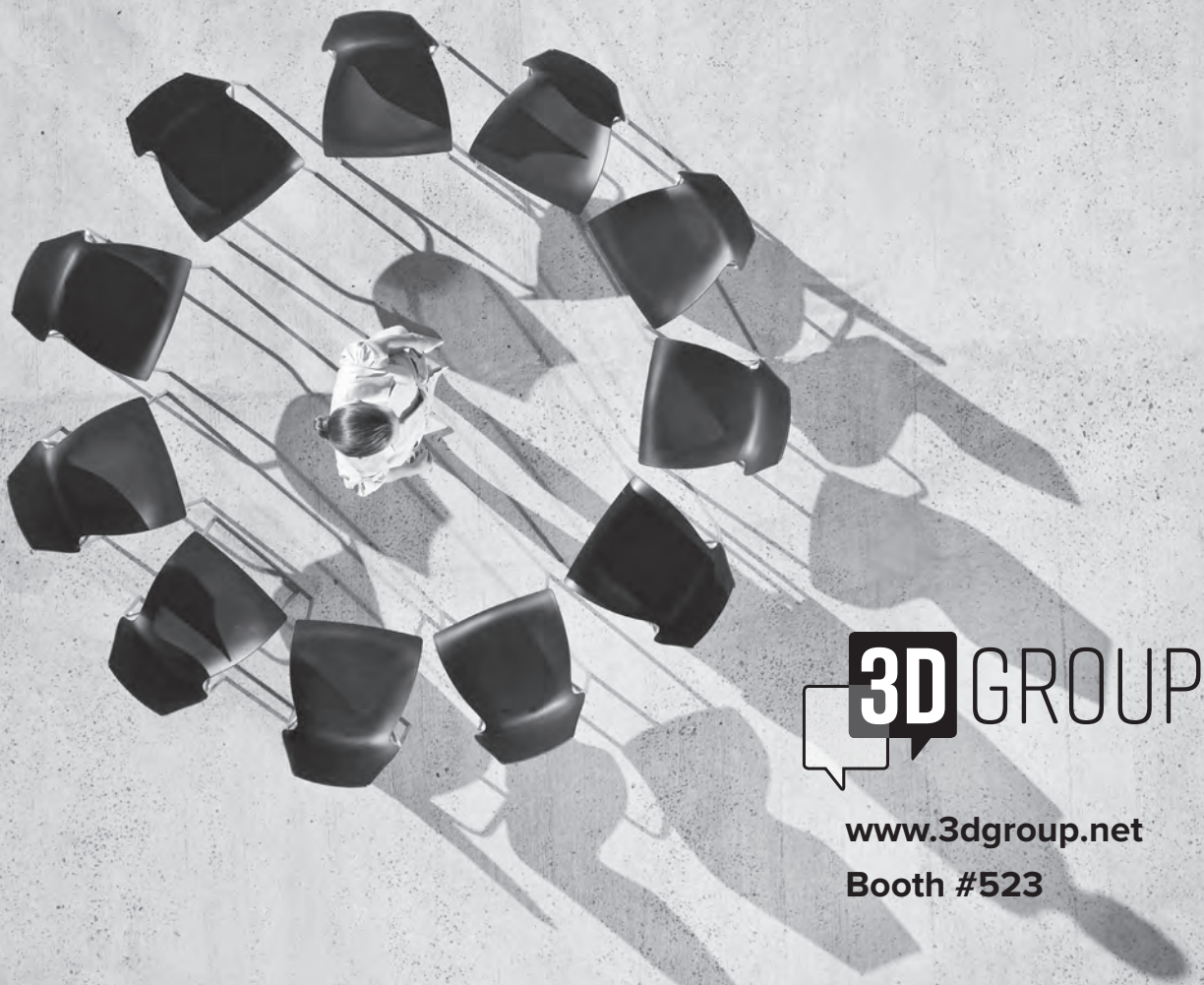




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**SENIOR EDITOR:**

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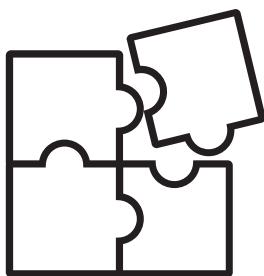
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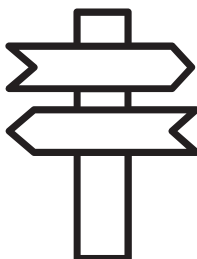
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### Thursday, April 4

1:30pm Assessment Strategies for Selection for Cyber/Information Technology Jobs: Assessing Cyber Potential through Cognitive Capabilities

3:30pm Large-scale Selection System Case Studies

### Friday, April 5

8am Career Transitions: Perspectives on How to Make the Leap

8am Organizational Survival of the Fittest: Exploring Adaptability as a Talent Strategy

11am Preparing for the Future of Work: Critical Aptitudes and Traits for Cyber Positions

3pm Solving the Performance Management Conundrum Through New Practices and Technology

3pm Innovative Talent Assessment Practices: Adoption, Trends, and Predictions

5pm Candidate Feedback: Has the Time Come?

5pm Developing High-Quality Assessments with the Reality of Limited Resources

### Saturday, April 6

8am Viva La IO Revolution

9:30am Coffee Connect



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9:30-10:00 AM**

10am Cybersecurity and IO: Opportunities and Challenges for Practitioners and Academics

10am Why 360 Feedback Processes Fail: Cautionary Tales from the Trenches

1:30pm Context Driven Performance Management

3pm Culture Change – What Really Works: Tales and Triumphs from the Trenches



**Poster Session (Staffing/Behavior):**

12:00PM-12:50PM

Prince George's Exhibit Hall D

451. Poster: 12:00PM-12:50PM

Board 1

**Effects of a Hostile Work Environment on Production Deviance**  
 Authors examined a conditional, indirect process model in which perceived hostile work environment affects production deviance both directly and indirectly through emotional exhaustion. Analyses of data from 744 military workers revealed partial mediation and that conscientiousness moderated the paths (paths b and c) to production deviance. Links were weakest among highly conscientious workers.

Dustin Maneethai, University of Houston  
 Ricardo Obasare, University of Houston  
 Mary Louise Hotze, University of Texas at Austin  
 Nikola Fedorowicz, University of Houston  
 Loring Crepeau, DEOMI  
 L. A. Witt, University of Houston

Submitted by L. A. Witt, witt@uh.edu



452. Poster: 12:00PM-12:50PM

Board 2

**Give an Inch, and They Take a Mile: The Downside of Idiosyncratic Deals**  
 Authors explored a conditional, indirect process in which goal-focused leadership influenced production deviance through idiosyncratic deals. Additionally, agreeableness was examined as a moderator at each path in the process. Results revealed an indirect effect and moderation at paths a and b, such that the link was strongest among employees lower in agreeableness.

Dustin Maneethai, University of Houston  
 Mike Olson, University of Houston  
 Nikola Fedorowicz, University of Houston  
 Ricardo Obasare, University of Houston  
 Payton Stewart, University of Houston  
 Tina Zamanipour, University of Houston  
 Mary Louise Hotze, University of Texas at Austin  
 L. A. Witt, University of Houston

Submitted by L. A. Witt, witt@uh.edu

453. Poster: 12:00PM-12:50PM

Board 3

**Reexamining the Workplace Support-Harassment Relationship: A Latent Profile Approach**

In response to inconsistencies in theory and research, authors first examined the direct relationship between harassment and support at work. However, latent profile analysis revealed that patterns of support at work (from supervisors and coworkers; providing work and caregiving support) exist and impact level of experienced harassment in more complex ways than variable-centered analyses suggest.

Claire Elizabeth Smith, Bowling Green State University  
 Clare L. Barratt, Bowling Green State University  
 Katherine Barlow, Bowling Green State University  
 Kyle J. Page, South Dakota State University  
 Kathleen Rospenda, University of Illinois at Chicago  
 Submitted by Claire Elizabeth Smith, sclaire@bgsu.edu

454. Poster: 12:00PM-12:50PM

Board 4

**Examining the Sequential Stages of Planned Organizational Change**  
 Authors examined the factor structure of an organizational change model, the model's relationship to resistance to change and ambiguity tolerance, and the model's predictive power of perceived change effectiveness. ADKAR significantly predicted perceived change effectiveness ( $\eta^2p = 0.27$ ).

Joshua L. Brenner, PepsiCo  
 Bernard Gorman, Hofstra University  
 Submitted by Joshua L. Brenner, MA, josh.l.brenner@gmail.com



455. Poster: 12:00PM-12:50PM

Board 5

**The Irrational Job Seeker: Job Choice Decisions in Separate Versus Joint Evaluations**

This study examined how job offers are evaluated by job seekers. Utilizing an experimental design in which participants were asked to evaluate 2 job offers in joint (i.e., with another offer) or separate conditions, it was found

that the perceived values of attributes in an offer (e.g., salary) are added in the joint evaluation condition but averaged in the separate condition.

Yalcin Acikgoz, Appalachian State University

Submitted by Yalcin Acikgoz, acikgozy@appstate.edu

456. Poster: 12:00PM-12:50PM

Board 6

**The Initial Effects of Recreational Marijuana Legalization on Industry Turnover**

Using an econometric approach, the author uses CPS data to compare the effects of recreational marijuana legalization on industry turnover in service in transportation industries in WA and CO (WA/CO), and a synthetic control unit. Results suggest that people are less likely to enter the transportation industry in WA/CO postlegalization than the service industry or in the synthetic control.

Elizabeth A. Adair, University of Minnesota

Submitted by Elizabeth A. Adair, adair044@umn.edu

457. Poster: 12:00PM-12:50PM

Board 7

**The Impact of Promotion Practices on Org. Attraction: The Role of Cultural Values**

Based on the signal model of recruiting, this paper investigates the influence that promotion practices, salary, and cultural values have on organizational attraction. Findings show that respondents were more attracted to promotion practices consistent with KSAs and ambition, rather than favoritism, and vertical individualism was found to be a boundary condition.

Ankita Agarwal, University of Texas at Arlington  
 Jennifer Grace Manegold, Florida Gulf Coast University  
 Wendy J. Casper, University of Texas at Arlington  
 Dynah Basuil, Asian Institute of Management

Submitted by Jennifer Grace Manegold, jmanegold@fgcu.edu

458. Poster: 12:00PM-12:50PM

Board 8

**Causes and Consequences of Ghosting in the Employee Recruitment Process**

Ghosting, the experience of withdrawn communication during recruiting, is a demoralizing experience for applicants. Authors clarify the construct definition of ghosting and develop propositions about its antecedents in organizations. They then turn to the applicant's perspective to theorize how this experience is interpreted and what attitudinal and behavioral consequences may occur in its wake.

Melissa A. Albert, Bowling Green State University  
 Jason Dahling, The College of New Jersey

Submitted by Jason Dahling, dahling@tcnj.edu

459. Poster: 12:00PM-12:50PM

Board 9

**Why Does Honest Impression Management Improve Interview Ratings?**

Authors examined 2 fundamental dimensions of social perception: competence and warmth, as mediators of the relation between two honest impression management tactics and interview scores. In real interviews, competence mediated the relation between self-promotion and interview scores, but warmth did not mediate the relation between Ingratiation and interview scores.

Amanda Alyce Amaral, Ontario Ministry of Labour  
 Deborah M. Powell, University of Guelph

Submitted by Deborah M. Powell, dpowell@uoguelph.ca

460. Poster: 12:00PM-12:50PM

Board 10

**Regulatory Fit Between Explanation Framing and Regulatory Focus on Applicant Reaction**

Authors examined the fit effects between explanation framing and regulatory foci on applicants' reactions in 4 studies. Findings indicate that promotion-focused recipients reacted to positive framing more positive whereas prevention foci was the opposite. Moreover, procedural fairness also mediated the relationship between regulatory fit and organizational attractiveness.

Ran Bian, Beijing Normal University  
 Peijian Lin, Beijing Normal University  
 Qin Gao, China University of Political Science and Law  
 Jiale Li, Beijing Normal University  
 Xueyang Yang, Beijing Normal University

Submitted by Jiale Li, carlaljl@mail.bnu.edu.cn

461. Poster: 12:00PM-12:50PM

Board 11

**Costs and Benefits of Verification as a Measure to Reduce Faking in Interviews**

Faking in selection interviews is rather prevalent. However, little is known about suitable measures to reduce faking in interviews. This study (N = 317) tested whether informing interviewees that information from their answers will be verified helps to reduce faking intentions. Unfortunately, this was not the case. However, verification significantly impaired applicant reactions.

Benedikt Bill, Ulm University  
Klaus G. Melchers, Ulm University

Submitted by Klaus G. Melchers, klaus.melchers@uni-ulm.de

462. Poster: 12:00PM-12:50PM

Board 12

**Job Applicants' Perceptions and Reactions of Hiring Companies' Social Media Policies**

This exploratory study provided insights of job applicants' perceptions of hiring companies' social media policies and their intended acts with the companies. Results suggested that the perceptions of the social media policies are ultimately what drove their action. The predictors of social media policy perceptions were the strictness of the policies, applicants' agreeableness, and employability.

Chieh-Chen Bowen, Cleveland State University  
Sierra Davidson, Western Reserve Area Agency on Aging  
Brent Anthony Stevenor, Cleveland State University

Submitted by Chieh-Chen Bowen, c.c.bowen@csuohio.edu



463. Poster: 12:00PM-12:50PM

Board 13

**Suitable for All Ages?: Gamified Assessment Reactions, Performance and Age**

This study investigated the effects of age on gamified assessment reactions and performance. Participants completed a gamified assessment, working memory assessment, and questionnaires about reactions and personality. Results revealed older individuals performed worse and that no relationship between age and views of clarity of task existed. Practical and research implications are discussed.

Nathan Thomas Brucher, Michigan State University  
Jacob C. Bradburn, Michigan State University,  
Danielle M. Gardner, Michigan State University,  
Tara K. McClure, Aon,  
Eleni V. Lobene, Aon,  
Nicholas R. Martin, Aon,  
Ann Marie Ryan, Michigan State University

Submitted by Nathan Thomas Brucher, bruchern@msu.edu

464. Poster: 12:00PM-12:50PM

Board 14

**Who Is Talented? A Model of Talent Identification Based on Implicit Theories**

Authors propose a theoretical model of talent identification, which highlights how employees' performance and key characteristics related to potential (e.g., ability, motivation) can impact managers' decisions.

Francoise Cadigan, MacEwan University  
Lukas Neville, Queen's University  
Nicolas Roulin, Saint Mary's University

Submitted by Francoise Cadigan, cadiganf@macewan.ca

465. Poster: 12:00PM-12:50PM

Board 15

**Attracting and Repelling: A Framework of Managerial Job Assignment Preferences**

Using a sample of more than 1,200 managers, the authors examined career, resource, and social reasons managers use to formulate a job assignment preference. Results showed resource reasons (commute) repel managers, whereas career (opportunity to learn) and social reasons (customers) attract managers. Career stage and race moderated the relationships; preference predicted movement 2 years later.

Emily D. Campion, Old Dominion University  
Michael C. Campion, University of Texas Rio Grande Valley  
Michael A. Campion, Purdue University

Submitted by Emily D. Campion, ecampion@odu.edu

466. Poster: 12:00PM-12:50PM

Board 16

**The Powerful Effect of Organization Personality on Organizational Attraction**

This study examined the effect of an organization's personality (boy scout, innovativeness, dominance, thrift, and style) on its levels of attraction. Findings illustrated that participants perceived the organization portraying the boy scout trait to be the most attractive. Participants were also most likely to choose the boy scout organization if offered a job from all 5 companies.

Avery Charron, Xavier University  
Dalia L. Diab, Xavier University

Submitted by Avery Charron, charrona1@xavier.edu

467. Poster: 12:00PM-12:50PM

Board 17

**Selection Feedback Derived From Biodata Correlates of Long Term Strategic Perspective**

Authors examined biographical information that could be used to provide applicants with actionable feedback from the selection process. The Long Term Strategic Perspective scale was used to identify life experiences associated with strategic, developmental thinking, and broad job performance. Numerous experiences related to scores could be useful as applicant feedback.

Michaela Fisher, InVista  
Jessica Aikens, Missouri State University  
Nivia Ayala, Missouri State University  
Robert G. Jones, Missouri State University  
Rachel Kennell, InVista

Submitted by Michaela Fisher, mfisher@invistatalent.com

468. Poster: 12:00PM-12:50PM

Board 18

**Rage Against the Machine: Reactions to Artificial Intelligence in Selection Systems**

Organizations are using artificial intelligence (AI) to streamline their hiring processes, yet little is known about how applicants react to the use of AI. Authors experimentally examined reactions to AI versus human decision makers, finding that people react unfavorably to AI and the organizations that use them. The implications of these findings, along with possible solutions will be discussed.

Manuel F. Gonzalez, Baruch College & the Graduate Center, CUNY  
John Capman, Aon  
Nicholas R. Martin, Aon  
Richard Justenhoven, Aon's Assessment Solutions  
Achim Preuss, Aon/cut-e

Submitted by Manuel F. Gonzalez, mgonzalez47@gmail.com

469. Poster: 12:00PM-12:50PM

Board 19

**You Want the Sexist Recruiter or the Unbiased Recruiter, But Not In-Between**

Bayesian regressions revealed that benevolent sexism negatively related to the odds of a woman being interviewed, and hostile sexism negatively related to the odds of a man being interviewed. The majority of the observed relationships were curvilinear, people with high and low levels of sexism were more likely to interview candidates than those towards the middle of the sexism distribution.

Travis J. Hensersky, McLane  
Richard E. Beyer, Integritas LLC  
Jacqueline K. Deuling (Mitchelson), Roosevelt University  
Nicholas A. Baldwin, Roosevelt University

Submitted by Travis J. Hensersky, thensersky@mail.roosevelt.edu

470. Poster: 12:00PM-12:50PM

Board 20

**The Effects of Other Candidates and Social Networks on Resume Fraud Over Time**

This conceptual paper delineates what factors influence job seekers' job search behavior during job market period. Authors suggest that competitors' success, personal social networks, and job seeker's narcissism play pivotal roles in creating job seekers' moral attitude and behaviors.

Jaewoo Kim, University of Houston  
Min Kyu Joo, University of Houston

Submitted by Jaewoo Kim, dalhana47@gmail.com

471. Poster: 12:00PM-12:50PM

Board 21

**We Don't Hire Job Hoppers: Hiring Managers' Perceptions of Frequent Job Change**

Behavioral indicators of job hopping were experimentally manipulated across 48 job applications. Using a within-subjects policy-capturing approach, hiring managers ( $n = 100$ ) rated each application. The mean and variability of job tenure, the number of jobs, and a job  $\times$  tenure interaction influenced job-hopping attributions, leading (directly and indirectly) to negative hiring recommendations.

Christopher J. Lake, Kansas State University  
Cassandra Chlevin, Kansas State University  
Chi-Leigh Warren, Kansas State University  
Nathaniel M. Voss, Kansas State University  
Rebecca Ryan, Kansas State University  
Landon Fossum, Kansas State University

Submitted by Christopher J. Lake, lakec@ksu.edu

472. Poster: 12:00PM-12:50PM

Board 22

**The Impact of Interest in Physical Sciences Over Time: Applying Latent Growth Models**

To address the lack of underrepresented groups in STEM occupations, authors examined the role of interest in physical sciences using latent growth modeling. Initial interest varied on demographics, math training, learning experiences, and math beliefs. Math ability malleability was related to slower decline in interest. Supplementary analyses showed a declining pattern in interest over time.

Li Lin, PepsiCo  
Lori Anderson Snyder, University of Oklahoma

Submitted by Li Lin, li.lin-1@ou.edu

473. Poster: 12:00PM-12:50PM

Board 23

**Comparing the Accuracy of Decision Trees and Logistic Regression**

Two studies compared the effectiveness of decision tree analysis to a logistic regression. The first study demonstrated the accuracy of decision tree analysis in identifying top performers with a stimulated data sample. The second study demonstrated decision tree's accuracy in predicting graduate school GPA. Both studies demonstrated the accuracy of decision trees as selection techniques.

Kyle Marks, Middle Tennessee State University  
Alexander T. Jackson, Middle Tennessee State University  
Stacey Madison Stremic, Middle Tennessee State University  
Aneeqa Thiele, Louisiana State University  
Judith L. Van Hein, Middle Tennessee State University  
Ying Jin, Middle Tennessee State University

Submitted by Alexander T. Jackson, alexander.jackson@mtsu.edu

474. Poster: 12:00PM-12:50PM

Board 24

**Can I Trust My Recruiter? Factors Influencing Job Pursuit Intentions**

More companies are using professional recruiters to locate top talent. Recruiter helpfulness, perceived timeliness, and trustworthiness were all found to be related to job pursuit intentions. The model was tested across 3 stages in the recruitment process. Perceptions of trustworthiness mediated the relationship between timeliness and helpfulness across all 3 stages.

Caleb D. McLaughlin, Denver Health  
Judith L. Van Hein, Middle Tennessee State University  
Michael B. Hein, Middle Tennessee State Univ

Submitted by Judith L. Van Hein, jvanhein@mtsu.edu

475. Poster: 12:00PM-12:50PM

Board 25

**Can Explanations Improve Test Takers' Perceptions of a GMA test? Yes, They Can!**

An experimental study examined whether perceptions of an ability test can be improved by providing an explanation. 143 participants completed a GMA test. An explanation was given to half of them concerning the content, relevance, and predictiveness of the test whereas no explanation was given to the others. The explanation significantly improved test takers' perceptions.

Klaus G. Melchers, Ulm University  
Barbara Körner, University of Zurich

Submitted by Klaus G. Melchers, klaus.melchers@uni-ulm.de

476. Poster: 12:00PM-12:50PM

Board 26

**Stepping Stone or Stumbling Block? The Impact of Military Service on Employment**

Authors examined the role of applicant veteran status, warmth, and competence conveyed in application materials, and hiring managers' implicit person theories on hiring decisions. Analyses found that veterans were rated significantly higher than nonveterans when the hiring manager had an incremental implicit person theory and applicant materials included warmth and competence manipulations.

Ryanzo W. Perez, Novus International  
Lynn K. Bartels, Southern Illinois University Edwardsville  
Morgan Gabrielle Tillery, Southern Illinois University Edwardsville

Submitted by Lynn K. Bartels, lbartel@siue.edu

477. Poster: 12:00PM-12:50PM

Board 27

**Employee Selection: Don't Let the Machines Take Over**

Using a simulation, authors examine the effects on the multiple correlation based on ordinary least squares (OLS) regression as well as regression trees, in a 3-stage multiple hurdle approach. Although the OLS-based  $R^2$  was attenuated considerably, the analog in regression trees was overestimated due to the tendency for regression trees to overfit.

Patrick J. Rosopa, Clemson University  
Alexander Francis Moore, Clemson University  
Zach P. Klinefelter, Clemson University

Submitted by Patrick J. Rosopa, prosopa@clemson.edu

478. Poster: 12:00PM-12:50PM

Board 28

**Will They or Won't They? Factors Affecting Compliance With Reference Check Requests**

This study examined factors affecting compliance of potential reference providers with reference check requests. A quasi-experimental scenario was used to assess the impact of candidate job performance, relationship to candidate, and method of providing the employment reference on hypothetical compliance. Results indicated that performance and method impact reference compliance.

Disha D. Rupayana, SkillSurvey, Inc.  
Cynthia A. Hedricks, SkillSurvey, Inc.  
Peter A. Fisher, Wilfrid Laurier University  
Chet Robie, Wilfrid Laurier University

Submitted by Disha D. Rupayana, drupayana@skillsurvey.com

479. Poster: 12:00PM-12:50PM

Board 29

**The Effect of Feedback on Decision Aid Utilization**

Authors investigated how feedback influences individuals' reliance on decision aids. Participants were 379 hiring managers who completed an online hiring decision task. They were randomly assigned to receive (or not) feedback after each decision about the accuracy of their prediction and the accuracy of the decision aid's predictions. Feedback on accuracy failed to improve selection decisions.

Stacey Madison Stremic, Middle Tennessee State University  
Kali Thompson, Tennessee Small Business Development Center  
Aneeqa Thiele, Louisiana State University  
Alexander T. Jackson, Middle Tennessee State University  
Satoris S. Howes, Oregon State University

Submitted by Stacey Madison Stremic, sms8x@mtmail.mtsu.edu

480. Poster: 12:00PM-12:50PM

Board 30

**Reducing Disparity and Increasing Diversity in Law Enforcement Hiring**

Authors use simulated data in a law enforcement context to assess the degree to which our efforts to mitigate subgroup differences result in real world hiring of minority group members. They find that the effect size differences of selection tools are far less important than sample diversity and potential testing attendance rates.

Mark W. Tawney, IOS, Inc.  
Caitlin J. Jacobson, I/O Solutions  
Maxwell G. Porter, Illinois Institute of Technology  
Robert Wladyslaw Szarek, IOS, Inc.

Submitted by Mark W. Tawney, Mark@iosolutions.com



481. Poster: 12:00PM-12:50PM

Board 31

**Job Analytic Comparisons of Sales, Sales Managers, and Leaders Competencies**

This study used data-driven best practices to identify the most critical competencies for 3 job families: sales, sales manager, and leader. Although subject matter experts rated some competencies as critical across the job families, key competencies were unique to each job family.

Cody Donovan Clay Warren, Hogan Assessment Systems

Kimberly S. Nei, Hogan Assessment Systems

Karen M. Fuhrmeister, Hogan Assessment Systems

Submitted by Cody Donovan Clay Warren, cody.warren1272@gmail.com

482. Poster: 12:00PM-12:50PM

Board 32

**Applicant Attraction to Organizations: A Meta-Analytic Path Analysis**

An integrated theoretical model linking job and organizational characteristics to applicant attraction through the mediating effects of P-O fit and P-J fit was developed. Results showed that the effects of job and organizational characteristics were fully mediated by P-O fit and P-J fit.

Derek Qingxiong Weng, University of Science and Technology of China

Song WuUniversity of Science and Technology of China

Submitted by Derek Qingxiong Weng, wqx886@126.com

483. Poster: 12:00PM-12:50PM

Board 33

**Formal and Informal Recruitment Sources: Comparing Applicant and New Hire Quality**

Past research has compared the effectiveness of different types of recruiting sources, but often focuses primarily on posthire outcomes. This field study compares the effectiveness of formal and informal recruitment sources by examining a variety of applicant and new hire outcomes. Results show that informal sources tend have higher quality applicants and new hires than informal sources.

Carmen Young, Marriott International

Brian Costello, Marriott International

Steve Hall, Marriott International

Submitted by Carmen Young, carmen.young@marriott.com

484. Panel Discussion: 1:00PM-2:20PM

Chesapeake 4-6

**Are We Closing the Science-Practice Gap in Talent Management?**

A panel of deeply experienced practitioners will describe some of the clearest examples of widely applied talent management practices that are inconsistent with I-O theory and research, explore the factors that have led to the detachment of talent practice from talent science, and propose approaches that can help close these science-practice gap to produce stronger and more effective practices.

Seymour Adler, Aon, *Chair*Tomas Chamorro-Premuzic, Manpower Group, *Panelist*Robert B. Kaiser, Kaiser Leadership Solutions, *Panelist*Miriam Ort, Avis Budget Group, *Panelist*Mary-Clare Race, Mind Gym, *Panelist*

Submitted by Seymour Adler, seymour.adler@aon.com

485. Panel Discussion: 1:00PM-2:20PM

Chesapeake A-C

**Paradoxes: Leadership as an Emergent Property of a Complex Adaptive System**

Panelists will explore leadership as an emergent property of a complex adaptive system (CAS) involving leader, follower, and context. Presenters discuss the theoretical and scientific underpinnings of conceptualizing leadership as such, as well as the practical implications regarding leader roles, relevant processes, the inherent paradoxes of leadership, and leader development.

Leah R. Wolfeld, McChrystal Group, *Chair*Mackenzie Allison, Seattle Pacific University, *Co-Chair*Robert Artigiani, *Panelist*Jeff Eggers, McChrystal Group, *Panelist*Cindy McCauley, Center for Creative Leadership, *Panelist*Paul R. Yost, Seattle Pacific University, *Panelist*

Submitted by Leah R. Wolfeld, leah.wolfeld@mcchrystalgroup.com

486. Symposium/Forum: 1:00PM-2:20PM

Chesapeake D-F

**When Age Matters and Why: Crucial Factors for Success and Well-Being at Work**

We assess aging and work issues through organizational, lifespan developmental, and gerontological theoretical perspectives. Drawing on multiple methods, this session will examine: (a) individual and work factors that are stable for our aging population; (b) differential effects based on career stage; and (c) micro- and macro-level processes that contribute to success and well-being at work.

Rick Allen Laguerre, University of Connecticut, *Co-Chair*Janet L. Barnes-Farrell, University of Connecticut, *Co-Chair*

Gretchen A. Petery, Centre for Transformative Work Design/CEPAR, Rick

Allen Laguerre, University of Connecticut, Katrina A. Burch, Western Kentucky

University, Janet L. Barnes-Farrell, University of Connecticut, *Age Stereotypes***and Subjective Age: Influencer and Indicator of Successful Aging?**

Rick Allen Laguerre, University of Connecticut, Janet L. Barnes-Farrell, University of Connecticut, Gretchen A. Petery, Centre for Transformative Work Design/

CEPAR, *A Motivational Cross-Lagged Approach for Examining Subjective**Age and Work Ability*Jonathan Flinchum, University of North Carolina at Charlotte, Alyssa K. McGonagle, University of North Carolina at Charlotte, *SOC Strategies and Perceived**Work Ability: The Influence of Job Control and Health*

Seth A. Kaplan, George Mason University, Carolyn J. Winslow, University of

California, Berkeley, Joseph N. Luchman, Fors Marsh Group LLC, *Does the**Importance of Job Features for Job Satisfaction Vary With Age?*Grant Brady, Portland State University, David Cadiz, Portland State University, Jennifer R. Rineer, RTI International, Donald M. Truxillo, University of Limerick, *The Influence of Age and Job Characteristics on Disability Intentions and Citizenship*

Submitted by Rick Allen Laguerre, Rick.Laguerre@uconn.edu

487. Symposium/Forum: 1:00PM-2:20PM

Chesapeake G-I

**Overlooked Differences in Women's Experiences in the Workplace**

Significant research suggests a gap between men and women on the outcomes of promotion to senior leadership positions and compensation at work. This symposium highlights overlooked issues that can help explain these differences in what men and women experience at work. Individual attitudes, humor, speaking up, generational differences, and religiosity are considered.

Michelle (Mikki) Hebl, Rice University, *Co-Chair*Alissa C. Fleming, Central Michigan University, Hanna E. Hlebasko, Central Michigan University, Sarah C. Adams, Central Michigan University, Krystal N. Roach, Central Michigan University, Neil Christiansen, Central Michigan University, *Effects of Sexism and Job-Applicant Match on Candidate Evaluations*Jonathan Evans, University of Arizona, Jerel E. Slaughter, University of Arizona, Aleksander P. J. Ellis, University of Arizona, Jessica Mariah Rivin, University of Colorado Boulder, *Gender and the Evaluation of Humor at Work*Tomas M. Martinez, University of Arizona, Elizabeth McClean, University of Arizona, *Effects of Gender and Role Expectations on Voice Endorsement*Michael J. Urlick, Saint Vincent College, *Gender Issues in Intergenerational Interactions: Perspectives of Younger Workers*Traci Sitzmann, University of Colorado Denver, Elizabeth M. Campbell, University of Minnesota, *The Hidden Cost of Prayer: Religiosity and the Gender Wage Gap*

Submitted by Alissa C. Fleming, flemi1ac@cmich.edu

Submitted by Alissa C. Fleming, flemi1ac@cmich.edu

Submitted by Alissa C. Fleming, flemi1ac@cmich.edu

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Submitted by Alissa C. Fleming, flemi1ac@cmich.edu

Submitted by Alissa C. Fleming, flemi1ac@cmich.edu

#### 489. Symposium/Forum: 1:00PM-2:20PM Maryland 1-3

##### Person-Environment Fit in the 21st Century: Exploring Future Research Directions

Exploring the complex nature of person-environment fit has long held the interest of both researchers and practitioners. Yet, the study and the understanding of P-E fit seems to be at a crossroads. This intermediate-level symposium aims to advance understanding by sharing recent improvements in P-E fit research as it pertains to various topics of interest to modern organizations.

David W. Sullivan, Texas A&M University, *Co-Chair*

Murray R. Barrick, Texas A&M University, *Co-Chair*

Lisa Schurer Lambert, Oklahoma State University, John B. Bingham, Brigham Young University, Anna Maria Zabinski, Oklahoma State University, *Affective Commitment, Trust, and the Psychological Contract: Contributions Matter!*

David W. Sullivan, Texas A&M University, Murray R. Barrick, Texas A&M University, *Finding the Most Compatible Organization: Evidence for Gains in Recruitment Outcomes*

Anders Friis Marstand, Birkbeck, University of London, Kang Yang Trevor Yu, Nanyang Business School, *Person-Organization Fit and Turnover Intentions: The Competing Role of Organizations*

Teresa Cardador, University of Illinois at Urbana-Champaign, Justin Wiegand, University of Illinois at Urbana-Champaign, Rodica I. Damian, University of Houston, *Interests and Abilities as Predictors of the Gender Gap in STEM Careers*

Jeffrey R. Edwards, University of North Carolina, *Discussant*

Submitted by David W. Sullivan, dsullivan@mays.tamu.edu

#### 490. Panel Discussion: 1:00PM-2:20PM Maryland 4-6

##### The Trump Effect: Has the Trump Presidency Influenced the Work of Diversity Scholars?

The Trump effect refers to how Donald Trump's presidency has negatively affected intergroup relations. In this panel discussion, 5 I-O diversity scholars describe how the Trump effect has affected their academic research programs, including how they conduct research, what questions they see as most pressing, and how their research can help minimize the Trump effect.

Kathi N. Miner, Texas A&M University, *Chair*

Paula Costa, Texas A&M University, *Co-Chair*

Jessica M. Walker, Texas A&M University, *Co-Chair*

Derek R. Avery, Wake Forest University, *Panelist*

Juan Madera, University of Houston, *Panelist*

Katina Sawyer, The George Washington University, *Panelist*

Isis H. Settles, Michigan State University, *Panelist*

Margaret S. Stockdale, Indiana University-Purdue University Indianapolis, *Panelist*

Submitted by Paula Costa, plc339@tamu.edu

#### 491. Panel Discussion: 1:00PM-2:20PM Maryland A

##### Using Machine and Deep Learning in Hiring: Ethical, Legal, and Practical Concerns

This panel will discuss legal, ethical, and practical implications of using artificial intelligence/machine learning/deep learning (AI/ML/DL) for personnel selection. Three main topics will be covered: (a) considerations of a computer screening individuals, (b) data sources, and (c) considerations when going live (interpretability, updating algorithms, and mitigating adverse impact).

Philip T. Walmsley, U.S. Office of Personnel Management, *Chair*

Jeffrey M. Cucina, U.S. Customs and Border Protection, *Panelist*

Isaac Benjamin Thompson, Shaker International, *Panelist*

Eric J Felsberg, J.D., Jackson Lewis P.C., *Panelist*

Charles A. Handler, Rocket-Hire LLC, *Panelist*

Nathan J. Mondragon, HireVue, *Panelist*

Kristen L. Pryor, DCI Consulting, *Panelist*

Submitted by Jeffrey M. Cucina, jcucina@gmail.com

MultiDisciplinary

#### 492. Alternative Session Type with Presenters: 1:00PM-2:20PM Maryland B

##### Changing Face of Diversity: A Call for Integrated Research and Practice

A panel will present and discuss topics, like subtle discrimination, intersectionality, colorism, and EEOC compliance, that are relatively new or

that have not yet been adequately addressed in organizational sciences, given the rapid pace with which the U.S. demographic is changing. The goal of this session is to brainstorm ideas for a collaborative research and practice in diversity.

Bharati B. Belwalkar, City of New Orleans, *Chair*

Enrica N. Ruggs, University of North Carolina at Charlotte, *Presenter*

Kisha S. Jones, Pennsylvania State University, *Presenter*

Richard F. Tonowski, U.S. Equal Employment Opportunity Commission, *Presenter*

Tiwi D. Marira, Baruch College & The Graduate Center, *Presenter*

Submitted by Bharati B. Belwalkar, bharati.belwalkar@gmail.com

#### 493. Symposium/Forum: 1:00PM-2:20PM Maryland C

##### Modeling Emergent Phenomena: Implementations and Process Insights

Computational modeling offers organizational scientists an important tool for exploring complex, dynamic, and emergent phenomena. The presentations in this symposium highlight the use of both diverse modeling techniques for achieving these goals as well as how model development can be inspired by existing data or the search for new theory/intuition across a range of organizational topics.

Goran Kuljanin, DePaul University, *Chair*

James A. Grand, University of Maryland, *Co-Chair*

James A. Grand, University of Maryland, Benjamin R. Levine, University of Maryland, *Understanding Judgment in Situational Judgment Tests*

Jeffrey Olenick, Michigan State University, *To Change or Not to Change? A*

*Model of Choosing to Change Approach to One's Task*

Michael T. Braun, University of South Florida, James A. Grand, University of Maryland, Goran Kuljanin, DePaul University, Steve W. J. Kozlowski, Michigan State University, Georgia T. Chao, Michigan State University, *A Computational Understanding of Team Synergy: How Dream Teams Can Fail*

Neal Outland, DePaul University, Elizabeth Guth, DePaul University, Jake Weiss, DePaul University, Ashlyn Lowe, DePaul University, Goran Kuljanin, DePaul University, *Converting Empirical Observations to a Computational Model: The Case of Basketball*

Submitted by Goran Kuljanin, g.kuljanin@depaul.edu

#### 494. Alternative Session Type with Presenters: 1:00PM-2:20PM Maryland D

##### Town Hall: CHRO Perspectives on How I-Os Can Better Serve Organizations

Five CHROs with a PhDs in I-O will answer questions about the issues with which organization leaders are wrestling, stimulate needed theory and research in key areas of I-O psychology, and help I-Os better connect work to their challenges. A town hall format will provide an opportunity to directly communicate with CHROs from Marriott, Johnson & Johnson, Medtronic, MicroStrategy, and SPX.

Lynn Collins, BTS, *Chair*

Mark A. Morris, *Co-Chair*

Peter Fasolo, Johnson & Johnson, *Presenter*

David A. Rodriguez, Marriott International, *Presenter*

Carol A. Surface, Medtronic, plc, *Presenter*

Belinda G. Hyde, Celanese, *Presenter*

Richard T. Cober, MicroStrategy, *Presenter*

Jürgen Bank, BTS, *Presenter*

Submitted by Lynn Collins, lynn.collins@bts.com

#### 495. Community of Interest: 1:00PM-1:50PM National Harbor 1

##### Technology "Addictions" at Work? Finding the Right Balance

Technology is vital in the modern workforce, yet some have cautioned that an overreliance on technology, often portrayed as an "addiction," might yield negative consequences. In this community of interest, attendees will discuss whether technology "addictions" exist and how the use of technology may both help and harm important outcomes in the work and home domains (e.g., well-being, efficiency).

Lisa Baranik, University at Albany, *Host*

Autumn D. Krauss, SAP SuccessFactors, *Host*

Jason G. Randall, University at Albany, SUNY, *Coordinator*

Submitted by Jason G. Randall, jgrandall@albany.edu



**496. Panel Discussion:****1:00PM-2:20PM****National Harbor 2-3****Feedback Culture Eats Performance Management for Lunch**

There has been a lot of focus on the ratings versus no-ratings debate in performance management (PM), but the heart of a good PM system rests on the giving and receiving of feedback that helps employees grow. This panel moves the spotlight to the challenge of creating a culture of feedback. Presenters will share strategies, challenges, wins, and learnings for creating a culture of feedback.

Ben Wigert, Gallup, *Chair*Anuradha Ramesh, Google, *Panelist*Edie L. Goldberg, E.L. Goldberg & Associates, *Panelist*Shelby Kan, Accenture, *Panelist*Maria Jimena Cespedes, *Panelist*Suzan L. McDaniel, BHP, *Panelist*

Submitted by Ben Wigert, ben\_wigert@gallup.com

**497. Panel Discussion: 1:00PM-2:20PM****Potomac 1-2****Emerging Technology and Predictive Analytics: Fairness Concerns and Opportunities**

Recent advances in big data and predictive analytics (e.g., machine learning, AI) can improve workplace diversity and inclusion. They also can enable “algorithmic bias” and other sophisticated ways to unfairly (and perhaps unknowingly) discriminate. This panel of expert academics and practitioners will discuss the promise and perils of advances in big data analytics in the workplace context.

Lori L. Foster, North Carolina State University, *Chair*Eric M. Dunleavy, DCI Consulting Group, *Panelist*Eden B. King, Rice University, *Panelist*Fred Oswald, Rice University, *Panelist*Kelly Trindel, pymetrics, *Panelist*

Submitted by Lori L. Foster, llfoster@ncsu.edu

**498. Alternative Session Type with Presenters:****1:00PM-2:20PM****Potomac 5-6****Navigating Troubled Waters: A Forum to Advance Research on Motherhood and Work**

This session is a forum for experts and audience members to come together and discuss the future of research on motherhood and work. Panelists will share learnings from the emerging organizational research on pregnancy and new mothers. Authors will have a creative and collaborative discussion among all attendees, resulting in key topics and an agenda that will advance research in this domain.

Jana L. Raver, Queen's University, *Chair*Allison S. Gabriel, University of Arizona, *Presenter*Ivona Hideg, Wilfrid Laurier University, *Presenter*Julie S. Nugent, Catalyst, *Presenter*Samantha C. Paustian-Underdahl, Florida State University, *Presenter*Sabrina D. Volpone, University of Colorado Boulder, *Presenter*

Submitted by Jana L. Raver, jana.raver@queensu.ca

**499. Master Tutorial: 1:00PM-2:20PM****Potomac C****Understanding Ethical Dilemmas: A Taxonomy of Forms, With Incidents From SIOP Members**

The purpose of the interactive session is to enhance participants' theoretical understanding and practical familiarity with the substance and underlying forms of ethical dilemmas. A taxonomy of five structural forms of ethical dilemma was used to code 292 ethical situations submitted by 228 SIOP members and Fellows. Appropriate for participants at all levels of experience and knowledge of ethics.

Joel M. Lefkowitz, Baruch College, and the Graduate Center, CUNY, *Presenter*

Submitted by Joel M. Lefkowitz, joel.lefkowitz@baruch.cuny.edu

**500. Alternative Session Type with Presenters:****1:00PM-1:50PM****Potomac D****Stories of Working in Hypergrowth Companies**

There are unique advantages and disadvantages of working in the fast-paced, results-oriented world of start ups, rapid growth, and private

equity. Five practitioners will share hair-raising stories of practicing I-O in hypergrowth companies. After the very brief stories, the team will answer prepared questions and take audience questions.

Daniel P. Russell, RHR International, *Chair*Brad A. Chambers, Polaris Assessment Systems, Inc., Evgeniya E. Pavlova Miller, GoHealth Urgent Care, Marc I. Prine, MIP Consulting, Charles N. Thompson, Mix Talent, *Stories of Working in Hypergrowth Companies*

Submitted by Daniel P. Russell, drussell@vt.edu

**Poster Session (Leadership):****1:00PM-1:50PM****Prince George's Exhibit Hall D****501. Poster: 1:00PM-1:50PM****Board 1****Investigating Leader Role Congruity and Counterproductive Work Behavior**

Using polynomial regression, authors examined how congruence between multiple categories of implicit leadership theories (ILTs; typical, ideal, effective) and one's supervisor affects leader-member exchange (LMX), work-family conflict (WFC), and subsequent counterproductive work behavior (CWB) in 941 working adults. Results supported a significant indirect effect of congruence on CWB through WFC.

Benjamin Biermeier-Hanson, Radford University

Patrick T. Coyle, Lycoming College

Adam A. Roebuck, University of Connecticut

Coline Foselle, Lycoming College

Haley Miller, Lycoming College

Amy Plocinik, Lycoming College

Submitted by Patrick T. Coyle, coyle@lycoming.edu

**502. Poster: 1:00PM-1:50PM****Board 2****Where Do Implicit Followership Theories Come From? An Investigation of Antecedents**

Using a sample of dual job holders, authors examined how stable and dynamic implicit followership theories (IFTs) are and the dispositional and situational antecedents to these follower beliefs. IFTs are stable and dynamic, with an introductory investigation suggesting that independent identity predicts stable negative follower beliefs and agreeableness predicts stable positive follower beliefs.

Rochelle Evans, University of Waterloo

Winny Shen, University of Waterloo

Submitted by Rochelle Evans, r3evans@uwaterloo.ca

**503. Poster: 1:00PM-1:50PM****Board 3****Predicting Turnover: The Impact of Dark Leader Traits and Employee Engagement**

Turnover is problematic and costly for organizations. The role of the leader in employee turnover was examined. This study found that the “dark side” traits, or dysfunctional dispositions, were a moderator in the relationship between employee engagement and employee turnover. Engagement was successful at combating turnover when the leader was low in the “dark side” traits.

Amy Gammon, PSI Services LLC

Allison N. Besl, PSI Services LLC

Ted B. Kinney, PSI Services LLC

Justin M. Weinhardt, University of Calgary

Don M. Moretti, US Foods

Submitted by Amy Gammon, gammona@gmail.com

**504. Poster: 1:00PM-1:50PM****Board 4****Machiavellians' Leadership Effectiveness: The Protective Role of Social Astuteness**

Using a triadic multisource design and moderated mediation analyses with 153 managers, 283 subordinates, and 153 superiors, authors show that Machiavellian managers have a negative reputation for sincerity (mediator) and show poor leadership effectiveness (consequence). However, when managers' social astuteness (moderator) is high, Machiavellianism is not associated with leadership effectiveness.

Hanna Aileen Genau, University of Bonn

Nora Schuette, University of Bonn

Gerhard Bickle, University of Bonn

Submitted by Hanna Aileen Genau, hannagenau@uni-bonn.de



505. Poster: 1:00PM-1:50PM

Board 5

**Antecedents and Consequences of Leaders' Implicit Followership Theories**

This study investigated how follower personality and behaviors influenced leaders' implicit follower theories (LIFTs) as well as how LIFTs predicts follower effort to perform and subsequent performance. Using a structural model in a sample of 230 leader-follower dyads, strong support for the hypotheses were demonstrated.

Ashita Goswami, Salem State University

Melissa K. Carsten, Winthrop University

Patrick T. Coyle, Lycoming College

Coline Foselle, Lycoming College

Jamie Chase, Arrowhead Farm

Haley Miller, Lycoming College

Submitted by Ashita Goswami, agoswami@salemstate.edu



506. Poster: 1:00PM-1:50PM

Board 6

**Leadership or Personality? What Fosters Followers' Innovative Behavior**

Authors examine how LMX and proactive personality foster innovative behaviors (IB). Using data collected from 172 leader-follower dyads in 3 points in time, results of a multilevel model show that high LMX increases followers' felt responsibility for change, which in turn, increases IB, and that the indirect effects occur for followers with low, but not high, levels of proactive personality.

Cynthia S. Halliday, Florida International University

Hock-Peng Sin, Florida International University

Submitted by Cynthia S. Halliday, chall061@fiu.edu

507. Poster: 1:00PM-1:50PM

Board 7

**Fantasy and Responsiveness: The Impact of Charismatic and Pragmatic Leadership**

The appeal of charismatic and pragmatic leaders to followers, as well as follower fantasy proneness, was examined in relation to creative performance. Results indicate that the type of leader style did not interact with follower fantasy proneness in influencing performance. However, fantasy proneness was related to identification with the leader and originality observed in participant responses.

Cory Alan Higgs, University of Oklahoma

Erin Michelle Todd, University of Oklahoma

Michael D. Mumford, University of Oklahoma

Submitted by Cory Alan Higgs, coryahhh@gmail.com

508. Poster: 1:00PM-1:50PM

Board 8

**Exploring the Process of LMX From the Perspective of Attachment Style**

This paper reviewed how employees with different attachment styles form different qualities of LMX under different leaders. Samples were 342 employees nested under 93 leaders in China, and the results supported the mediation role of LMX social comparison between attachment anxiety and LMX and the overall theoretical model.

Ning Hou, St. Cloud State University

James A. Tan, St. Cloud State University

Jinyan Fan, Auburn University

Hui Meng, East China Normal University

Gustavo Valdez, St. Cloud State University

Jingyang Gu, Peking University

Submitted by Ning Hou, nhou@stcloudstate.edu

509. Poster: 1:00PM-1:50PM

Board 9

**The Effects of Leader Humility Level, Dispersion, and Leader Gender in Teams**

Authors explore how leader humility (both the level and dispersion) influences relationship conflicts and subsequently team organizational citizenship behavior (OCB) and how the influences differ for female and male leaders.

Jia (Jasmine) Hu, Ohio State University

Berrin Erdogan, Portland State University

Talya N. Bauer, Portland State University

Pengcheng Zhang, Huazhong University of Science and Technology

Submitted by Jia (Jasmine) Hu, hu.757@osu.edu

510. Poster: 1:00PM-1:50PM

Board 10

**The Role of Perceived Leader Status and TMX on the LMX-Commitment Relationship**

A subordinate's perception of his/her leader status was positively associated with the LMX-organizational commitment relationship. Similarly, TMX was also found to strengthen such LMX-organizational commitment relationship. Authors further found that all of LMX, perceived leader status and TMX were augmenting each other, resulting in a 3-way interaction in predicting organizational commitment.

Ye Woon Kauh, Tai Gyu Kim, Korea University

Submitted by Ye Woon Kauh, unicekauh@gmail.com

511. Poster: 1:00PM-1:50PM

Board 11

**A Mediating Role of Job Crafting in the Empowering Leadership**

This research examined the influence of empowering leadership on employee behaviors and mediating effects of job crafting in the relationship between them. Findings indicate that empowering leadership has a positive influence on job crafting and that job crafting mediates this relationship.

Kyujin Kim, Kyujin Kim, Korea University Business School

Submitted by Kyujin Kim, kyuzin9221@gmail.com

Session Cancelled

512. Poster: 1:00PM-1:50PM

Board 12

**Leaders Empower Positive Thinking via Employee Engagement, Spilling Over to the Home**

Three waves of data supported a serial mediation model explaining effects of empowering leadership on subordinates' work-home interface. Empowering leaders make subordinates experience positive work-to-family spillover because they promote subordinates' work engagement, resulting in positive reflection about their work experiences.

Minseo Kim, Hankuk University of Foreign Studies

Terry A. Beehr, Central Michigan University

Submitted by Minseo Kim, minseokim0331@gmail.com

513. Poster: 1:00PM-1:50PM

Board 13

**The Ties That Lead: Leader Role Identity Promotes Social Integration Over Time**

Authors propose a social network-based model that considers leader role identity as a predictor of changes to an individual's social integration in groups over time. In this study, stronger leader role identity predicted changes to an individual's social integration as operationalized by advice and friendship networks. Advice and friendship networks also affected each other's formation over time.

Navio Kwok, University of Waterloo

Daniel Redhead, University of Essex

Douglas J. Brown, University of Waterloo

Submitted by Navio Kwok, nkkwok@uwaterloo.ca

514. Poster: 1:00PM-1:50PM

Board 14

**How Leader Boundary Spanning Behavior Affects OCB: A Moderated Mediation Model**

Authors propose the motivational mediating relationship between leader boundary spanning and employee job performance and its boundary condition. Findings indicated that boundary spanning enhances citizenship behavior via increased perceptions of supervisor support. Moreover, they suggest that the indirect effect of leader boundary spanning behavior depends on employees' self-enhancement motive.

Jihye Lee, Seoul National University

Soohyun Yoon, Seoul National University

Donghwan Lee, Seoul National University

Seokhwa Yun, Seoul National University

Jeewon Gwak, Seoul National University

Seohyun Kwon, Seoul National University

Submitted by Jihye Lee, jh0405.lee@gmail.com



515. Poster: 1:00PM-1:50PM

Board 15

**Intrinsic Motivation Process of Inclusive Leadership: A Sequential Mediation Model**

This study uncovers an introductory-level process where inclusive leadership intrinsically motivates employees' task performance from a perspective of self-determination theory. Using a sample of 222 employees,

authors found that the relationship between inclusive leadership and employees' task performance is sequentially mediated by psychological safety and job involvement.

Tong Li, Shanghai Jiaotong University  
Ningyu Tang, Shanghai Jiaotong University  
Submitted by Tong Li, tongli.sjtu@qq.com

**516. Poster: 1:00PM-1:50PM Board 16**

**Seeking Refuge: How LMX Helps Weather Abusive Behavior of Dark Triad Leaders**

Given that many subordinates work for leaders who mistreat them, authors examine whether high leader-member exchange (LMX) weakens the positive relationship between leaders' dark triad (DT) traits and abusive supervision. Results suggested that high LMX indeed weakened the positive relationship between 2 leader DT traits—narcissism and psychopathy—and the occurrence of abusive supervision.

Brian D. Lyons, Elon University  
Robert Moorman, Elon University  
Brittany K. Mercado, Elon University

Submitted by Brian D. Lyons, blyons77@yahoo.com

**517. Poster: 1:00PM-1:50PM Board 17**

**Speaking Time and Leader Emergence in Initially Leaderless Groups**  
Status- and KSA-based theories of leader emergence differ in testable ways. In preliminary data from heterogeneous student groups, task-relevant KSAs, not cognitive ability or social status, predicted speaking time ( $R^2 = 0.27$ ). Male participants received 10% ( $p < 0.01$ ) more leader emergence votes for the same amount of speaking ( $R^2 = 0.57$ ), suggesting influence from diffuse status characteristics.

Neil Maclaren, Binghamton University  
Ankita Kulkarni, SUNY Binghamton  
Yiding Cao, Binghamton University  
Francis J. Yammarino, Binghamton University  
Shelley Dionne, Binghamton University  
Hiroki Sayama, Binghamton University  
Robert Martin, Texas A&M University  
Erin Michelle Todd, University of Oklahoma  
Colleen Jane Standish, University of Oklahoma  
Tyler Mulhearn, Neurostat Analytical Solutions, LLC  
Michael D. Mumford, University of Oklahoma  
Shane Connelly, University of Oklahoma

Submitted by Neil Maclaren, nmaclar1@binghamton.edu

**518. Poster: 1:00PM-1:50PM Board 18**

**Network Communication as a Predictor for Collective Leadership**  
The impact of communication on collective performance was assessed by examining collective performance on a complex military simulation game. It was found that network communication predicted overall collective performance. Collective and leader communication variables impacting performance and network development were also identified.

Robert Martin, Texas A&M University  
E. Michelle Todd, University of Oklahoma  
Colleen Jane Standish, University of Oklahoma  
Tyler Mulhearn, Neurostat Analytical Solutions, LLC  
Michael D. Mumford, University of Oklahoma  
Shane Connelly, University of Oklahoma  
Neil Maclaren, Binghamton University  
Ankita Kulkarni, SUNY Binghamton  
Yiding Cao, Binghamton University  
Francis J. Yammarino, Binghamton University  
Shelley Dionne, Binghamton University  
Hiroki Sayama, Binghamton University

Submitted by Robert Martin, rmartin8394@gmail.com

**519. Poster: 1:00PM-1:50PM Board 19**

**Direction, Alignment, Commitment: Measuring the Collective Outcomes of Leadership**

To advance recent conceptualizations of leadership as a property of collectives (rather than of individuals), authors developed a measure of direction, alignment, and commitment (DAC) in groups with shared work. Analysis of data collected from 291 groups provided evidence of 3

distinct yet interrelated DAC constructs and support for the validity of the measure's 3 scales.

Cindy McCauley, Center for Creative Leadership  
Phillip W. Braddy, Center for Creative Leadership  
Kristin L. Cullen-Lester, University of Houston  
Submitted by Cindy McCauley, mccauley@ccl.org

**520. Poster: 1:00PM-1:50PM Board 20**

**When Learning Orientation Relates to Leadership Emergence: A Multilevel Investigation**

This research examines the relationship between learning goal orientation and leadership emergence, considering individual and team consideration behavior as moderators of the relationship. Results revealed support for a 3-way interaction, clarifying the conditions under which learning goal orientation relates to leadership emergence.

Tyree D. Mitchell, Louisiana State University  
Patrick T. Coyle, Lycoming College

Submitted by Tyree D. Mitchell, tyreedmitchell@aol.com

**521. Poster: 1:00PM-1:50PM Board 21**

**Informational Diversity, Team Identity, and Leadership Decentralization**  
Using data from diverse student teams collected over 9 months, authors examined the effect of informational diversity on team identity and leadership in teams. Results show that team identity mediated the effect of informational diversity on leadership decentralization and this relationship was contingent on team tenure.

Gouri Mohan, IESE Business School

Submitted by Gouri Mohan, gmohan@iese.edu



**522. Poster: 1:00PM-1:50PM Board 22**

**Avoiding Personalized Charismatics: The Incremental Value of Humility Over the FFM**

Personalized charismatic leadership (PCL) is known to be particularly toxic to organizations and employees. Humility and the 5-factor model (FFM) characteristics were explored as predictors of PCL. Not only did the FFM characteristics largely predict PCL, but humility offered incremental validity, demonstrating the value of including humility in selection criteria.

Dena H. Rhodes, Hogan Assessments  
Georgi P. Yankov, Bowling Green State University

Submitted by Dena H. Rhodes, drhodes@hoganassessments.com

**523. Poster: 1:00PM-1:50PM Board 23**

**Confirming the Conservation of Resources Theory Through Examining Developmental Work**

The purpose of this research is to explain contributing factors in professional advancement. Engaging in extra-role behaviors at work, such as developmental work assignments (DWAs), is expected to increase job resources. Those with more job resources are expected to engage in more DWAs. This study confirmed DWAs lead to job resources and those with more job resources engage in more DWAs.

Rawn Santiago, YSC Consulting  
Nicholas P. Salter, Ramapo College of New Jersey

Submitted by Rawn Santiago, rawn.santiago@gmail.com

**524. Poster: 1:00PM-1:50PM Board 24**

**The Effects of the Model Minority Stereotype on South Asian Leadership Perceptions**

Authors conducted the first study examining reactions to South Asian American leaders (i.e., Indian) compared to East Asian (i.e., Chinese) and White American leaders. Participants had worse reactions to Indian American leaders relative to Chinese American leaders, highlighting the need to examine these groups differently in leadership research.

Shivani Shah, The Graduate Center & Baruch College, CUNY  
Jason Dahling, The College of New Jersey  
Kajal Rajan Patel, The Graduate Center & Baruch College, CUNY

Submitted by Shivani Shah, shahs35@tcnj.edu

525. Poster: 1:00PM-1:50PM

Board 25

**Charisma and Destructive Leadership: Election Effects on Racial Attitudes**

President Trump is a charismatic leader who uses destructive leadership influence tactics. Reliance on these tactics likely produce outcomes opposite of desired effects. Relative to women, this study found that men in all racial subgroups were more tolerant of White privilege before the 2016 election. Gender differences decreased or disappeared for all racial subgroups post-election.

Manasia Sturdivant, Virginia Tech  
 Jessica Gladfelter, Virginia Tech  
 Elsheba K. Abraham, Virginia Tech  
 Neil M. A. Hauenstein, Virginia Tech

Submitted by Manasia Sturdivant, manasia@vt.edu

526. Poster: 1:00PM-1:50PM

Board 26

**Planning as a Predictor of Effective Collective Leadership**

The impact of planning on collective performance was assessed by examining collective performance on a complex military simulation game. It was found that collective planning predicted overall collective performance. Collective and leader attributes impacting the effectiveness of collective planning were also identified.

E. Michelle Todd, University of Oklahoma  
 Robert Martin, Texas A&M University  
 Colleen Jane Standish, University of Oklahoma  
 Tyler Mulhearn, Neurostat Analytical Solutions, LLC  
 Shane Connelly, University of Oklahoma  
 Michael D. Mumford, University of Oklahoma  
 Ankita Kulkarni, SUNY Binghamton  
 Neil Maclaren, Binghamton University  
 Yiding Cao, Binghamton University  
 Francis J. Yammarino, Binghamton University  
 Shelley Dionne, Binghamton University  
 Hiroki Sayama, Binghamton University

Submitted by E. Michelle Todd, emtodd15@gmail.com

527. Poster: 1:00PM-1:50PM

Board 27

**Successful Psychopathic Leaders: Evidence for a Differential Configuration Model**

Leaders' psychopathic traits were related to (a) subordinate-rated success indicators (i.e., performance and charismatic leadership), and (b) other personality traits, using both "bright" and "dark" side measures. Results support a differential configuration model, such that successful psychopathy in leaders is characterized by a different constellation of traits than is unsuccessful psychopathy.

Jasmine Vergauwe, Ghent University  
 Joeri Hofmans, Vrije Universiteit Brussel  
 Filip De Fruyt, Ghent University

Submitted by Jasmine Vergauwe, jasmine.vergauwe@ugent.be

528. Poster: 1:00PM-1:50PM

Board 28

**Motivation to Lead and Burnout: Moderating Role of Supervisor Status**

Based on conservation of resources and job-demands resource theories, the relationship between motivation to lead (MTL) and burnout was examined. Three different types of MTL were differentially related to 3 types of burnout. Further, supervisor status moderated some of these relationships.

Kyle J. Page, South Dakota State University  
 Max Weaver, South Dakota State University  
 Derek Gravholt, South Dakota State University  
 Michael Miguel, South Dakota State University  
 Jacqueline K. Deuling, Roosevelt University

Submitted by Kyle J. Page, kyle.page@sdstate.edu

529. Poster: 1:00PM-1:50PM

Board 29

**When Do Leaders Empower Followers? Leader Regulatory Focus and Empowering Leadership**

Despite burgeoning research on desirable outcomes of empowering leadership, research exploring its antecedents remains sparse. Combining regulatory focus and trait activation theory, this paper showed that promotion-focused leaders are likely to display empowering leadership, particularly under challenge stressor. Further, looking downstream, empowering leadership promoted follower voice behavior.

Soohyun Yoon, Seoul National University  
 Jihye Lee, Seoul National University  
 Donghwan Lee, Seoul National University  
 Seokhwa Yun, Seoul National University  
 Seohyun Kwon, Seoul National University  
 Submitted by Soohyun Yoon, shxyoon@gmail.com

530. Poster: 1:00PM-1:50PM

Board 30

**Nonlinear Relationship Between Abusive Supervisor and Employee Knowledge Hiding**

The analysis based on 260 employees nested in 63 groups revealed that team abusive supervision and employee knowledge hiding indeed have U-shaped relationship. Moreover, economic LMX mitigates the negative effect of abusive supervision, whereas social LMX exacerbates the negative effect of abusive supervision.

Pengcheng Zhang, Huazhong University of Science and Technology  
 Melqin Jiang, Huazhong University of Science and Technology  
 Submitted by Melqin Jiang, jmeiqin2015@hust.edu.cn

531. Poster: 1:00PM-1:50PM

Board 31

**CEO Leadership and Gender Predict Error Aversion Culture and Firm Performance**

Drawing upon social learning theory, it is suggested that CEO transactional leadership predicts firm error aversion culture, which increases firm performance but reduces innovation. Authors posit that CEO gender moderates this relationship, such that women CEOs have stronger effects. Data from CEOs and executives in 149 companies show how transactional leadership can be a double-edged sword.

Zhen Zhang, Arizona State University  
 Manuel J. Vaulont, Arizona State University  
 Yiyi Yang, Nanjing University  
 Liangding Jia, Nanjing University

Submitted by Manuel J. Vaulont, manuel.vaulont@asu.edu

532. Poster: 1:00PM-1:50PM

Board 32

**Leader Influence and Restorative Behavior**

Authors examine how bad leadership influences followers' restorative behavior. In 229 subordinate-supervisor pairs, support was found for the mediation of active engagement and moderation of situational strength and follower-leader fit in the relationship between active engagement and restorative behavior of followers. How these findings advance followership theory and practice are discussed.

David B. Zoogah, Xavier University

Submitted by David B. Zoogah, zoogahd@xavier.edu

**533. Alternative Session Type with Presenters:**

3:00PM-3:50PM

Chesapeake 1-3

**Practically Improving Candidate Experience: Aligning Research and Reality**

Candidate experience (CX) is linked to important organizational outcomes. Organizational limitations to applicability of CX research are often overlooked. Presenters will briefly discuss real-world CX efforts, including challenges in translating research to practice. Audience breakout groups will discuss these key challenges, with the goal of partnering with the presenters to develop solutions.

Yael Oelbaum, JetBlue, *Chair*  
 Talya N. Bauer, Portland State University, *Presenter*  
 Douglas H. Reynolds, DDI, *Presenter*  
 Eric J. Sydel, Shaker International, *Presenter*

Submitted by Yael Oelbaum, yael.oelbaum@jetblue.com

534. Friday Seminar: 3:00PM-6:00PM

Chesapeake 7-9

**Friday Seminar 5: Error Message: I-O Tools Not Yet Applied to Improve Cybersecurity**

MultiDisciplinary

Cybersecurity incident response (CSIR) takes place in a high-stakes VUCA (volatile, uncertain, complex, ambiguous) environment that requires individuals, teams, and multiteam systems to collaborate. CSIR collaboration barriers stem from lacking trust, poor collective decision making, inability to adapt, and the highly dynamic problem space.





Meghan A. Thornton-Lugo, University of Texas at San Antonio, *Coordinator*  
 Robert S. Kittinger, Sandia National Labs, *Presenter*  
 Daniel B. Shore, Self-Employed/GMU, *Presenter*  
 Submitted by Meghan A. Thornton-Lugo, meghan.thornton@utsa.edu

### 535. Panel Discussion: 3:00PM-3:50PM Chesapeake 10-12

#### The Changing Nature of Work and Workers

This session brings together panelists who will discuss the changing nature of work. Topics will include changes in macrocontext, changes in work characteristics, and changes in workers themselves. Based on a discussion of these changes, panelists will describe the implications for research and practice.

Brian J. Hoffman, The University of Georgia, *Co-Chair*  
 Lauren A. Wegman, Twitter, *Co-Chair*  
 Tara S. Behrend, The George Washington University, *Panelist*  
 Ruth Kanfer, Georgia Institute of Technology, *Panelist*  
 Mindy K. Shoss, University of Central Florida, *Panelist*  
 Submitted by Brian J. Hoffman, hoffmanb@uga.edu

### 536. Alternative Session Type with Presenters:

3:00PM-3:50PM Chesapeake A-C

#### Team Composition: Exploring the Changing Landscape of Both Science and Practice

Gone are the days of long-term single team memberships. As organizations now deploy human capital into fluid teams, I-Os must reconsider configuration. This alternative session symposium explores the changing practical and theoretical landscape of team composition by considering where scientist-practitioners are and where they need to go, and highlighting efforts that push traditional boundaries.

Wendy L. Bedwell, PACE Consulting Solutions, *Chair*  
 Rebecca Grossman, Hofstra University, *Presenter*  
 Jeffrey Olenick, Michigan State University, *Presenter*  
 Suzanne T. Bell, DePaul University, *Presenter*  
 John E. Mathieu, University of Connecticut, *Presenter*  
 Scott I. Tannenbaum, Group for Organizational Effectiveness, *Presenter*  
 Submitted by Wendy L. Bedwell, paceconsultingsolutionsllc@gmail.com

### 537. Panel Discussion: 3:00PM-3:50PM Chesapeake D-F

#### Examining Identity Management Through a Work-Family Lens

This session will examine how pregnant women, fathers, military spouses, and LGBT persons engage in identity management in the workplace. Workers must often make critical decisions to conceal or affirm a portion of their identity at work. This discussion will highlight the unique identity management issues of these groups while having important implications for all workers.

Nicholas P. Salter, Ramapo College of New Jersey, *Co-Chair*  
 Jenna-Lyn R. Roman, Georgia Institute of Technology, *Panelist*  
 Kristen P. Jones, University of Memphis, *Panelist*  
 Kenneth Matos, Culture Amp, *Panelist*  
 Katina Sawyer, The George Washington University, *Panelist*  
 Submitted by Jenna-Lyn R. Roman, jroman33@gatech.edu

### 538. Alternative Session Type with Presenters:

3:00PM-3:50PM Chesapeake G-I

#### Airing Today: The Good, Bad, and Ugly of University Based Consulting Rated PG-13

Four university based I-O consulting groups will share their experience in terms of pros and cons of a campus consulting group. This session has a blended format in which each consulting group provides context of what makes their operation unique. The session then shifts into a roundtable for an interactive discussion of the benefits and drawbacks of university consulting groups.

James R. Gallo, Florida Institute of Technology, *Chair*  
 Kayla Bigerton, Florida Institute of Technology, *Co-Chair*  
 Richard L. Griffith, Florida Institute of Technology, *Presenter*  
 Richard G. Moffett, III, Middle Tennessee State University, *Presenter*  
 Valerie J. Morganson, University of West Florida, *Presenter*  
 Yoshie Nakai, Eastern Kentucky University, *Presenter*  
 Submitted by James R. Gallo, jgallo@my.fit.edu

### 539. Alternative Session Type with Presenters:

3:00PM-3:50PM Chesapeake J-L

#### Advancing the Women of I-O: Allies in Action

Women represent over half of I-O psychologists but are not achieving the same levels of advancement, largely due to societal and institutional barriers. This session focuses on the role of allies in supporting women's career development in I-O. A diverse set of esteemed panelists in work-force diversity convene and hold an interactive audience discussion to motivate ally behavior.

Caitlin A. Demsky, Oakland University, *Co-Chair*  
 Jennifer R. Rineer, RTI International, *Co-Chair*  
 Tori L. Crain, Colorado State University, *Co-Chair*  
 Allison M. Ellis, Cal Poly, San Luis Obispo, *Co-Chair*  
 Mindy E. Bergman, Texas A&M University, *Presenter*  
 Kizzy M. Dominguez, K. Parks Consulting Inc. (KPC), *Presenter*  
 Leaetta M. Hough, Dunnette Group, Ltd., *Presenter*  
 Kurt Kraiger, University of Memphis, *Presenter*  
 Larry R. Martinez, Portland State University, *Presenter*  
 Submitted by Caitlin A. Demsky, cademsky@oakland.edu

### 540. Panel Discussion: 3:00PM-3:50PM Maryland 1-3

#### Innovate or Die! Cultivating Innovation in Organizations

The purpose of this session is to share practical advice for driving innovation in organizations. The diverse group of panelists will discuss organizational features that can help or hinder innovation, strategies for managing and developing talent in an innovative organization, methods for measuring innovation, and tips for successfully establishing and sustaining a culture of innovation.

Kristin Sanderson Allen, SHL, *Chair*  
 Michael Arena, General Motors, *Panelist*  
 Molly L. Delaney, Google, *Panelist*  
 Erica I. Desrosiers, Johnson and Johnson, *Panelist*  
 Ken Lahti, SHL, *Panelist*  
 David Morgan, Micron Technology, Inc., *Panelist*  
 Submitted by Kristin Sanderson Allen, kristin.allen@shl.com

### 541. Panel Discussion: 3:00PM-3:50PM Maryland 4-6

#### Solving the Performance Management Conundrum Through New Practices and Technology

The performance management process is disliked by employees, managers, and HR professionals, prompting new ideas about cutting-edge practices. Although these new approaches show promise, they often raise more questions than they answer. This interactive panel will show-case and discuss practical examples of how various innovations have been implemented along with challenges and lessons.

Alexander R. Schwall, Rhabit Analytics, Inc., *Chair*  
 Richard T. Cober, MicroStrategy, *Panelist*  
 Elizabeth M. Lentz, PDRI, an SHL Company, *Panelist*  
 Rose A. Mueller-Hanson, Community Interface Services, *Panelist*  
 Submitted by Alexander R. Schwall, alexander.schwall@gmail.com

### 542. Special Event: 3:00PM-3:50PM Maryland B

#### SIOP Select: Horse-Sized Duck? Pros and Cons of Odd-Ball Interview Questions

It is not uncommon for interviewers to ask "odd-ball" or nontraditional interview questions during the interview process. However, do these questions actually yield useful information for selection purposes? This panel composed of scholars and practitioners will discuss the the validity, legality, and other important considerations regarding odd-ball interview questions.

Tyree D. Mitchell, Louisiana State University, *Co-Chair*  
 Christian N. Thoroughgood, Villanova University, *Co-Chair*  
 Michael A. Campion, Purdue University, *Panelist*  
 Rick R. Jacobs, Pennsylvania State University/PSI, *Panelist*  
 Tunji Oki, Google, *Panelist*  
 Chris Wright, San Francisco State University, *Panelist*  
 Don C. Zhang, Louisiana State University, *Panelist*  
 Submitted by Tyree D. Mitchell, tyreedmitchell@aol.com

**543. Alternative Session Type with Presenters:****3:00PM-3:50PM****Maryland C****Innovative Talent Assessment Practices: Adoption, Trends, and Predictions**

Many organizations struggle with talent shortages and some employees face high stress at work and are rejecting traditional employment. These forces have implications for talent practices and traditional notions of assessment are being challenged. In this session, data-driven views of the prevalence of new assessment practices and how organizations are evolving their strategies will be presented.

Ryan S. O'Leary, PDRI, an SHL Company, *Chair*  
 Tracy Kantrowitz, PDRI, an SHL Company, *Presenter*  
 Charles A. Handler, Rocket-Hire LLC, *Presenter*  
 Holly S. Payne, Korn Ferry Institute, *Presenter*  
 Ted B. Kinney, PSI Services LLC, *Presenter*

Submitted by Ryan S. O'Leary, ryan.oleary@pdri.com

**544. IGNITE! Panel: 3:00PM-3:50PM****Maryland D****Powerful Multidisciplinary Approaches in People Analytics**

This session will discuss how organizations are leveraging multidisciplinary approaches (e.g., behavioral economics, data science, I-O psychology) within HR to maximize talent-relevant results and insights.

Geraldine Paul, Deloitte, *Chair*  
 Tina Burke, Deloitte, *Presenter*  
 Sijia Li, PepsiCo, *Presenter*  
 Morgan A. Krannitz, Google, *Presenter*

Submitted by Geraldine Paul, gepaul@deloitte.com

**545. Community of Interest:****3:00PM-3:50PM****National Harbor 1****The I-O's Ethical Role in Algorithm-Driven Decision Making**

Organizations have access to a large amount of employee data. New methods and tools are rapidly being developed to mine and analyze data to remove bias from decision making processes from selection through succession planning. This COI will focus on how I-Os can play a role in the discussions around data integrity, ethics, and legal considerations in this algorithm-driven world.

Alison L. O'Malley, Butler Business Consulting Group, *Host*  
 Stephen F. Young, Center for Creative Leadership, *Host*  
 Eileen C. Toomey, Johnson & Johnson, *Coordinator*

Submitted by Eileen C. Toomey, eileen.toomey@slu.edu

**546. Symposium/Forum:****3:00PM-3:50PM****National Harbor 2-3****Detecting and Explaining Faking on Personality Tests**

Despite the interest in faking from practitioners, clients, and researchers, there is still a need to better understand the phenomenon. To that end, 4 papers are presented that examine current models of faking behavior and measurement. Results help us better understand the nature of faking, how it should be operationalized, and how improved models of faking could create better interventions.

Gary N. Burns, Florida Institute of Technology, *Chair*  
 Zach Reburn, Central Michigan University, Bernard E. Voss, T Labs, Hanna E. Hlebasko, Central Michigan University, Lauren Wegmeyer, Wayne State University, Neil Christiansen, Central Michigan University, *Clues to Deceit: Evaluating Validity Scales Used to Detect Faking*  
 Justin Feeney, University of Regina, Richard D. Goffin, University of Western Ontario, Kabir Daljeet, University of Western Ontario, Shadi Besahi, University of Regina, *Comparing Fourteen Faking Indices in a Motivated Applicant Sample*  
 Montana R. Woolley, Wright State University, Mark A. Roebke, Wright State University, Abraham Haskins, Wright State University, Gary N. Burns, Florida Institute of Technology, *Personality Predictors of Faking Behavior*  
 Yumiko Mochinushi, Florida Institute of Technology, Yadi Yang, Florida Institute of Technology, Richard L. Griffith, Florida Institute of Technology, Amy Gammon, PSI Services LLC, John F. Skinner, US Foods, *Building a Better Mouse Trap: A Theory-Based Approach to Applicant Faking Interventions*  
 John J. Donovan, Prudential Financial, *Discussant*

Submitted by Gary N. Burns, gburns@fit.edu

**547. IGNITE! Panel: 3:00PM-3:50PM****National Harbor 10-11****Know When to Renew Your Vows: Re-IGNITE the Fire of Your Engagement (Survey)**

This session will re-IGNITE your passion for engagement (surveys) and dive deep into the molten heart of the evolving engagement survey. Six engagement practitioners across financial services, hospitality, technology, public sector, and retail industries will share how they said "Yes" to engagement (surveys) and were not left at the altar. They will discuss best practices on creating survey bliss.

Alan J. Tomassetti, CPS HR Consulting, *Chair*  
 Stacey Sekwao, Intel, *Presenter*  
 Alex Dumenci, Intel, *Presenter*  
 Amber Fritsch, SunTrust Banks, *Presenter*  
 Grace Leung Lee, Marriott International, *Presenter*  
 Andrew C. Kern, CPS HR Consulting, *Presenter*  
 Megan Wertheimer, The Home Depot, *Presenter*

Submitted by Alex Dumenci, alex.dumenci@intel.com

**548. Panel Discussion: 3:00PM-3:50PM****Potomac 1-2****Challenges Faced by the Testing Industry: Current Trends and Looking Into the Future**

This session discusses challenges faced by the testing industry (technology, globalization), how the industry is adapting, and future opportunities for applied research. The panel includes applied researchers who discuss how the testing industry is responding to current shifts assessment methods, future trends that will shape the industry, and implications for I-O professionals.

Alex Casillas, ACT, Inc., *Chair*  
 Kelly D. Dages, *Panelist*  
 Kimberly S. Nei, Hogan Assessment Systems, *Panelist*  
 Jason D. Way, ACT, Inc., *Panelist*  
 John A. Weiner, PSI Services LLC, *Panelist*

Submitted by Alex Casillas, alexcasillas75@gmail.com

MultiDisciplinary

**549. Friday Seminar: 3:00PM-6:00PM****Potomac 3-4****Friday Seminar 6: Applied NLP in Organizational Research**

This seminar will provide a detailed introduction to best practices in NLP and text analytics in organizational research, with an emphasis on application to common talent challenges. A practical framework for navigating the key decision points involved in conducting text analytics will be presented and an interactive tutorial will demonstrate how the framework can be used in a real-world example.

Hong Yu, Microsoft, *Coordinator*  
 James C. Meaden, SHL, *Presenter*  
 Cory Kind, SHL, *Presenter*

Submitted by Hong Yu, hong.yu927@gmail.com

MultiDisciplinary

**550. Alternative Session Type with Presenters:****3:00PM-3:50PM****Potomac 5-6****Open Fishbowl Session: Making the Most of Your I-O Work: Lessons Learned for Funding**

This session is for SIOP members wanting to leverage their own day-to-day work in I-O toward the greater good of society. Presenters will share past and ongoing federal advocacy initiatives by SIOP and SIOP members, and will identify future areas of opportunity for I-O to impact federal policy and funding support.

Alexander Alonso, Society for Human Resource Management (SHRM), *Chair*  
 Kimberly Acree Adams, *Presenter*  
 Lorin M. Mueller, Federation of State Boards of Physical Therapy, *Presenter*  
 Elizabeth O'Hare, Lewis-Burke Associates LLC, *Presenter*  
 Bill Ruch, Lewis-Burke Associates, LLC, *Presenter*

Submitted by Alexander Alonso, alexander.alonso@shrm.org

**551. IGNITE! Panel: 3:00PM-3:50PM****Potomac D****Calling Dr. MacGyver: Innovative Strategies for Completing Client Work**

Practitioners are tasked with managing through unexpected or less than desirable constraints when servicing clients. The panelists in this IGNITE session will share experiences and innovative strategies for addressing these situations.



Christine Corbet Boyce, Right Management, *Chair*  
 Nivedita Prabhu, Aon, *Co-Chair*  
 Matthew J. Del Giudice, *Presenter*  
 Lisa Getta, Right Management, *Presenter*  
 Michael C. Heil, Aon, *Presenter*  
 Scott Hines, Allstate, *Presenter*  
 Kelley J. Krokos, American Institutes for Research, *Presenter*  
 Submitted by Nivedita Prabhu, nita.prabhu@aon.com

**Poster Session (Safety/Tech/Ergonomics):****3:00PM-3:50PM****Prince George's Exhibit Hall D****552. Poster: 3:00PM-3:50PM****Board 1****The Impact of Employee Experience and Warning Quality on Allocations of Blame**

In this study, participants read a fictitious scenario in which a construction worker was killed on a jobsite. They then attributed responsibility to 1 of 4 potential blameworthy entities. The manufacturer received the least blame in the presence of a good warning but received significantly more blame in the poor warning condition. Worker experience did not affect blame allocation.

Michael J. Kalsher, Rensselaer Polytechnic Institute  
 William Obenauer, Rensselaer Polytechnic Institute

Submitted by William Obenauer, obenaw@rpi.edu

**553. Poster: 3:00PM-3:50PM****Board 2****Daily ICT Demands and Work-Family Conflict: Moderating Role of Boundary Control**

The daily effects of information communication technology (ICT) demands on work-family conflict were examined. The multilevel path analysis results showed that the path from daily ICT demands to work-family conflict in the evening was mediated by negative affect. Importantly, this effect is greater for those with low boundary control (i.e., ability to separate work and personal domains).

Unber Ahmad, North Carolina State University  
 Sean William Chin, North Carolina State University  
 SeongHee Cho, North Carolina State University  
 Sooyeol Kim, University of Illinois at Urbana-Champaign

Submitted by Unber Ahmad, usahmad@ncsu.edu

**554. Poster: 3:00PM-3:50PM****Board 3****Mediating Role of Support Between Journalists' Experiences and Outcomes**

This paper explores how sexual harassment and moral injury undermine perceptions of social support that are associated with work performance and life satisfaction in a sample of journalists. Perceptions of support fully mediated effects on satisfaction with life and partially mediate effects on performance.

Bret Arnold, University of Tulsa  
 Bradley J. Brummel, University of Tulsa  
 Autumn Slaughter, University of Tulsa  
 Elana Newman, University of Tulsa  
 Susan Drevo, National Center for Organization Development  
 Kelsey N. Parker, Oregon Health & Science University

Submitted by Bret Arnold, bret-arnold@utulsa.edu

**555. Poster: 3:00PM-3:50PM****Board 4****Assessing the Impact of Memorable Events on Anesthesiology Resident Well-Being**

Residency programs are now required to address trainee well-being. Authors surveyed 76 anesthesiology residents about the frequency of exposure to 24 discrete events and the degree of impact on well-being. Findings indicate that positive events have a higher relative impact, which differs by gender, program year, and marital status. Implications for improving the resident experience are described.

Lauren E. Benishek, Johns Hopkins University  
 Jed T. Wolpaw, Johns Hopkins University  
 Lauren Scher, Johns Hopkins University  
 Sarah Smith, Johns Hopkins University  
 Sean Berenholtz, Johns Hopkins University  
 Scott Wright, Johns Hopkins University

Submitted by Lauren E. Benishek, Lebenishek@gmail.com

**MultiDisciplinary****556. Poster: 3:00PM-3:50PM****Board 5****Stressors, Stress Appraisals, and Strains: The Buffering Role of Resilience**

The moderating role of resilience on the relationship between stressors and strains was examined in a sample of nurse leaders. Results indicated that resilience does not buffer the relationship between stressors and stress appraisals but does buffer the relationship between stress appraisals and strain.

Emily A. Broksch, University of Central Florida  
 Wheeler Nakahara, University of Central Florida  
 Mark G. Ehrhart, University of Central Florida  
 Lisa M. Kath, San Diego State University  
 Jaynelle F. Stichler, San Diego State University  
 Michael Gates, San Diego State University

Submitted by Emily A. Broksch, embroksch@knights.ucf.edu

**557. Poster: 3:00PM-3:50PM****Board 6****Demands, Control, Support: Meta-Analyzing Workforce Racial Diversity as a Moderator**

Workplace racial diversity was examined as a moderator of demand, control, support, well-being, and strain relationships in 63 studies ( $N_{\text{Individuals}} = 93,974$ ). Findings show that racial composition moderated several relationships. The study offers job design recommendations to maximize well-being and minimize strain in increasingly racial diverse workplaces.

Marcus J. Fila, Hope College  
 Justin D. Purl, Human Resources Research Organization  
 Ryan L. Walters, Wright State University

Submitted by Marcus J. Fila, fila@hope.edu

**558. Poster: 3:00PM-3:50PM****Board 7****Is Presenteeism Really Detrimental to Productivity? Employee Motives Are Key**

Authors reexamine the presenteeism and productivity relationship using recommended measurement strategies and examine an important moderator (motives) of this relationship. Results indicate that, presenteeism does indeed affect productivity but that high approach motives appear to mitigate these negative effects.

Alexandra Henderson, Zayed University  
 Claire Elizabeth Smith, Bowling Green State University

Submitted by Alexandra Henderson, alexandra.henderson@zu.ac.ae

**559. Poster: 3:00PM-3:50PM****Board 8****Resilience Within the Context of Second Victims: A Proposed Conceptual Model**

This work aims to contribute to the second victims literature by proposing a conceptual model of resilience predicated to be important in healthcare settings. More specifically, second victim and resilience literature have been examined to identify 4 factors predicted to impact the relationship between resilience and affective outcomes. The next steps are to test the model.

Claudia Hernandez, University of Central Florida  
 C. Shawn Burke, University of Central Florida/Institute for Simulation and Training  
 Marissa L. Shuffler, Clemson University

Submitted by Claudia Hernandez, claudia\_hernandez@knights.ucf.edu

**560. Poster: 3:00PM-3:50PM****Board 9****Experimental Test of Resource Recovery From Physical and Low-Effort Break Activities**

Actual resource replenishment in the recovery process has hardly been studied. Authors tested which resources are replenished and to what level relative to baseline. The experiment induced resource depletion and then assigned people to a low effort or physical break activity. Break activities had different recovery experience patterns and increased self-regulatory resources beyond baseline.

Coty S. Hoover, U.S. Office of Personnel Management  
 Jennifer M. Ragsdale, University of Tulsa  
 Thomas Brent Ayres, University of Tulsa

Submitted by Jennifer M. Ragsdale, jen-ragsdale@utulsa.edu



561. Poster: 3:00PM-3:50PM

Board 10

**Complimentary Intervention Tools: Use of Theory and Process Evaluation**

The use of theory and process evaluation can strengthen workplace health interventions. This study evaluates a workplace exercise intervention developed based on self-determination theory, focusing on satisfaction of psychological needs as process variables. The results highlight the importance of changes in competence for explaining postintervention exercise levels.

Kristin A. Horan, University of Central Florida  
Brandon E. Sholar, University of Central Florida  
Barbara A. Fritzsche, University of Central Florida

Submitted by Kristin A. Horan, Kristin.Horan@ucf.edu

562. Poster: 3:00PM-3:50PM

Board 11

**Disconnecting to Detach: Unpacking Negative Consequences of Workplace Telepressure**

This study examined how workplace telepressure predicts employee physical and psychological health outcomes and the intervening roles of psychological detachment and work-home boundary crossing. Findings showed only boundary crossing provided a viable explanatory pathway by which workplace telepressure was associated with physical fatigue and sleep problems.

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

Submitted by Xinyu Hu, xhu2@niu.edu

563. Poster: 3:00PM-3:50PM

Board 12

**Is the Working Class Worse Off? The Impact on Financial Satisfaction and Exhaustion**

This study takes a longitudinal approach using a nationally representative sample of 29,481 U.S. employees collected between 1972 and 2016 to examine the growing social class gap in the U.S. Results indicate that working-class employees experienced reduced levels of financial satisfaction and increased levels of exhaustion compared to middle/upper class employees.

Stacey R. Kessler, Montclair State University  
Melissa Gutworth, Montclair State University

Submitted by Stacey R. Kessler, kesslers@mail.montclair.edu

564. Poster: 3:00PM-3:50PM

Board 13

**Coworkers' Burnout and Individual Performance**

This study examines relationships among coworkers' burnout, work effort, and task performance. Coworkers' burnout is defined as the average level of burnout experienced by coworkers of a work team. Results show that work effort mediates the negative relationship between coworkers' burnout and performance only when individual employees' self-motivational resources are low rather than high.

Catherine K. Lam, Durham University  
Jeanne Fu, Hang Seng Management College  
Xu Huang, Hong Kong Baptist University

Submitted by Catherine K. Lam, mg.cat@cityu.edu.hk

565. Poster: 3:00PM-3:50PM

Board 14

**The Validation of the Three-Factor Harmony Scale in China and the United States**

Based on the dualistic model of harmony, authors developed the 3-factor model of harmony and validated the multifactor construct in both China and the U. S. Generally speaking, virtue of harmony had positively impact on employee outcomes in both China and the United States; disintegration avoidance negatively affected employee outcome in these 2 countries.

Cong Liu, Hofstra University, Xixi Gu

Submitted by Cong Liu, cong.liu@hofstra.edu

566. Poster: 3:00PM-3:50PM

Board 15

**Stress Management Climate as a Buffer of Stressor-Strain Relationships**

Work stress researchers have rarely considered how organizational-level characteristics affect individual-level stressor-strain relationships.

Authors hypothesized that stress management climate, employees' perceptions of organizational policies to help employees manage stress, would buffer strains. Findings indicated that stress management climate buffers the effect of role conflict on burnout.

Wheeler Nakahara, University of Central Florida  
Michael DiStaso, University of Central Florida  
Mark G. Ehrhart, University of Central Florida  
Lisa M. Kath, San Diego State University  
Michael Gates, San Diego State University  
Jaynelle F. Stichler, San Diego State University

Submitted by Wheeler Nakahara, wheelernakahara@knights.ucf.edu

567. Poster: 3:00PM-3:50PM

Board 16

**Effect of Longitudinal Workaholism Process on Burnout: Mediating Role of Anxiety**

The study was conducted to explore an advanced-level model of workaholism in an adapted behavioral addiction framework as it relates to anxiety and burnout. Using longitudinal SEM, the process of workaholism was examined by including impulsive behaviors that temporally precede compulsive working behaviors. The effect of this process was examined in relation to burnout mediated through anxiety.

Anna K. Nastasi, University of Baltimore

Submitted by Anna K. Nastasi, akyoungagnes@gmail.com

568. Poster: 3:00PM-3:50PM

Board 17

**To Take—or Not to Take—a Break? A Qualitative Study of Motives for Taking Breaks**

Research shows that breaks can help employees recover from job demands. However, past research has not examined the reasons employees take breaks nor the reasons employees sometimes refrain from taking breaks despite needing to do so. Authors address this gap via a qualitative study of 107 employees who reported their motives for taking a break, as well as their motives for not taking a break.

Vincent Phan, University of Waterloo  
Frank Mu, University of Waterloo  
James W. Beck, University of Waterloo

Submitted by Vincent Phan, v4phan@uwaterloo.ca

569. Poster: 3:00PM-3:50PM

Board 18

**Attitudes and Perceptions of Workplace Napping and Implications for Work Outcomes**

The current study examined individuals' attitudes toward workplace napping and their consequences for napping behaviors, and associated work outcomes. Results indicate a multifactor nature of both attitudes and shows that napping attitudes were predictive of napping behaviors at workplace, and such behaviors were predictive of OCBs and CWBs.

Jiayin Qu, Assessment Associates International  
Aaron M. Schmidt, University of Minnesota

Submitted by Jiayin Qu, quxxx179@umn.edu

570. Poster: 3:00PM-3:50PM

Board 19

**Supervisor Conflict, Transformational Leadership, and Shared Mental Model**

Role clarity leads to reduced relationship and task conflict between supervisors and employees (i.e. supervisor conflict), and supervisor's transformational leadership style moderates this relationship. Shared mental model between supervisors and employees moderates the relationship between supervisor task conflict and employee job performance.

Kimberly Rubenstein, McKinsey & Company  
LeeAnn Ying Liu, Renmin University of China  
Cong Liu, Hofstra University  
Wenxia Zhou, Renmin University of China

Submitted by Cong Liu, cong.liu@hofstra.edu

571. Poster: 3:00PM-3:50PM

Board 20

**Motivation and Microbreaks: The Role of Self-Determination in Recovery**

Recovery research suggests considering intrinsic motivation. Using a novel scale, this study examined the influence of microbreak quantity and microbreak self-determination on recovery. Findings show a positive

relationship between both quantity and self-determination and recovery. Hierarchical regression indicates self-determination predicts recovery above and beyond microbreak frequency.

Andrew Samo, Bowling Green State University  
Margaret E. Brooks, Bowling Green State University  
Submitted by Andrew Samo, asamo@bgsu.edu

**572. Poster: 3:00PM-3:50PM Board 21**  
**Organizational and Work Characteristics That Affect Sleep of Members**

This study investigated organizational- and work-level correlates of sleep, and developed and validated a measure of sleep climate. Dimensions of sleep climate as intended were not supported empirically; however, one of the dimensions found related to sleep variables. Several dimensions of work characteristics and general climate dimensions were found to relate to sleep variables as well.

Tetsuhiro Yamada, University of Minnesota  
Aaron M. Schmidt, University of Minnesota  
Submitted by Tetsuhiro Yamada, yamad017@umn.edu

**573. Poster: 3:00PM-3:50PM Board 22**  
**Employee Attitudes Toward Wearable Technologies in the Workplace**  
Employee attitudes toward wearable technologies in the workplace were investigated in a vignette-based experimental study of 275 employees. Wearable programs that appear to facilitate employee autonomy and wellness resulted in more favorable outcomes; this effect was stronger for employees with a high level of concern for privacy.

Stefan Val Dumlao, Texas A&M University  
Stephanie C. Payne, Texas A&M University  
Felix George, Jr., Texas A&M University  
Submitted by Stefan Val Dumlao, sdumlao@tamu.edu

**574. Poster: 3:00PM-3:50PM Board 23**  
**Gender and Age Impact Perceptions of Video Interviewing and Artificial Intelligence**

Use of technology in the hiring process is quickly outpacing research. Many organizations are using video interview processes and exploring the use of artificial intelligence in talent management. However, little is known about the impact of these tools on bias or perceived bias in the hiring process. This study finds differences in perceptions of these technologies by gender and age.

Patricia E. Grabarek, Workr Beeing/Infor  
Patrick Carl Clark, Jr., Infor  
Katina Sawyer, The George Washington University  
Jill Mowry Strange, Infor  
Submitted by Patricia E. Grabarek, pegrabarek@gmail.com

**575. Poster: 3:00PM-3:50PM Board 24**  
**An Interaction Between Anthropomorphism and Personality on Trust in Automated Systems**

The effect of anthropomorphism both as an independent factor on user trust and as a moderator in the personality-trust relationship was examined. The level of anthropomorphism had no direct effect on user behavior. However, users high in extraversion and trait trust were less likely to display trusting behaviors when dealing with an anthropomorphized automated assistant.

Abraham Haskins, Wright State University  
Gary N. Burns, Florida Institute of Technology  
Submitted by Abraham Haskins, haskins.19@wright.edu

**576. Poster: 3:00PM-3:50PM Board 25**  
**Me or My Friends? Examining SNS Friend Activity's Impact on Applicant Perceptions**

Cybervetting (i.e., online applicant screening) is becoming increasingly prevalent, yet research has not considered the impact of SNS friend activity on applicant evaluations. This study examined the specific mechanisms through which both profilee and friend SNS content impacts perceptions, thereby improving our understanding of underlying judgment in cybervetting assessment.

Dustin Hightower, University of Texas at Arlington

Amber N. Schroeder, University of Texas at Arlington  
Christina Cantu, University of North Texas  
Submitted by Amber N. Schroeder, amber.schroeder@uta.edu

**577. Poster: 3:00PM-3:50PM Board 26**  
**The Viability of Virtual Reality: Assessing Risk Taking and Emotional Intelligence**

This study presents preliminary examination of virtual reality environments (VRE) as an assessment for 2 psychological constructs, emotional intelligence (EI) and risk taking (RT), consistent with that of self-report. Preliminary results suggest a relationship between EI and RT. Future implications of VRE may avoid common pitfalls of self-report, such as faking and social desirability.

Rupinder Kaur, Integral Talent Systems, Inc.  
Vivian Li, San Francisco State University  
Sony Wang, San Francisco State University  
Diana R. Sanchez, San Francisco State University  
Submitted by Diana R. Sanchez, SanchezDianaR@sfsu.edu

**578. Poster: 3:00PM-3:50PM Board 27**  
**Unpack Impact of Information and Communication Technologies: Advancing a Dynamic View**

The impact of information and communication technologies (ICTs) on individual workers and teams has been studied in multiple disciplines. To integrate and advance research, authors (a) provide an integrated typology of various attributes associated with different ICTs, (b) review theoretical mechanisms proposed or tested in previous research, and (c) propose a dynamic view on the change processes.

Xiaofei Li, University of Minnesota  
Jee Young Seo, University of Minnesota  
Le Zhou, University of Minnesota  
Chenwei Liao, University of Illinois at Chicago  
Submitted by Xiaofei Li, lixiaofei0724@gmail.com

**579. Poster: 3:00PM-3:50PM Board 28**  
**The Development of a Social Media Assessment of Personality**  
This study investigates if it is possible to create a valid social media assessment using rigorous measure development processes. Although the developed Social Media Personality Assessment (SMPA) displayed appropriate structure and reliability, there was no evidence of construct validity. This study provides additional evidence that social media assessments are not valid for employee selection.

Alyssa D. Marshall, Colorado State University  
Kurt Kraiger, University of Memphis  
Cailey E. Christensen, Colorado State University  
Melanie E. Kramer, Colorado State University  
Submitted by Alyssa D. Marshall, amarsha@rams.colostate.edu

**580. Poster: 3:00PM-3:50PM Board 29**  
**Effect of Age and Game Experience on Candidates' Reactions to Game-Based Assessment**

It has been proposed that older adults, and those with less video-game experience, may perceive game-based assessment more negatively and perform less well. Preliminary findings from 273 participants indicate that, with exclusion of well-known age-related shifts in personality traits, GBA performance and candidates' perceptions of this method are not affected by age or game experience.

Lara Montefiori, Arctic Shores  
Liam K. Close, Arctic Shores  
Ioannis Nikolaou, Athens University of Economics & Business  
Tim Warszta, Westcoast University of Applied Sciences  
Submitted by Lara Montefiori, lara.montefiori@arcticshores.com

**581. Poster: 3:00PM-3:50PM Board 30**  
**Cultural Differences in Applicant Faking on Game-Based Assessments: The Role of Flow**

This study was conducted to examine the effectiveness of game-based assessment (GBA) in reducing applicant faking and its theoretical underpinning with reference to flow. Findings indicated that GBA was effective in reducing faking as a whole but not in reducing its associated cultural





differences. The observed effectiveness was however not induced by the level of flow experienced in the GBA.

Cheryl Or, UCL  
Lara Montefiori, Arctic Shores  
Liam K. Close, Arctic Shores

Submitted by Lara Montefiori, lara.montefiori@arcticshores.com

582. Poster: 3:00PM-3:50PM Board 31

### Who's Afraid of AI? Factors Affecting Attitudes Toward Artificial Intelligence

Technologies utilizing artificial intelligence (AI) such as digital assistants (Alexa, Siri) and self-driving cars are poised to have major impacts on the way we live and work. This study examines attitudes towards these technologies and individual difference variables related to these attitudes. Findings suggest that a number of psychological variables are predictive of attitudes toward AI.

Miguel A. Quinones, Southern Methodist University  
Danielle Wilson, Southern Methodist University

Submitted by Miguel A. Quinones, quinones@cox.smu.edu

583. Poster: 3:00PM-3:50PM Board 32

### The Failed Pursuit of Happiness: The Role of Job Crafting in Job Connectedness

Authors analyze the role of job crafting in job connectedness, where employees connect to work matters via communication technologies, in employee samples in Singapore and the US. Results showed that although job crafting can lead to flourishing at work and better job performance (Singapore), it can also lead to higher burnout and decreasing job performance (US). Implications are discussed.

Rashimah Rajah, Koblenz University of Applied Sciences

Submitted by Rashimah Rajah, rajah@hs-koblenz.de

584. Special Event: 4:00PM-4:50PM Chesapeake 1-3

### SIOP Select: Sexual Harassment Science and Practice

This panel will discuss sexual harassment research and human resource practices, with panelists representing different nations (USA, Canada and the UK), disciplines (business and psychology) and organizations (academic, military and corporate).

Alicia A. Grandey, Pennsylvania State University, *Chair*  
Lilia M. Cortina, University of Michigan, *Panelist*  
Jessica Renee Deares Jenkins, ICF, *Panelist*  
Manon Mireille LeBlanc, Department of National Defence, *Panelist*  
Rosalind H. Searle, University of Glasgow, *Panelist*

Submitted by Alicia A. Grandey, aag6@psu.edu



MultiDisciplinary

585. Panel Discussion: 4:00PM-4:50PM Chesapeake 4-6

### I-O Psychology Master's Program Issues and Challenges: Program Director Perspectives

Five directors of master's programs in industrial and organizational psychology will give their perspective on opportunities, issues, and challenges facing their programs and how they address these. The directors oversee successful programs ranging from stand-alone programs to programs administered alongside PhD programs and traditional brick and mortar programs to exclusively online programs.

Sylvia G. Roch, University at Albany, SUNY, *Chair*  
Roya Ayman, Illinois Institute of Technology, *Panelist*  
Alyssa M. Gibbons, Colorado State University, *Panelist*  
Gregory J. Pool, St. Mary's University, *Panelist*  
Comila Shahani-Denning, Hofstra University, *Panelist*  
Carol F. Shoptaugh, Missouri State University, *Panelist*

Submitted by Sylvia G. Roch, sroch@albany.edu

586. Symposium/Forum: 4:00PM-4:50PM Chesapeake 10-12

### Negotiating Globally: Insights for Intra- and Intercultural Negotiations

A globalized economy has necessitated researchers and practitioners to better understand how to negotiate effectively in both intra- and intercultural negotiations. This symposium brings together 4 papers that examine factors that explain cultural differences in negotiation strategies

and outcomes, providing theoretical and practical implications for intra- and intercultural negotiations.

Tyree D. Mitchell, Louisiana State University, *Chair*

Franki Kung, Purdue University, *Co-Chair*

Jeanne M. Brett, Northwestern University, Jimena Ramirez-Marin, IESEG School of Management, Chelsea Galoni, Northwestern University, *Culture, Negotiation Strategy, and Joint Gains: A Meta-Analytic Investigation*

Ray Friedman, Vanderbilt University, William P. Bottom, Washington University in St. Louis, Robin Pinkley, Southern Methodist University, Wu Liu, Hong Kong Polytechnic University, Michele J. Gelfand, University of Maryland, *Implicit Theories of Negotiation: A New Measure of Agreement Dynamism Across Cultures*

Franki Kung, Purdue University, Melody Chao, Hong Kong University of Science and Technology, Wendi Adair, University of Waterloo, Jeanne Fu, Hang Seng Management College, Kevin Tasa, York University, *The Role of Malleable Culture Beliefs in Improving Intercultural Negotiation Outcomes*

Brian Gunia, Johns Hopkins University, *The Bartering Mindset Across Cultures*  
Jeanne M. Brett, Northwestern University, Jimena Ramirez-Marin, IESEG School of Management, Chelsea Galoni, Northwestern University, *Culture, Negotiation Strategy, and Joint Gains: A Meta-Analytic Investigation*

Submitted by Tyree D. Mitchell, tyreedmitchell@aol.com

587. Panel Discussion: 4:00PM-4:50PM Chesapeake A-C

### Beyond Neurotypical: Maximizing Performance Through Diverse Talent Management

Many types of employee diversity enhance work outcomes, but most organizations only recognize benefits of those who are neurotypical. I-O psychology best practices often focus on the typical (e.g., characteristics likely to predict job performance). I-O has been slow to help organizations benefit from neurodiversity through talent identification and management. Panelists will discuss and advise.

Stephanie R. Klein, University of Minnesota-Measurement Services, *Chair*

Tatiana M. Arthur, SAP SuccessFactors, *Panelist*

Jaclyn M. Menendez, Select International, *Panelist*

Walter Reichman, OrgVitality, *Panelist*

Jennifer Weiss, HR Alignment Consulting, *Panelist*

Submitted by Stephanie R. Klein, srklein42@hotmail.com

588. Alternative Session Type with Presenters:

4:00PM-4:50PM

Chesapeake D-F

### Honestly, I Have Made Mistakes. But I Have Learned From My Mistakes

This session will build I-Os identity as a body of professionals who are trying to do the right thing but occasionally fail. I-O practitioners will share mistakes they have made and what they have learned from these situations. Each real-life experience will be framed with the scientific background, the presenting problem, the outcome, and a description of the insight gleaned from the situation.

Jürgen Bank, BTS, *Co-Chair*

Brad A. Chambers, Polaris Assessment Systems, Inc., *Co-Chair*

Seymour Adler, Aon, *Presenter*

Sandra Hartog, BTS USA Inc., *Presenter*

Robert Hogan, Hogan Assessment Systems, *Presenter*

Neal W. Schmitt, Michigan State University, *Presenter*

Submitted by Jürgen Bank, jurgen.bank@bts.com

589. Special Event: 4:00PM-4:50PM

Chesapeake G-I

### SIOP Select: Becoming a SIOP Fellow—As a Practitioner

This session will share recent changes to facilitate fellowship for practitioners, demystify the Fellowship process, and share information how practitioners can develop a Fellowship-worthy portfolio of contributions and influence in our field. The session will cover common mistakes and what differentiates a great nomination among other topics in a panel discussion among SIOP luminaries.

Alexis A. Fink, Facebook, *Chair*

Derek R. Avery, Wake Forest University, *Panelist*

Kenneth P. De Meuse, Wisconsin Management Group, *Panelist*

Jeffrey J. McHenry, Rainier Leadership Solutions, *Panelist*

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

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

Submitted by Alexis A. Fink, Alexisfinkphd@gmail.com





### 590. Panel Discussion: 4:00PM-4:50PM Chesapeake J-L Challenges and Solutions in Selecting and Developing Junior Organizational Leaders

This session provides an intermediate-level discussion of the challenges facing organizations in the selection and development of junior leaders and will offer approaches to address these challenges. The panel of experts from academia and federal and private sectors will discuss steps that organizations can take to support the identification and accelerate the development of junior leaders.

Ray A. Morath, ICF International, *Co-Chair*

Jonathan Joseph Bryson, ICF, *Co-Chair*

Robbie C. Brusso, Capital One, *Panelist*

Gerald F. Goodwin, U.S. Army Research Institute, *Panelist*

Nathan J. Hiller, Florida International University, *Panelist*

Kathlea Vaughn, U.S. Customs and Border Protection, *Panelist*

Stephen J. Zaccaro, George Mason University, *Panelist*

Submitted by Ray A. Morath, ray.morath@icf.com

### 591. Alternative Session Type with Presenters: 4:00PM-4:50PM Maryland 1-3 Combining I-O and UX: Usability Testing in Simulation-Based Assessments

Technological advancements have allowed I-O psychologists to deliver internet-based, high-fidelity work simulations for training and personnel selection. Important usability and candidate experience aspects must be considered to ensure such methods are valid and useful. Assessment experts will present simulation-based assessments and discuss processes and guidance for maximizing usability.

David L. Tomczak, The George Washington University, *Co-Chair*

Eleni V. Lobene, Aon, *Co-Chair*

Alison E. Carr, Shaker International, *Presenter*

Christopher T. Frost, Shaker International, *Presenter*

Jennifer L. Geimer, SHL, *Presenter*

Amie D. Lawrence, PSI Services LLC, *Presenter*

Alexander Stemer, Aon, *Presenter*

Submitted by David L. Tomczak, davetomczak@gwu.edu

### 592. Alternative Session Type with Presenters: 4:00PM-4:50PM Maryland 4-6 The Future Is Now: Critical Competencies in the New World of Work

The purpose of this session is to share insights regarding competencies in the new world of work. A group of experts will discuss emerging competencies required for success in the current world of work and strategies for implementing them. Presenters will share a forward thinking perspective that will help equip practitioners for implementing competencies as the world of work continues to evolve.

Kristin Sanderson Allen, SHL, *Chair*

Molly L. Delaney, Google, *Presenter*

Michael S. Fetzer, CultureFactors, *Presenter*

Holly S. Payne, Korn Ferry Institute, *Presenter*

Neha Singla, Visa, *Presenter*

Marinus van Driel, Aon, *Presenter*

Submitted by Kristin Sanderson Allen, kristin.allen@shl.com

### 593. Panel Discussion: 4:00PM-4:50PM Maryland A Remote Proctoring: A Solution to Unproctored Testing Challenges?

Technological advancements have put remote proctoring (RP) in a unique position to influence the testing landscape. Applying lessons learned in high-stakes certification testing, this panel will provide thought leadership on how RP can be useful in personnel selection. The discussion will broach topics such as mitigating cheating, candidate perceptions, and challenges encountered with RP programs.

Monica D. Elcott, PSI Services LLC, *Co-Chair*

Penelope C. Palmer, PSI Services LLC, *Co-Chair*

Joseph D. Abraham, PSI Services LLC, *Panelist*

Daniele A. Bologna, Procter & Gamble, *Panelist*

Lycia A. Carter, US Customs and Border Protection, *Panelist*

Rory McCorkle, PSI Services LLC, *Panelist*

Liberty J. Munson, Microsoft, *Panelist*

Submitted by Monica D. Elcott, melcott@psionline.com

### 594. Symposium/Forum: 4:00PM-4:50PM Maryland B Worries About Leadership: A New Construct for Leadership Emergence and Effectiveness

In VUCA environment, leadership may not be indisputably desirable.

Tapping the emotion domain, a new construct, worries about leadership (WAL) is proposed: worries people have about the possible negative consequences of assuming a leadership role. Four studies in the symposium present validation of the WAL measure and its role in leadership emergence and effectiveness for men and women.

Zeynep Aycan, Koc University, *Chair*

Zeynep Aycan, Koc University, Salome Shelia, Koc University, *"Leadership? No, Thanks!" A New Construct: Worries About Leadership*

Arzu Aydinli-Karakulak, Bahcesehir University, Salome Shelia, Koc University,

Ayşe Burcin Baskurt, Koc University, Zeynep Aycan, Koc University, Gamze

Koseoglu, University of Melbourne, *WAL and Leadership Emergence:*

*Advantage for Men, Disadvantage for Women?*

Begum Bilgin, Koc University, *Enough Is as Good as a Feast: Curvilinearity Between WAL and Abusive Supervision*

Taru Feldt, University of Jyväskylä, Heidi Tsupari, University of Jyväskylä, Elina Auvinen, University of Jyväskylä, Mari Huhtala, University of Jyväskylä, *Is to Lead Not to Worry? Leaders' WAL Patterns and Employees' Leadership Evaluations*

Submitted by Zeynep Aycan, zaycan@ku.edu.tr

### 595. Panel Discussion: 4:00PM-4:50PM Maryland C Employee Recognition: Trends and Impacts on Performance, Engagement, and Turnover

This panel addresses the important but understudied topic of employee recognition. They will discuss recognition from a variety of practitioner perspectives, focusing on how recognition has been conceptualized, what impact it has on the workforce in terms of critical business outcomes, and where future research and insight would be most valuable.

Jeffrey A. Jolton, PwC, *Chair*

Lynn Melissa Boyle, Symantec, *Panelist*

Sara J. Crouch, Ingredion, *Panelist*

Anthony C. Ferreras, Nordstrom, *Panelist*

Cameron Klein, PwC, *Panelist*

Gregory W. Stevens, Globoforce, *Panelist*

Submitted by Gregory W. Stevens, gwstevens@gmail.com

### 596. Panel Discussion: 4:00PM-4:50PM Maryland D Pulling Back the Curtain: What Do I-Os on People Analytics Teams Actually Do?

Although people analytics has continued to grow in popularity, many myths still exist about what these teams actually do. This panel contains I-Os from a variety of different roles within people analytics teams. They will share their insights about how I-O adds unique value to people analytics through their different roles and focuses.

Alison L O'Malley, Butler Business Consulting Group, *Chair*

Alec H. Munc, Johnson and Johnson, *Panelist*

Michael E. Hoffman, Johnson & Johnson, *Panelist*

Sarah G. Semmel, Stripe, *Panelist*

Eileen C. Toomey, Johnson & Johnson, *Panelist*

Submitted by Alec H. Munc, alec123707@gmail.com

### 597. Special Event: 4:00PM-4:50PM National Harbor 1 SIOP Select: I Am SIOP" Local I-O Group Incubator Session

This session builds upon work done by SIOP's Local I-O Group committee whose mission is to support those who are advancing our profession across the country and around the world. This session will review practical approaches for establishing local I-O groups; share the ideas, new tools, and resources; and seek participant input to promote the needs of our members at the local level.

Anna R. Erickson, SHL US LLC, *Co-Chair*

Virginia Bryant Whelan, Whelan & Associates, LLC, *Co-Chair*



Michael H. Chetta, Talent Metrics Consulting, *Presenter*  
 Peter J. Rutigliano, Mercer | Sirota, *Presenter*  
 M. Peter Scontrino, Scontrino-Powell, Inc., *Presenter*  
 Donna Landau Sylvan, Sylvan & Associates, *Presenter*  
 Nazanin Tadjbakhsh, Alliant International University, *Presenter*  
 Lynda Zugec, The Workforce Consultants, *Presenter*  
 Submitted by Virginia Bryant Whelan, gwhelan@performanceassocs.com

**598. IGNITE! Panel: 4:00PM-4:50PM National Harbor 10-11**  
**IGNITE + Panel Discussion: When Is My Break? Engaging the Hourly Workforce**

Three organizations will share insight and stories around how they have taken innovative approaches to engaging their hourly workforce. After IGNITE introductions, panelists will discuss their experiences, including both successes and challenges. They will also help build participants' know how on engagement best practices they can take back to their organizations and begin implementing.

Christina Foster, KFC (Yum! Brands), *Chair*  
 Justin M. Bethke, Target, *Presenter*  
 Kathleen Elaine Gosser, KFC (Yum! Brands)/University of Louisville, *Presenter*  
 Amanda C. Shull, Nike, Inc., *Presenter*

Submitted by Christina Foster, Christina.foster@yum.com

**599. Symposium/Forum: 4:00PM-4:50PM Potomac 1-2**  
**Do You Perceive It?: Perceptual Issues Surrounding Organizational Politics**

Organizational politics is a perennial issue in organizations with a long history of study. Recent research examines the construct from novel perspectives utilizing new methodologies. This symposium features 3 papers representing new directions and advances in politics organizational research.

Sarah E. Hill, Express Scripts, *Chair*  
 Amanda L. Thomas, Express Scripts, *Co-Chair*  
 John P. Meriac, University of Missouri-St. Louis, *Co-Chair*  
 Sarah E. Hill, Express Scripts, Amanda L. Thomas, Express Scripts, John P. Meriac, University of Missouri-St. Louis, *Positive and Negative Politics: The Importance of Perceived Motivation*  
 Joshua C. Palmer, Florida State University, Wayne A. Hochwarter, Florida State University, Gerald R. Ferris, Florida State University, *Self-Regulation as a Moderator of the Mediated NA-POPs-CWB Relationship*  
 B. Parker Ellen III, Northeastern University, Christopher C. Rosen, University of Arkansas, Philip S. DeOrtentiis, Michigan State University, Russell E. Johnson, Michigan State University, Hun Whee Lee, Michigan State University, Joel Koopman, Texas A&M University, Allison S. Gabriel, University of Arizona, *Political Contagion*

Submitted by Amanda L. Thomas, amandalethomas@gmail.com

**600. Alternative Session Type with Presenters: 4:00PM-4:50PM Potomac 5-6**  
**Extending Learning Program Design: From Deliberate Practice to Disciplined Reflection**

Learning and development is a multi-billion-dollar industry worldwide. Yet, development programs often fail to deliver return on investment, with little transfer to the job and even less long-term behavior change. This interactive session will focus on unique approaches to learning that focus use of reflection to drive meaningful learning and application.

Maya Garza, BetterUp, *Presenter*  
 Mekayla Castro, American Express, *Presenter*  
 May C. Colatat, Edward Jones, *Presenter*  
 Neta Moye, University of Maryland, *Presenter*  
 Submitted by Maya Garza, maya.garza@betterup.co

**601. IGNITE! Panel: 4:00PM-4:50PM Potomac C**  
**IGNITE Panel with Data: Myth Versus Reality in Candidate Reactions: What Really Matters**

During this session, presenters will share field data on candidate reactions to selection assessments in various scenarios to IGNITE the audience's interest and participation. The panel will then discuss differences between what business and HR leaders frequently request for their assessments (e.g., short, mobile, engaging) and candidate perceptions these assessments.

Sandra P. Dennis, SHL, *Chair*  
 Alison E. Carr, Shaker International, *Presenter*  
 Matthew D. Sloan, Shaker International, *Presenter*  
 Jensen T. Mecca, Shaker International, *Presenter*  
 Jason N. Jaber, SHL, *Presenter*  
 Ted B. Kinney, PSI Services LLC, *Presenter*  
 Jay H. Hardy, III, Oregon State University, *Presenter*  
 Submitted by Sandra P. Dennis, sandra.dennis@shl.com

**602. IGNITE! Panel: 4:00PM-5:20PM Potomac D**  
**IGNITE Session: I-O Hot Topics Debate**

In this fast-paced session, 5 pairs of seasoned academics and practitioners will present different points of views on hot I-O topics (nepotism, generational differences, mindfulness, performance management, and big data).

Lilly Lin, Korn Ferry, *Chair*  
 Stephen M. Colarelli, Central Michigan University, *Presenter*  
 Alan L. Colquitt, Independent Consultant, *Presenter*  
 David P. Costanza, George Washington University, *Presenter*  
 Sergey Gorbakov, AbbVie, *Presenter*  
 Patrick K. Hyland, Sirota Survey Intelligence, *Presenter*  
 Robert G. Jones, Missouri State University, *Presenter*  
 Christian N. Thoroughgood, Villanova University, *Presenter*  
 Scott Tonidandel, University of North Carolina-Charlotte, *Presenter*  
 Amy Wax, California State University, Long Beach, *Presenter*

Submitted by Lilly Lin, lilly.lin@kornferry.com

**Poster Session (Behavior):**

**4:00PM-4:50PM P. George's Exh. Hall D**

**603. Poster: 4:00PM-4:50PM Board 1**  
**Justice Sensitivity and Its Relation to Counterproductive Work Behaviors**

Past research has not found support for equity sensitivity moderating the relationship between justice perceptions and CWBs. Authors argue these negative results are due to inconsistent definitions and measures of equity sensitivity. They created a new measure using the 4 components of justice sensitivity that successfully moderated this relationship.

Unber Ahmad, North Carolina State University  
 Amanda L. Young, Tilt 365

Submitted by Unber Ahmad, usahmad@ncsu.edu

**604. Poster: 4:00PM-4:50PM Board 2**  
**Adolescent Mental Health and Later Adult Non-Task Work Behavior**  
 The prospective relationship of symptoms of depression and disruptive behavior in adolescence with non-task work behavior in adulthood were examined in 2 independent samples (N = 373/355). Findings indicated a moderate relationship between disruptive symptoms and counterproductive behaviors ( $r = .29/.20$ ) but no relationship with citizenship. Depression was not predictive of either work behaviors.

Elise Lauren Anderson, University of Minnesota  
 Paul R. Sackett, University of Minnesota  
 Matt McGue, University of Minnesota

Submitted by Elise Lauren Anderson, and05498@umn.edu

**605. Poster: 4:00PM-4:50PM Board 3**  
**Linking Supervisor Psychopathy to Abusive Supervision: The Role of Compassion**

This experimental study explores how psychopathy predicts abusive supervision behaviors using an email simulation design. Psychopathy was positively related to abuse but only when the subordinate was performing poorly due to reasons that should produce high compassion (cancer vs. a cold). The psychopathy-abuse link was also transmitted through general compassion predicting situational compassion.

James Burton, Northern Illinois University  
 Larissa K. Barber, San Diego State University  
 Rushika De Bruin, Northern Illinois University

Submitted by Larissa K. Barber, lbarber@sdsu.edu

MultiDisciplinary

**606. Poster: 4:00PM-4:50PM****Board 4****Reactions to Incivility at Work: Gender of the Instigator, Target, and Observer**

Authors examined how gender of the instigator, target, and observer influenced observer perceptions and reactions to incivility in the workplace and found that for identical behaviors, women perceived more incivility than men. They also found that men engaging in uncivil behavior toward other men provoked fewer negative reactions compared to women engaging in the same behavior.

Sarah Jane Carver, University of Western Ontario

Joan E. Finegan, University of Western Ontario

Submitted by Sarah Jane Carver, scarver3@uwo.ca

**607. Poster: 4:00PM-4:50PM****Board 5****Easing Observers to Confront Abusive Supervisors Through Facilitated Feedback**

Drawing from moral exclusion theory (Opatow, 1990), the authors test the role of supervisor credentials and the availability of a facilitated feedback mechanism for observer reactions to abusive supervision. Findings suggest that when high abuse is perceived, facilitated feedback makes it easier for team members to follow through with their intention to confront abusive supervisors.

Zoe Chan, Queen's University

Matthias Spitzmuller, Queen's University

Submitted by Zoe Chan, chan.zoe@queensu.ca

**608. Poster: 4:00PM-4:50PM****Board 6****Linking Intra-behavioral Severity and CWBs: The Development of Minor and Severe Measures**

Current CWB measures account for differences in behavioral frequency, but not behavioral form, making it impossible to distinguish between behaviors that manifest in relatively minor, or severely harmful, ways. This limitation is addressed by developing and validating measures of low and high severity CWBs and exploring relationships among work stressors, affect, and minor and severe behaviors.

Katherine E. Ciarlante, University of Central Florida

Mindy K. Shoss, University of Central Florida

Submitted by Katherine E. Ciarlante, kciarlante@knights.ucf.edu

**609. Poster: 4:00PM-4:50PM****Board 7****Contextualizing Workplace Mistreatment: New Directions in Research on Masculinity**

This conceptual paper presents a comprehensive model that integrates the workplace mistreatment and masculinity literatures. The antecedents, mechanisms, and outcomes associated with workplace mistreatment are reviewed with a focus on generating testable propositions, which are informed by theoretical perspectives on masculinity. Finally, potential areas of intervention are discussed.

Marc Cubrich, The University of Akron

Ginelle Wolfe, The University of Akron

Submitted by Marc Cubrich, mmc140@zips.uakron.edu

**610. Poster: 4:00PM-4:50PM****Board 8****The Devil You Think You Know: Political Leader Personality and Misbehavior**

Authors studied political leaders from the U.S. Congress, using other ratings of personality as predictors of political leader counterproductive behavior. Echoing results from organizational samples, agreeableness negatively predicted interpersonal deviance, and conscientiousness negatively predicted missing votes. Gender and party also incrementally predicted counterproductive behavior.

Brenda D. Ellis, University of Minnesota-Twin Cities

Deniz S. Ones, University of Minnesota

Sarah Rachael Spray, University of Minnesota

Cassandra Rose Varrige, University of Minnesota, Twin Cities

Submitted by Brenda D. Ellis, ellis679@umn.edu

**611. Poster: 4:00PM-4:50PM****Board 9****Workplace Cyberloafing as a Respite From Understimulation and Conflict**

Cyberloafing is a growing concern for organizations. To date, most cyberloafing research focuses on only 1 construct domain. However, establishing the most important cyberloafing antecedents requires a multivariate framework. This study establishes variable importance of 7 key cyberloafing predictors. The results are discussed with respect to potential organizational interventions.

Casey A. Giordano, University of Minnesota

Brittany K. Mercado, Elon University

Stephan Dilchert, Baruch College

Submitted by Casey A. Giordano, Giord023@umn.edu

**612. Poster: 4:00PM-4:50PM****Board 10****Using the Dark Triad to Predict Property-Based and Productivity-Based CWBs**

Bayesian regression was used (N = 283) to determine which elements of the dark triad related to a new measure of property-based and productivity-based CWBs. Psychopathy was shown to be the best predictor of property-based CWBs, whereas Machiavellianism and narcissism were shown to be equally solid predictors of productivity-based CWBs.

Travis J. Hensersky, McLane

Adrian Thomas, Roosevelt University

Submitted by Travis J. Hensersky, thensersky@mail.roosevelt.edu

**613. Poster: 4:00PM-4:50PM****Board 11****The Antecedents and Outcomes of Ostracism: A Meta-Analysis**

The meta-analysis shows that leadership characteristics are the strongest antecedents of workplace ostracism, followed by certain aspects of personality and contextual characteristics. Workplace ostracism very strongly relates to deviance, and it strongly relates to other performance outcomes, well-being outcomes, and organizational perceptions.

Matt C. Howard, University of South Alabama

Joshua Cogswell, University of South Alabama

Mickey B. Smith, University of South Alabama

Submitted by Matt C. Howard, MHoward@SouthAlabama.edu

**614. Poster: 4:00PM-4:50PM****Board 12****To Serve and To Protect: Servant Leadership Buffers the Harmful Effects of Incivility**

Persistent and pervasive rudeness, or incivility, can trickle down to harm more than just employees. However, servant leaders who prioritize their followers' needs above their own may be a critical buffer to reduce this harm. Authors utilize the healthcare setting (1,485 nurses) to confirm the negative impact of incivility on nurses and their patients, and the protection effect of servant leaders.

Emily M. Hunter, Baylor University

Mitchell Neubert, Baylor University

Luz Remedios (Remy) Tolentino, Baylor Scott &amp; White Health

Submitted by Emily M. Hunter, emily\_m\_hunter@baylor.edu

**615. Poster: 4:00PM-4:50PM****Board 13****Culture and Academic Entitlement Predict Perceptions of Incivility Toward Faculty**

Student perceptions of professor-directed uncivil behavior, and whether student and professor gender, students' cultural values and academic entitlement, and STEM versus non-STEM class focus impact these perceptions were studied. Results of hierarchical regression models indicate student gender, academic entitlement, and cultural values all predict perceptions of faculty-directed incivility.

Jessica L. Johnston-Fisher, University of Oklahoma

Lori Anderson Snyder, University of Oklahoma

Submitted by Jessica L. Johnston-Fisher, jessica.johnston-fisher@ou.edu

**616. Poster: 4:00PM-4:50PM****Board 14****Aggression, Incivility, Forgiveness, and Deviant Behavior**

Overall, implicit and explicit aggression interacted such that higher levels of explicit aggression enhanced the relationship between aggression and deviant behavior. Additionally, individuals reporting more recent incidents



uncivil behavior were more likely to engage in deviant behavior, whereas more forgiving individuals were less likely to engage in deviant behavior.

Joshua H. Jones, Wayne State University

Mark C. Bowler, East Carolina University

Jennifer L. Bowler, East Carolina University

Submitted by Mark C. Bowler, bowlerm@ecu.edu

#### 617. Poster: 4:00PM-4:50PM

Board 15

##### But I Still Feel Guilty: A Test of Moral Disengagement Theory

The impacts of moral disengagement on experiences of guilt through workplace deviance (withdrawal, interpersonal deviance, and work-family deviance) and the moderating effects of work hours expectations are tested. Moral disengaging released individuals who engaged in interpersonal and work-family deviance from subsequent feelings of guilt but not those who withdrew.

K. Michele Kacmar, Texas State University

Dawn S. Carlson, Baylor University

Merideth Thompson, Utah State University

Suzanne Zivnuska, California State University, Chico

Martha Andrews, University of North Carolina-Wilmington

Submitted by K. Michele Kacmar, mkacmar@txstate.edu

#### 618. Poster: 4:00PM-4:50PM

Board 16

##### Enjoying the Trees: An Item Level Meta-Analysis of Bennett and Robinson's CWB Scale

Using item level meta-analysis of 51 studies, authors examine 4 unique factor structures of the CWB construct as measured by the Bennett and Robinson CWB scale. Findings indicate that either a 3- (CWBI, CWBO, and Withdrawal) or a 5-factor model (Abuse, Production Deviance, Sabotage, Theft, and Withdrawal) provides a better fit with higher factor loadings than the suggested 2-factor model.

Jason David Kautz, University of South Carolina

Bailey A. Bigelow, University of Central Florida

Nichelle C. Carpenter, University of South Carolina

Submitted by Jason David Kautz, jason.kautz@grad.moore.sc.edu

#### 619. Poster: 4:00PM-4:50PM

Board 17

##### Why Are the Capable Hiding Their Knowledge? A Dyadic-Level Investigation

Authors found that individuals who perceived themselves to be overqualified and perceive themselves to be more relatively qualified than their peers will hide knowledge from their peers. They also found that hiding happens because the relatively more qualified peer is envious, and that this relationship is stronger for perceived nonoverqualified individuals than overqualified individuals.

Christina S. Li, University of Iowa

Huiyao Liao, University of Iowa

Yuqing Han, Shanghai Jiao Tong University

Submitted by Christina S. Li, christina-li@uiowa.edu

#### 620. Poster: 4:00PM-4:50PM

Board 18

**Cyber Counterproductive Work Behaviors: A Scale Validation Study**  
Advances in technology have contributed novel avenues for employees to engage in counterproductive work behaviors (CWB); however, to date, the scholarly literature has yet to integrate these new behaviors into investigations of CWB. This study conceptualizes cyber counterproductive work behaviors and develops and validates a measure to assess this new form of CWB.

Brittany K. Mercado, Elon University

Stephan Dilchert, Baruch College

Deniz S. Ones, University of Minnesota

Submitted by Brittany K. Mercado, brittany.mercado1@gmail.com

#### 621. Poster: 4:00PM-4:50PM

Board 19

##### Explain Yourself: Dark Personality, Moral Disengagement, Justice Perceptions, and CWB

This study examines the extent to which the mediating role of justice changes when participants are given an opportunity to justify their actions. Using an experimental design, results show the effects of justice as a mediating mechanism between dark triad personality and

counterproductive work behaviors are significantly diminished when the justification manipulation is present.

Catherine Anne Neale, North Carolina State University

Justin Travis, North Carolina State University

Sam J. Wilgus, North Carolina State University

Submitted by Catherine Anne Neale, caneale@ncsu.edu

#### 622. Poster: 4:00PM-4:50PM

Board 20

##### Clarifying the Relationship Between Neuroticism and Workplace Mistreatment

The purpose of this study was to examine the relative importance of neuroticism facets in predicting several forms of mistreatment. Results from correlations and relative weights analyses suggest that depression is the strongest predictor of incivility, bullying, and gender discrimination.

Gavin Nord, University of Minnesota

Mallory A. McCord, University of Minnesota Duluth

Submitted by Gavin Nord, nordx096@d.umn.edu

#### 623. Poster: 4:00PM-4:50PM

Board 21

##### Personal and Job-Level Predictors of Employee Time Banditry Behavior

Although time banditry has been recognized as a unique form of counterproductive work behavior, little research has been dedicated to examining predictors of this common behavior. This study examined time banditry among 2 unique groups of working adults and found that although both personal and job-level variables can predict time banditry, personal factors appear to be more important.

Thaddeus B. Rada-Bayne, Augsburg University

Joseob Lee, University of Central Florida

Steve M. Jex, University of Central Florida

Submitted by Thaddeus B. Rada-Bayne, radabayn@augsbury.edu

#### 624. Poster: 4:00PM-4:50PM

Board 22

##### "Sure I'll Do That, but the Joke's On You." Trait Aggression and Malicious Compliance

This study focused on exploring the novel construct of malicious compliance (MC): to explicitly follow tasks with the knowledge they will not produce desired results. A novel 10-item MC measure was created ( $\alpha = .838$ ). Implicit aggression, procedural justice, and CWBs significantly predicted MC. Implicit aggression, explicit aggression, PJ, and CWBs were significantly correlated with MC.

Lauren N. Scanlan, East Carolina University

Mark C. Bowler, East Carolina University

Alexander M. Schoemann, East Carolina University

Jennifer L. Bowler, East Carolina University

Submitted by Lauren N. Scanlan, scanlanl16@students.ecu.edu

#### 625. Poster: 4:00PM-4:50PM

Board 23

##### Validation of an Overt and Covert Retaliation Against Customers Scale

Authors validated a scale of overt and covert retaliation performed by service employees who have been mistreated by customers. Using multiphasic data ( $n = 255$ ), they found support for a 2-factor measure and present convergent and discriminant validity.

Agnieszka Shepard, Mercer University

Kimberly E. O'Brien, Central Michigan University

Ariel Leichook, Gettysburg College

Thomas Naughton, Wayne State University

Submitted by Agnieszka Shepard, shepard\_a@mercer.edu

#### 626. Poster: 4:00PM-4:50PM

Board 24

##### Development of the Intentional Workplace Aggression Scale (IWAS)

Although workplace aggression is defined with an "intent to harm others," aggression scales do not commonly measure intent. This study developed a construct-valid aggression scale with respect to intent to harm named the Intentional Workplace Aggression Scale (IWAS), selecting items with sound psychometric properties. Rate of occurrence and external correlates of the IWAS were examined.

Oren R. Shewach, University of Minnesota

Paul R. Sackett, University of Minnesota

Submitted by Oren R. Shewach, shewa006@umn.edu

627. Poster: 4:00PM-4:50PM

Board 25

**Responding to Incivility: Exploring Revenge and Incivility Climate**  
Drawing upon affective events theory (AET: Weiss & Cropanzano, 1996), the purpose of the study was to test a mediated-moderated model with revenge as a mechanism through which experienced incivility leads to perpetrated incivility. Further explored is the role of organizational climate for incivility as a moderator among the mediated relationship.

Aneika L. Simmons, Sam Houston State University

Shanna Daniels, Florida State University

Submitted by Aneika L. Simmons, aneika\_simmons@shsu.edu

628. Poster: 4:00PM-4:50PM

Board 26

**Interactive Effects of Leadership, Conscientiousness, and Exhaustion on Safety**

Authors tested a conditional model testing the interactive combination effects of conscientiousness and exhaustion on the relationship between goal-focused leadership and safety noncompliance. Findings revealed high leader goal structure and individual conscientiousness offset the negative effects of exhaustion. Leveraging stress theory, authors justify findings and present future recommendations.

Sydney R. Siver, Wayne State University

Amer Odeh, Wayne State University

Lars U. Johnson, Wayne State University

Tara Grambo, Jessie Sanchez, Wayne State University

Submitted by Lars U. Johnson, larsjohnson84@gmail.com

629. Poster: 4:00PM-4:50PM

Board 27

**Calculative Mindset and Bottom-Line Mentality: Predicting CWB**  
Research has shown that a bottom-line mentality mediates the relationship between calculative mindset and unethical work behavior. This model was tested, and it was found that calculative mindset but not bottom-line mentality predicted counterproductive work behavior and established incremental validity beyond personality measures for calculative mindset.

Brigitte Steinheider, University of Oklahoma Tulsa

Brandon Ferrell, Hogan Assessment Systems

Vivian Hoffmeister, University of Oklahoma

Thomas H. Stone, Oklahoma State University

Jim Jawahar, Illinois State University

Joongseo Kim, Pennsylvania State University Erie

Submitted by Brigitte Steinheider, bsteinheider@ou.edu

630. Poster: 4:00PM-4:50PM

Board 28

**Inside the Workplace Incivility Spiral: Moderating Roles of Gender and Civility Norms**

To explore the incivility spiral, authors examined whether being the target or the perpetrator of incivility at baseline explains changes in incivility perpetration and experiences at follow up. Gender and civility climate were examined as moderators. Findings suggest that the incivility spiral is stronger for men, and the target-perpetrator relationship is stronger for those in a civil climate.

Shiyang Su, University of Central Florida

Steve M. Jex, University of Central Florida

Submitted by Shiyang Su, Shiyang.Su@ucf.edu

631. Poster: 4:00PM-4:50PM

Board 29

**Job Characteristics as Moderators of the Cyberloafing-Job Performance Relationship**

Using a sample of 305 university support employees, authors examined work scheduling autonomy (significant) and time pressure (nonsignificant) as moderators of the cyberloafing-job performance relationship. Although there was an overall nonsignificant correlation between cyberloafing and performance, cyberloafing was associated with lower performance when autonomy was low but not high.

Morgan Rose Taylor, Portland State University

Stephanie A. Andel, University of South Florida

Paul E. Spector, University of South Florida

Submitted by Morgan Rose Taylor, mail.taylor.morgan@gmail.com

632. Poster: 4:00PM-4:50PM

Board 30

**Investigating Perceptions of Misconduct in the Healthcare Learning Environment**

Harassment, intimidation, and other misconduct in the healthcare learning environment (HCLE) is common. Authors systematically collected quantitative and qualitative data to better understand the role of demographic variables in the resident experience of unprofessional behavior in the HCLE. Results indicated that perceptions of the frequency of misconduct varied by sex, race, and age.

Ezgi Tiryaki, University of Minnesota

Brittany J. Marcus-Blank, General Mills

Hao Jia, University of Minnesota

Rik Lamm, University of Minnesota

Yedam Ho, University of Minnesota

Claudio Violato, University of Minnesota

Michael J. Cullen, University of Minnesota

Submitted by Michael J. Cullen, cull0061@umn.edu

633. Poster: 4:00PM-4:50PM

Board 31

**Dark Personality Gets Darker: Dark Personality and Moral Disengagement Interactions**

Much of counterproductive workplace behavior research examines unethical decision making as a static tendency. This study examines unethical decision making as a dynamic tendency that can change based on justifications for such decisions. Results from an experimental design suggest that dark personality interacts with justification opportunities to influence changes in making unethical decisions.

Sam J. Wilgus, North Carolina State University

Catherine Anne Neale, North Carolina State University

Justin Travis, North Carolina State University

Submitted by Sam J. Wilgus, sjwilgus@ncsu.edu

634. Poster: 4:00PM-4:50PM

Board 32

**Examining Mechanisms in the Sleep-Counterproductive Work Behavior Relation**

This study tested mechanisms that may explain the sleep quality-counterproductive work behavior relation—the ego depletion mechanism and the negative affect mechanism—among a Chinese working sample via an experience sampling design. Hierarchical linear modelling showed that the negative affect mechanism held whereas the ego depletion mechanism was not fully supported.

Ze Zhu, George Mason University

Bo Zhang, University of Illinois Urbana-Champaign

Submitted by Ze Zhu, zzhu5@gmu.edu

635. Alternative Session Type with Presenters:

5:00PM-5:50PM

Chesapeake 1-3

**The War for Talent: Managing Applicant Reactions in the Age of Technology**

The purpose of this blended session (panel/research incubator) is to discuss the latest developments in applicant reactions research and practice, with a focus on the impact of technology (e.g., big data, artificial intelligence, social media). Panelists will first discuss current research and practice, followed by breaking the audience into groups to discuss future research ideas and designs.

Yalcin Acikgoz, Appalachian State University, *Chair*Christopher J. Hartwell, Utah State University, *Presenter*Neil MacGregor, Plum, *Presenter*Julie M. McCarthy, University of Toronto, *Presenter*Ioannis Nikolaou, Athens University of Economics & Business, *Presenter*

Submitted by Yalcin Acikgoz, acikgozy@appstate.edu

636. Panel Discussion: 5:00PM-5:50PM

Chesapeake 4-6

**What To Do About Gender Inequality: Solutions and Career Advice in the "Me Too" Era**

The "Me Too" movement has sparked a national conversation that is galvanizing many to action for gender equality in the workplace. But how to go from Me Too to real, organizational change? In this session, panelists

will examine contributing factors of gender inequality, discuss how I-O practitioners can increase action for workplace inclusion, and provide career advice for new professionals.

Amy Wax, California State University, Long Beach, *Chair*  
Nicole Saulnier, Honda Financial Services, *Co-Chair*  
Alsatia Folk, California State University, Long Beach, *Co-Chair*  
Raquel Asencio, Purdue University, *Panelist*  
Amatia Golbodaghi, Live Nation Entertainment, *Panelist*  
Elnora D. Kelly, Facebook, Inc., *Panelist*  
Kelsey Wise, AOL, *Panelist*

Submitted by Nicole Saulnier, nicoleksaulnier@yahoo.com

### 637. Symposium/Forum: 5:00PM-5:50PM Chesapeake 10-12

#### Building New Capabilities to Support the Future of Work

Technological and business model disruption is causing a rapid change in skillsets required by companies. Improved recruiting and selection are not enough. Talent shortages exist in new skill domains. Companies are having to find new ways to rapidly build new capabilities. In this session you will learn innovations from companies on how they leverage and build new skills for the future of work.

Edie L. Goldberg, E.L. Goldberg & Associates, *Democratizing Opportunities to Build New Capabilities and Unleash Capacity*  
Vaughn Sheahan, BHP, *Shaping Development Mindsets to Build the Workforce of the Future*

Anna Tavis, New York University, *How Employee and Customer Experience Are Becoming the New Normal for the HR Function*

Suzan L. McDaniel, BHP, *Discussant*

Submitted by Edie L. Goldberg, edie@ELGoldberg.com

### 638. Panel Discussion: 5:00PM-5:50PM Chesapeake A-C

#### Developing High-Quality Assessments With the Reality of Limited Resources

Real-world resource constraints can challenge practitioners' efforts to develop high-quality assessments consistent with professional best practices. Panelists will discuss practical and defensible strategies for dealing with common restrictions and limitations, such as those related to time, budget, applicant experience, data, SME access, and organizational considerations.

Kerri L. Ferstl, Ivy Planning Group LLC, *Chair*

Julia Bayless, Capital One, *Panelist*

Matisha D. Montgomery, US Immigration and Customs Enforcement, *Panelist*

Ryan S. O'Leary, PDRI, an SHL Company, *Panelist*

David M. Pollack, APTMetrics, *Panelist*

Submitted by Kerri L. Ferstl, kferstl@ivygrouppllc.com

### 639. Panel Discussion: 5:00PM-5:50PM Chesapeake D-F

#### Development Programs for Future Leaders: How to Select for Success

Organizations are recognizing the importance of preparing future leaders with the skills needed to flourish. As a result, leadership development programs focused on preparing high potential employees for future opportunities continue to expand. Panelists will share experiences in designing selection processes to identify the best candidates with the greatest likelihood of success.

Andrea Valentine, Merck & Co., *Chair*

Christopher R. Honts, Cargill, *Panelist*

Veronica S. Harvey, Schmidt Harvey Consulting, LLC, *Panelist*

Paul E. Glatzhofer, PSI, *Panelist*

Kyle D. McNeal, Johnson & Johnson, *Panelist*

Submitted by Andrea Valentine, andrea.valentine@merck.com

### 640. Panel Discussion: 5:00PM-5:50PM Chesapeake G-I

#### So You Want to Be a Data Scientist: A Self-Guided Curriculum

The biggest data science gap for current I-O practitioners is a clear set of resources they can reference to teach themselves to become fully functional data scientists. The panelists will provide attendees a curated self-paced curriculum and list of resources that any I-O psychologist can use to teach themselves the programming skills and methods needed to perform the duties of a data scientist.

Ann Kwak, Capital One, *Chair*

Daniel A. Schmerling, Capital One, *Panelist*

Nick C. Koenig, Shaker International, *Panelist*

Isaac Benjamin Thompson, Shaker International, *Panelist*

Matthew L. Arsenault, Walmart, *Panelist*

Joel R. Osgood, North Carolina State University, *Panelist*

Yizhen Egn Zhu, *Panelist*

Submitted by Daniel A. Schmerling, daniel.schmerling@capitalone.com

### 641. Symposium/Forum: 5:00PM-5:50PM Chesapeake J-L

#### Leveling on Game Thinking: Research Trends in Gamification and Game-Based Assessments

Gamification applications and game-based assessments continue to grow faster than scientific research on game thinking within organizations can disseminate research findings. This symposium provides the SIOP community with state of the art research findings that will reduce the scientist-practitioner gap seen in research on game thinking.

Sebastian Marin, University of Minnesota, *Co-Chair*

Michael B. Armstrong, Google, *Co-Chair*

Sebastian Marin, University of Minnesota, Richard N. Landers, University of Minnesota, *Using Gamification's Extrinsic Motivators to Foster Intrinsic Motivation*

Cintya Caribay Garcia Marquez, Illinois Institute of Technology, Kristina N. Bauer, Illinois Institute of Technology, *Extending the Theory of Gamified Learning: Goal Orientation as a Moderator*

Sarena Bhatia, Aon, *Getting Into the Game: Applicant Reactions to Game-Based Assessments*

Justin D. Purl, Human Resources Research Organization, Andrea Sinclair, HumRRO, Rodney A. McCloy, HumRRO, Amanda J. Koch, Human Resources Research Organization, Balca Alaybek, George Mason University, Reeshad S. Dalal, George Mason University, Fred Oswald, Rice University, Chen Zuo, Rice University, *Game-Like Personality Assessment: Using Personality Research to Design Games*

Submitted by Sebastian Marin, marin343@umn.edu

### 642. Panel Discussion: 5:00PM-5:50PM Maryland 1-3

#### Moving and Grooving: Promoting Internal Mobility Processes, Programs, and Results

Internal mobility is a strategic practice of enabling employee movement from one role to another within an organization, commonly embedded in career development, retention, and succession planning activities. Practitioners with varied experience in internal mobility programs will discuss common barriers to internal mobility, how to set up processes that support talent movement, and more.

Nicole Ennen, Google, *Chair*

Morgana D. Carter, *Panelist*

Brittany Hanna, *Panelist*

Rachel Ryan, American Express Company, *Panelist*

Pat Whelan, Paddle HR, *Panelist*

Submitted by Nicole Ennen, nicoleennen@gmail.com

### 643. Panel Discussion: 5:00PM-5:50PM Maryland 4-6

#### Tales of Betrayal II: Insights From I-O Professionals With Nontraditional Careers

This panel aims to bring together 5 panelists who currently serve in unconventional roles since obtaining their I-O training. The panelist will discuss their current roles, the path(s) they took to get to their position, transferrable I-O skills that they use in their current roles, and tips/advice to audience members who are considering pursuing "nontraditional" I-O career paths.

Kyle J. Sandell, Deloitte, *Chair*

Matthew D. Pita, Deloitte, *Panelist*

Zachary N.J. Horn, Facebook, *Panelist*

Amanda J. Drescher, PepsiCo, *Panelist*

Boris I. Yanovsky, Facebook, *Panelist*

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

Kathakali Sircar, Deloitte Consulting LLP,

Submitted by Matthew D. Pita, mpita2@gmail.com



**644. Alternative Session Type with multiple papers:**

5:00PM-5:50PM

Maryland A

**Championing Prehire Assessment Use Internally: Voices From the Field**

In the first half of this alternative session, internal consultants from a variety of industries will present short IGNITE case studies of how they overcame specific challenges related to the implementation/ongoing use of prehire assessments. The second half will be a panel discussion addressing more general questions about championing assessment use as an internal I-O.

Alison E. Carr, Shaker International, *Chair*Sebastian Unger, Prudential Financial, *Moving Stakeholders Past "Gut Decisions" in Hiring*Andrew F. Lam, PepsiCo, *Navigating Cost Sensitivity in Manufacturing*David Mahl, Kimberly-Clark, *Standardizing Hiring Processes in a Decentralized Organization*Kim Clark, USPS, *Implementing Assessments in a Unionized Environment*Kim Clark, USPS, *Presenter*Andrew F. Lam, PepsiCo, *Presenter*David Mahl, Kimberly-Clark, *Presenter*Sebastian Unger, Prudential Financial, *Presenter*Christie M. Cox Brodbeck, Shaker International, *Discussant*

Submitted by Alison E. Carr, alison.carr@shakerinternational.com

**645. Panel Discussion: 5:00PM-5:50PM**

Maryland B

**Simon Says Act: Practical Tips for Moving from Analytics to Buy In to Change**

In this session, 4 practitioners at large organizations will share their experiences with getting organizations to not only trust the results of rigorous organizational research, but to take action to make impactful evidence-driven changes. Each practitioner will share a story through a piece of the analytics cycle, a related tip, and answer questions.

Andrew Biga, GoHealth Urgent Care, *Chair*Meisha-Ann Martin, Flex, *Panelist*Erica I. Desrosiers, Johnson and Johnson, *Panelist*Sarah Evans, ServiceMaster, *Panelist*Timothy R. Dullaghan, JetBlue Airways, *Panelist*

Submitted by Meisha-Ann Martin, meishaann.martin@flextronics.com

**646. Panel Discussion: 5:00PM-5:50PM**

Maryland C

**From #MeToo to #WhatNow: Practitioner Approaches to Sexual Harassment Prevention**

Participants will have the opportunity to engage a cross-disciplinary panel of experts on practical and research-based solutions for preventing sexual harassment. Leveraging decades of experience in some of the toughest contexts for tackling sexual harassment (i.e., military, police, STEM), panelists will provide insights on proven strategies and promising sexual harassment prevention approaches.

Jessica A. Gallus, Forefront Suicide Prevention, *Chair*Vicki J. Magley, University of Connecticut, *Co-Chair*Cynthia DeVita-Cochrane, DCE Assessments, *Panelist*Jessica Mesmer-Magnus, University of North Carolina-Wilmington, *Panelist*Rick Rossein, Rossein Associates, *Panelist*

Submitted by Jessica A. Gallus, jessica.gallus@gmail.com

MultiDisciplinary

**647. Symposium/Forum: 5:00PM-5:50PM**

Maryland D

**Changing Nature of Work: Implications for Organizations**

Changes in the impact that work has on workers' behavior/attitudes are commonly referenced. Despite this, there is little research substantiating these propositions. This symposium empirically documents changes in work and workers and sheds light on how talent management approaches should be adapted for the 21st century of work.

Brian J. Hoffman, University of Georgia, *Chair*Mindy K. Shoss, University of Central Florida, *Chair*Andrea L. Hetrick, University of New Mexico, Brian J. Hoffman, University of Georgia, Nathan T. Carter, University of Georgia, William A. Gentry, High Point University, *Changes in Leader Behaviors: 1992-2015*

Alexander E. Glosenberger, Loyola Marymount University, Natalie A. Wright, Florida Gateway College, Tara S. Behrend, George Washington University,

MultiDisciplinary

**21st Century Skills and Their Relationship With Economic Mobility on a City Level of Analysis**Clair A. Reynolds Kueny, Missouri University of Science & Technology, Mindy K. Shoss, University of Central Florida, *The Changing Importance of Intrinsically Motivating Work: 1989-2016*

Submitted by Brian J. Hoffman, hoffmanb@uga.edu

**648. Alternative Session Type with Presenters:**

5:00PM-5:50PM

National Harbor 1

**Popular Beliefs in Talent Management: Truth or Myth?**

This session will provide a novel perspective on popular but inaccurate talent management beliefs. The authors will present a crowdsourced list of the most prevalent beliefs. A panel of both practitioners and academics will provide the history of such beliefs, as well as evidence-based guidance. Intended as a moderated 2-way conversation, the audience will participate in polling and discussion.

Shreya T. Sarkar-Barney, Human Capital Growth, *Co-Chair*Frank A. Bosco, Jr., Virginia Commonwealth University, *Co-Chair*Matt Barney, LeaderAmp, Inc, *Presenter*Sven Kepes, Virginia Commonwealth University, *Presenter*Jonathan Samuel Kogel, *Presenter*Amanda C. Shull, Nike, Inc., *Presenter*Krista L. Uggerslev, Northern Alberta Institute of Technology, *Presenter*Deborah L. Whetzel, Human Resources Research Organization (HumRRO), *Presenter*

Submitted by Shreya T. Sarkar-Barney, shreya@humancapitalgrowth.com

**649. Alternative Session Type with Presenters:**

5:00PM-5:50PM

National Harbor 2-3

**Developing Leader and Leadership Capacity for the Future of Health and Healthcare**

This session combines unique perspectives on developing leaders and leadership for the future of healthcare and population health. Drawing on research and practice, authors will discuss challenges leaders in both public and private sectors will face in the future, organization and leadership capabilities needed, and innovative practices in developing leaders and leadership capacity in this sector.

Alison R. Eyring, Organisation Solutions Pte, Ltd., *Chair*David V. Day, Claremont McKenna College, *Presenter*Andrew N. Garman, NCHL / Rush University, *Presenter*Clint Kofford, Johnson & Johnson, *Presenter*Bernard S.H. Lim, MOH Holdings, *Presenter*

Submitted by Alison R. Eyring, areyring@organisationsolutions.com

**650. IGNITE! Panel: 5:00PM-5:50PM**

National Harbor 10-11

**Managers Matter: Driving Manager Effectiveness at Fortune 1000 Companies**

This IGNITE! panel will showcase how leading companies are addressing the challenges of midlevel managers and providing the role clarity, development, and support that they need. Panelists from 5 organizations will share best practices and lessons learned from manager effectiveness initiatives and discuss insights from a recent study that challenges traditional models of manager effectiveness.

Zoa M. Ordonez, Bank of America, *Chair*Heather D. Burnett, Red Hat, *Presenter*Heather Colomb, JetBlue, *Presenter*Erika G. Peterson, Bank of America, *Presenter*Stacy Sim, P&G, *Presenter*Sari Wilde, Gartner, *Presenter*

Submitted by Zoa M. Ordonez, zoa.ordonez@gmail.com

**651. Alternative Session Type with Presenters:**

5:00PM-5:50PM

Potomac 1-2

**Symposium + Panel Session Combo: Candidate Feedback: Has the Time Come?**

In the United States, job candidates are not frequently given feedback on their performance in the selection process. There is widespread belief that giving feedback can open the door to legal challenges and more.

However, feedback can be provided in ways that actually lesson legal risk and improve outcomes for candidates and employers.

Eric J. Sydel, Shaker International, *Chair*

Kevin W. Grossman, Talent Board, *Presenter*

Christina Norris-Watts, Johnson & Johnson, *Presenter*

Jeffrey D. Facticeau, Logi-Serve, *Presenter*

Tyler J. Slezak, Shaker International, *Presenter*

Submitted by Eric J. Sydel, [eric.sydel@shakerinternational.com](mailto:eric.sydel@shakerinternational.com)

## 652. Alternative Session Type with Presenters:

5:00PM-5:50PM

Potomac 5-6

### Hit Me With Your Best Plot: Presenting Science With Impact

I-O psychologists are well positioned to bridge the scientist-practitioner gap by applying scientific evidence to the workplace. However, without a strong set of presentation skills, the likely impact remains limited. This interactive focuses on presentation basics, storytelling, data visualization, and scientific translation. It will conclude with a workshop presentation competition.

Kelsey E. Medeiros, University of Texas, Arlington, *Chair*

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

Matthew P. Crayne, University at Albany, SUNY, *Presenter*

Chantale Wilson Antonik, Shaker International, *Presenter*

Submitted by Kelsey E. Medeiros, [kelseymedeiros@gmail.com](mailto:kelseymedeiros@gmail.com)

## 653. IGNITE! Panel: 5:00PM-5:50PM

Potomac C

### Leaving the Nest: Surviving the Academic Job Hunt and Your First Year

This session will provide top tips for academic job applicants and help build connections among new, soon-to-be, and future academics. In 6 IGNITE! talks from faculty from a variety of institutions and departments, attendees will cover applying, interviewing, and negotiating, as well as establishing research, teaching, and work-life balance as a new academic.

Kristen Jennings Black, University of Tennessee at Chattanooga, *Co-Chair*

Alice M. Brawley Newlin, Gettysburg College, *Co-Chair*

Kimberly A. French, Georgia Institute of Technology, *Presenter*

William S. Kramer, University of Nebraska Omaha, *Presenter*

Kimberly Stowers, The University of Alabama, *Presenter*

Rachel Williamson Smith, Louisiana State University, *Presenter*

Submitted by Alice M. Brawley Newlin, [abrawley@gettysburg.edu](mailto:abrawley@gettysburg.edu)

## 654. IGNITE! Panel: 5:00PM-5:50PM

Potomac D

### Blind Spots That Derail Decisions

During this session, 6 presenters will share their experiences through an IGNITE introduction, then will focus on a facilitated tool sharing session. This will give participants the opportunity to connect with other participants and use the available tools and resources to address biases during decision making.

Cheryl Fernandez, Gallup Inc., *Chair*

Christine J. Hurst, HDR, *Presenter*

Submitted by Cheryl Fernandez, [cheryl.fernandez@gmail.com](mailto:cheryl.fernandez@gmail.com)

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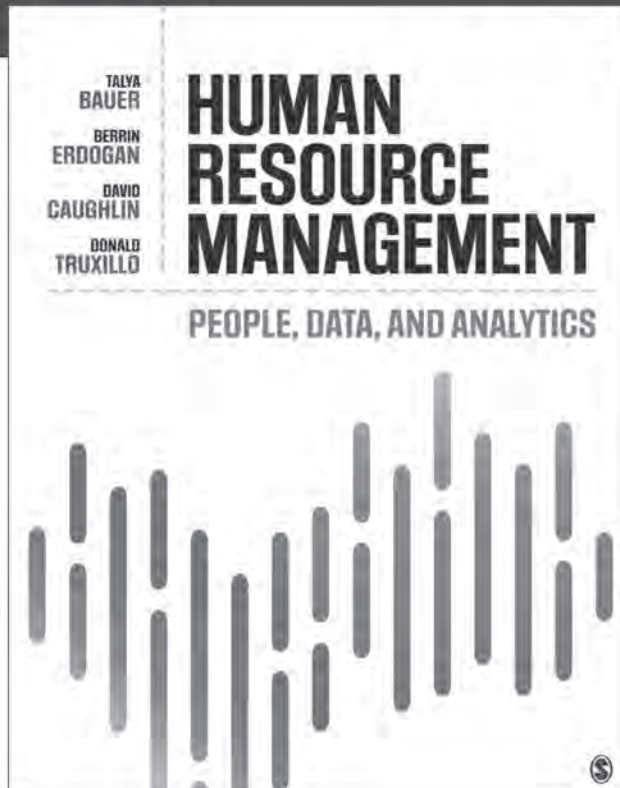
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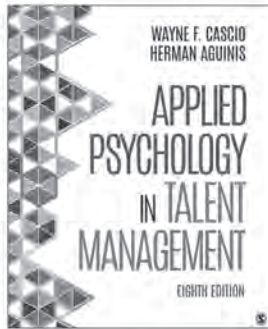
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#### ABOUT THE AUTHOR

Talya Bauer (PhD, Purdue University) works at the School of Business at Portland State University and serves as the area director for the Human Resource Management program. She is an award-winning teacher and was awarded the Innovation in Teaching Award from the HR Division of the Academy of Management. Talya has been involved in professional organizations and conferences at the national level such as serving on the Human Resource Management Executive Committee of the Academy of Management and as SIOP president.



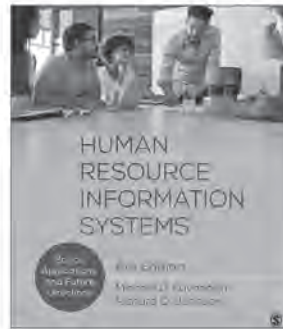
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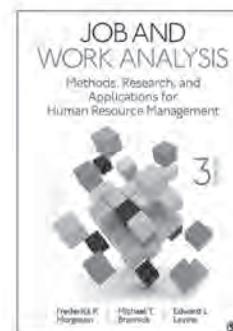
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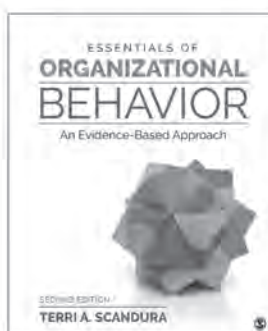
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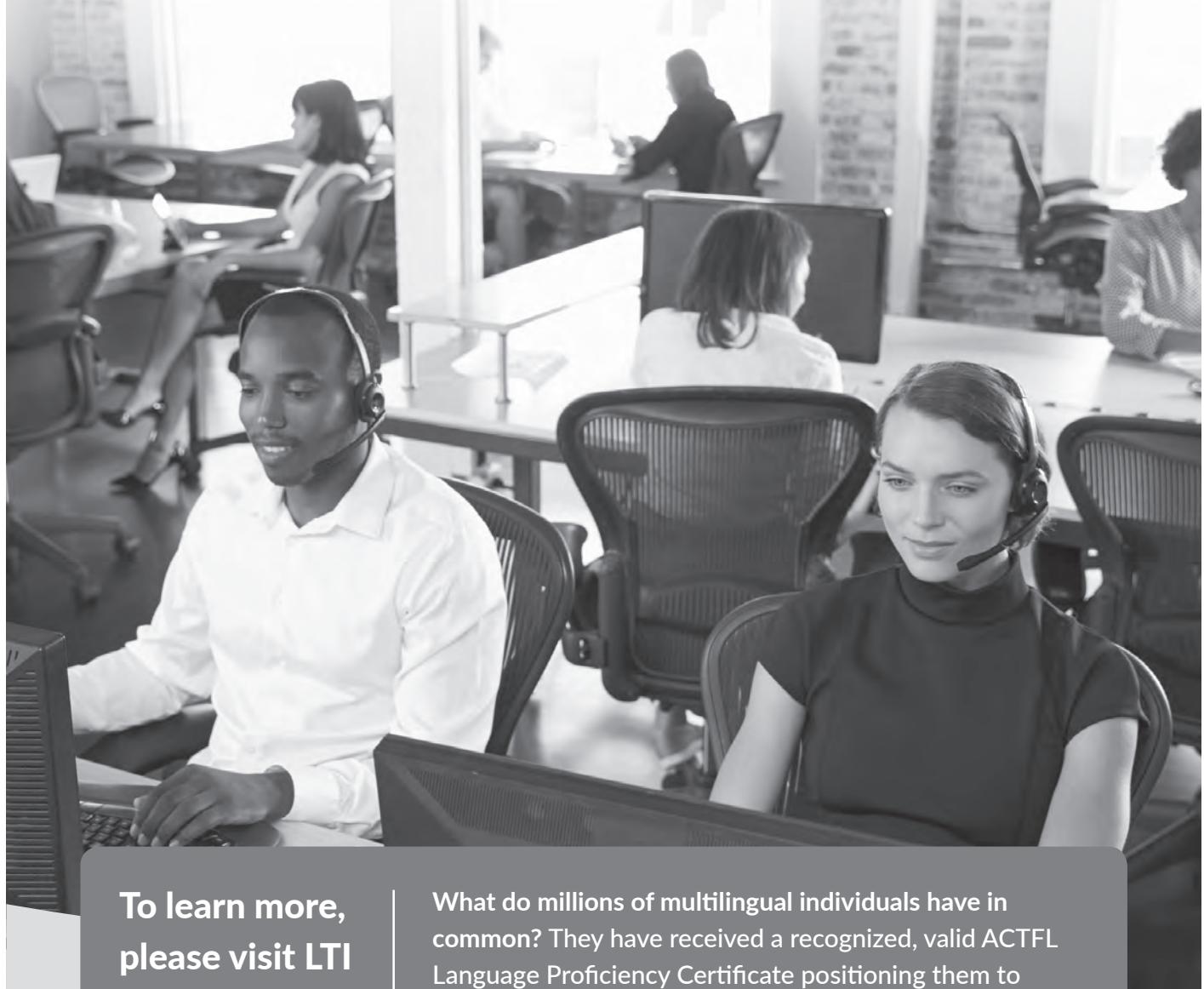


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### 655. Symposium/Forum: 8:00AM-9:20AM Chesapeake 1-3 What You Need to Know Now: Occupational Health Psychology Updates

SIOP members are showing increased interest in occupational health psychology (OHP) topics. This symposium provides reviews/updates on 5 major areas of OHP: sexual harassment, economic stress, work stress and recovery, work-family research, and physiological measurement research. Presenters provide overviews of their topic, recent changes, and suggestions for future research and for practice.

Lisa M. Kath, San Diego State University, *Co-Chair*

Lisa Baranik, University at Albany, *Co-Chair*

Vicki J. Magley, University of Connecticut, *Reminding Ourselves of the Science of Sexual Harassment*

Tammy D. Allen, University of South Florida, *Work-Family Research*

Robert R. Sinclair, Clemson University, *What You Need to Know About Economic Stress*

Christopher J. L. Cunningham, University of Tennessee at Chattanooga/Logi-Serve, *Work-Related Stress and Recovery Management: What You Need to Know Now*

Melissa M. Robertson, University of Georgia, Rose LeFevre-Levy, Nicholas J. Haynes, University of Georgia, Lillian T. Eby, University of Georgia, *What You Need to Know About Physiological Measurement in OHP Research*

Submitted by Lisa M. Kath, lisa.kath@sdsu.edu

### 656. Master Tutorial: 8:00AM-9:20AM Chesapeake 4-6 Recruiting and Retaining Veterans, Reservists, and Military Spouses: A Master Tutorial

This master tutorial will aggregate findings from the research, best practices found to be effective from practitioners, along with resources, and communication strategies that can immediately be applied to help employers improve their veteran and military hiring and retention processes and outcomes.

Nathan D. Ainspan, Transition to Veterans Program Office, *Presenter*

Michael Clarence Miller, Department of Defense, *Presenter*

Kristin N. Saboe, Boeing, *Presenter*

Submitted by Nathan D. Ainspan, nate@ainspan.com

### 657. Symposium/Forum: 8:00AM-9:20AM Chesapeake 7-9

**Hop in the DeLorean: Adapting for the Workforce of Tomorrow**  
Presenters from 4 companies will share new strategies and practices to find and keep top talent in anticipation of the workforce of tomorrow. This symposium will focus on how heightened digital connectivity is changing employee expectations and putting new demands on organizations to think in different ways about attracting, developing, engaging, and retaining top talent.

Christine R. Smith, Guardian Life, *Co-Chair*

Amanda C. Shull, Nike, Inc., *Co-Chair*

Christine R. Smith, Guardian Life, *Flexibility With a Purpose: Implementing Guardian on the Go*

Julie A. Fuller, Nike, Inc., Amanda C. Shull, Nike, Inc., *Redefining Leadership at Nike*

Lilia Hayrapetyan, Citi, *Stepping Into the Future Together: Bringing Employees Along on a Cultural Transformation*

Allan H. Church, PepsiCo, James Scrivani, PepsiCo, Raphael Y. Prager, PepsiCo, Lorraine M. Dawson, PepsiCo, Brett W. Guidry, PepsiCo, Breanna Paynter, PepsiCo, Gina A. Seaton, PepsiCo, *Assessing the Workforce of Tomorrow*

Submitted by Christine R. Smith, christine.r.smith218@gmail.com

### 658. Symposium/Forum: 8:00AM-9:20AM Chesapeake A-C Job Interview Technology: Effects on Applicants, Evaluators, and Adverse Impact

This symposium presents 4 studies to enhance understanding of job interview technology. They examine applicant reactions to modern interviews, effects of explanations on applicant reactions, evaluators' decision-making processes in technology-mediated interviews, as well as the use of machine learning for evaluating applicant performance and its consequences for adverse impact.

Klaus G. Melchers, Ulm University, *Chair*

Markus Langer, Universität des Saarlandes, *Co-Chair*

Markus Langer, Universität des Saarlandes, Cornelius J. König, Universität des

Saarlandes, Diana R. Sanchez, San Francisco State University, Sören Samadi, Universität des Saarlandes, *Applicant Reactions to Algorithm-Based Interviews: The Organizational Context*

Johannes Basch, Universität Ulm, Klaus G. Melchers, Ulm University, *Effects of Explanations on Applicant Reactions to Asynchronous Video Interviews*

Jerod Cody White, George Washington University, Elena Auer, University of Minnesota, Tara S. Behrend, George Washington University, *The Influence of Applicant Accent and Résumé in Technology-Mediated Interviews*

Joshua P. Liff, HireVue, Nathan J. Mondragon, HireVue, *Reducing Human Evaluator Decision-Making Bias With the Use of Machine Learning*

Submitted by Markus Langer, markus.langer@uni-saarland.de

### 659. Symposium/Forum: 8:00AM-9:20AM Chesapeake D-F

**Living on the Edge: Radical Livelihoods in New Zealand**

Three studies represent low-income lives in the workplace of New Zealand. Paper 1 on low income workers and Paper 2 on minority employees both show that relationships are nuanced when various income levels are considered, with the lowest paid workers having different effects than other pay groups. Paper 3 examines longitudinally family units and highlights the effects of everyday insecurity.

Jarrad Haar, Auckland University of Technology, *Chair*

Jarrad Haar, Auckland University of Technology, Stuart C. Carr, Massey University/Project Glow, Darrin Hodgetts, Massey University, *Fairness, Work-Life Balance, Job Satisfaction, and the Power of Money*

Jarrad Haar, Auckland University of Technology, Maree Roche, University of Waikato, *A Study of Minority Low-Income Employees Pay*

Darrin Hodgetts, Massey University, *Precarity in Life: Low Income and Its Everyday Consequences*

Submitted by Jarrad Haar, jarrod.haar@aut.ac.nz

### 660. Symposium/Forum: 8:00AM-9:20AM Chesapeake G-I

**Support Is a Two-Way Street: How Supervisors Affect the Work-Family Interface**

Research on how supervisors support employee work-life balance is a growing topic in the field. As this area grows, so do the perspectives taken by researchers. This symposium brings together 3 papers that address this area from 3 unique perspectives. Focus is on follower perceptions of support, supervisor perceptions of support, and emerging support conceptualizations.

MultiDisciplinary

Greg R. Thrasher, Oakland University, *Chair*

Kevin T. Wynne, University of Baltimore, Greg R. Thrasher, Oakland University, Benjamin Biermeier-Hanson, Radford University, Joseph B. Lyons, Air Force Research Laboratory, *Leader-Follower Authenticity Congruence, LMX, and Follower Work and Family Outcomes*

Shalyn Stevens, Colorado State University, Tori L. Crain, Colorado State University, Allison M. Ellis, Cal Poly, San Luis Obispo, Mahira Ganster, Colorado State University, *Part of My Job or None of My Business? A Look at Leaders' FSSB Role Perceptions*

Caitlin A. Demsky, Oakland University, Greg R. Thrasher, Oakland University, Boris B. Baltes, Wayne State University, *When Family Harms Work: The Buffering Role of Supervisor Support for Recovery*

Leslie B. Hammer, Portland State University and Oregon Health & Science University, *Discussant*

Submitted by Greg R. Thrasher, thrasher@oakland.edu

### 661. Symposium/Forum: 8:00AM-9:20AM Chesapeake J-L Leadership Coaching Curveballs: What Would You Do?

Case studies of unexpected leadership coaching situations (curveballs) illustrate difficult choices coaches face. Presenters will explore responses to each scenario. The audience will participate via a mobile polling application to identify the best solutions. Experienced coaches share their actual response to the situation followed by a moderated discussion of lessons learned.

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

Anne Whiting, 3D Group, *The Hard Slider: It Looked Straight Until the Very End*  
Keith Goudy, Vantage Leadership Consulting, *Stuck in the Minor Leagues:*

*Failing to Step It Up*

Charles Gerhold, 3D Group, *The Quick Pitch: Surprise, Here It Comes!*

David Sowinski, Vantage Leadership Consulting, *The Cut Fastball: Explosive and Unpredictable*

Submitted by Dale S. Rose, drose@3dgroup.net

### 662. Master Tutorial: 8:00AM-9:20AM Maryland 1-3 Advancing Industrial-Organizational Psychology Research Using Agent-Based Modeling

This interactive session provides an introduction to applying agent-based modeling (ABM) to test and develop theory. ABM is a type of computational simulation for modeling complex dynamic systems. An instructional team of expert ABM researchers will share examples of ABM models from past research and help participants develop specific ideas to apply ABM in their own research.

N. Sharon Hill, The George Washington University, *Presenter*  
Mai P. Trinh, Arizona State University, *Presenter*  
Corinne Coen, Case Western Reserve University, *Presenter*  
Tom Briggs, US Department of Defense, *Presenter*  
Submitted by N. Sharon Hill, ns.hill@comcast.net

### 663. Symposium/Forum: 8:00AM-9:20AM Maryland 4-5 In the Mind's Eye: Eye Tracking as a Tool for the Organizational Sciences

Eye tracking is a neuroscience method that can be used for a wide range of organizational research questions (e.g., leadership, motivation, emotions, selection). Currently, little guidance exists for those who want to use eye tracking methods. This session will bring together researchers from different areas to discuss opportunities and lessons learned for conducting research using eye tracking.

Charles A. Scherbaum, Baruch College, City University of New York, *Chair*  
Paul J. Hanges, University of Maryland, *Co-Chair*  
Loren J. Naidoo, California State University, Northridge, Alessa Natale, CUNY Graduate Center & Baruch College, Soohyun Lee, The Graduate Center & Baruch College, CUNY, *Using Eye Tracking to Study Motivational Processes*  
Vivian P. Chou, The Graduate Center and Baruch College, CUNY, Charles A. Scherbaum, Baruch College, City University of New York, *Using Cognitive Pupillometry to Study Cognitive Processes and Abilities*  
Paul J. Hanges, University of Maryland, Jordan Epistola, University of Maryland, College Park, *Eye of the Beholder (and the Beheld): Eye Tracking and Leaders/Followers*

Juan Madera, University of Houston, Michelle (Mikki) Hebl, Rice University, *Acknowledging Facial Stigmas in the Interview to Reduce Discrimination*  
William Becker, Virginia Tech, *Discussant*

Submitted by Charles A. Scherbaum, charles.scherbaum@baruch.cuny.edu

### 664. Symposium/Forum: 8:00AM-9:20AM Maryland A Looking Under the Hood: Making Use of Trace Data

The use of technology-enhanced assessments has vastly increased the amount and types of data that are collected and stored during the testing process. This session highlights some ways that procedural or trace data which is automatically collected during assessments might be used, as well as shares best practices for doing so.

John Capman, Aon, *Chair*  
Sonya M. Stokes, Aon, Eleni V. Lobene, Aon, Tara K. McClure, Aon, *Examining the Utility of Trace Data in a Customer Service Simulation*  
Mei-Chuan Kung, PSI Services LLC, Amie D. Lawrence, PSI Services LLC, *Can Trace Data Provide Predictive Value?*  
Elena Auer, University of Minnesota, Sebastian Marin, University of Minnesota, Richard N. Landers, University of Minnesota, Andrew B. Collmus, Flex, Michael B. Armstrong, Google, Salih Mujic, Revelian, Jason A. Blaik, Revelian, *Predicting g With Trace Data: Evidence From a Game-Based Assessment*  
Jonathan P. Rowe, North Carolina State University, Wookhee Min, North Carolina State University, Pengcheng Wang, North Carolina State University, Bradford Mott, North Carolina State University, James Lester, Center for Educational Informatics, North Carolina State University, *Data-Driven User Modeling in Serious Games With Deep Learning*

Submitted by John Capman, john.capman@aon.com

### 665. Symposium/Forum: 8:00AM-9:20AM Maryland B Alternatives to Traditional Personality Assessment and Application

This session will present new methods and approaches to assessing personality that extend beyond more common, traditional self-report assessments. These include nontraditional assessment methods, such as

big data techniques, coding verbal and nonverbal cues from interviews, collecting other-ratings, and assessing meta-perceptions.

Jeff Foster, PassKeys International, LLC, *Chair*  
Peter D. Harms, University of Alabama, Bradley J. Brummel, University of Tulsa, *Big Data Needs to Think Bigger Than the Big Five*  
Dustin Wood, University of Alabama, Karen Landay, University of Alabama, Graham H. Lowman, University of Alabama, Tuscaloosa, Peter D. Harms, University of Alabama, *Why Do They Do It? Using Functional Fields to Represent the Logic of Behavior*  
Piers Steel, University of Calgary, *When to Use Factors or Facets? Exactly Opposite as You Would Expect*  
Louis Hickman, Purdue University, Vincent Ng, Louis Tay, Purdue University, *Validation of Automated Assessment of Personality From Video Interviews*  
Jeff Foster, PassKeys International, LLC, *A Multi-Methods Measurement (M3) Approach to Personality*

Submitted by Jeff Foster, jfoster@passkeysint.com

### 666. Panel Discussion: 8:00AM-9:20AM Maryland C #Talktome: Using Text Analytics and NLP to Enhance Employee Listening Programs

This session will bring together a group of professionals in the field to discuss how text analytics and related qualitative analysis techniques, such as natural language processing and machine learning, can be applied to employee listening. This session will focus on how these qualitative analysis techniques are being applied today and how they may impact the future of workplace measurement.

Kalifa Oliver, Wells Fargo, *Chair*  
Bernard Gorman, Hofstra University, *Panelist*  
Alec H. Munc, Johnson and Johnson, *Panelist*  
Aisha Pectyo, Wells Fargo, *Panelist*  
Brittnie Shepherd, PepsiCo, *Panelist*  
Mara Simensen, Bank of America, *Panelist*  
Wright Wilson, PepsiCo, *Panelist*

Submitted by Kalifa Oliver, kalifaoliver@yahoo.com

MultiDisciplinary

### 667. Symposium/Forum: 8:00AM-9:20AM Maryland D Leaders' and Coworkers' Reactions to Voice and Why They Matter

Existing literature has primarily focused on the benefits of voice to voice speakers and organizations, with less attention devoted to understanding how the reactions of leaders and coworkers to voice matter for organizations. This symposium presents cutting-edge research from multiple levels of analyses explicating the antecedents and outcomes of leaders' and coworkers' reactions to voice.

Hana Johnson, University of Idaho, *Chair*  
ChakFu Lam, City University of Hong Kong, *Chair*  
Yiduo Shao, Warrington College of Business, University of Florida, *Co-Chair*  
Fenghao Wang, Hong Kong Polytechnic University, Wu Liu, Hong Kong Polytechnic University, Rongwen Tina Jia, University of International Business and Economics, *Voice Toward Peers and Voice Endorsement: The Role of Moods of Both Parties*  
Yiduo Shao, University of Florida, Yifan Song, University of Florida, Mo Wang, University of Florida, Elisabeth K. Gilbert, University of Florida, ChakFu Lam, City University of Hong Kong, Junqi Shi, Sun Yat-sen University, *The Team-Level Antecedents of Leaders' Voice Evaluation and Its Impact on Teams*  
Hana Johnson, University of Idaho, ChakFu Lam, City University of Hong Kong, Cynthia Lee, Northeastern University, *Why and When Do Supervisory Reactions to Voice Matter for Employee Identification?*  
Szu-Han Lin, University of Massachusetts Amherst, Shereen Fatimah, Russell E. Johnson, Michigan State University, Lance Ferris, Michigan State University, *The Bright and Dark Sides of Voice: Employees' Reactions to Coworkers' Voice*  
Nathan P. Podsakoff, University of Arizona, *Discussant*  
Submitted by Yiduo Shao, yiduo.shao@gmail.com

### 668. Community of Interest: 8:00AM-8:50AM National Harbor 1

#### Viva la I-O Revolution!

As we consider the future of I-O psychology, what do we need to change to keep the field relevant? In this community of interest, presenters and



attendees will discuss how to address this question by focusing on issues such as open-source publishing, advances in HR analytics, media relations, data science/programming, industry disruptors, and more.

Dustin K. Jundt, Saint Louis University, *Host*

Levi R. Nieminen, BetterUp, *Host*

Elaine D. Pulakos, PDRI, *Host*

Submitted by Dustin K. Jundt, [dustin.jundt@health.slu.edu](mailto:dustin.jundt@health.slu.edu)

### 669. Panel Discussion: 8:00AM-9:20AM National Harbor 2-3 Learning Agility in Action: How Leading Companies Build Agile Leaders

Today's business environment creates a pressing demand for both leaders and enterprises to be highly agile and adaptable. As a result, the popularity of learning agility has increased dramatically. The focus of this session will be on discussing innovative but practical approaches that organizations are using to build agile leaders through selection, development, and organizational support.

Veronica S. Harvey, Schmidt Harvey Consulting, LLC, *Chair*

Robin R. Cohen, Johnson & Johnson, *Panelist*

Kenneth P. De Meuse, Wisconsin Management Group, *Panelist*

Jessie Leisten, Aon, *Panelist*

Robert B. McKenna, Seattle Pacific University/WILD Leaders, Inc., *Panelist*

Submitted by Veronica S. Harvey, [veronicas.harvey@gmail.com](mailto:veronicas.harvey@gmail.com)

### 670. Symposium/Forum:

#### 8:00AM-9:20AM National Harbor 10-11 Intersecting Identities: Examining Workplace Experiences of Women of Color

Employees have multiple social identities that influence the ways in which they are treated and their experiences in the workplace; however, the social identity is often examined in a unidimensional manner. This symposium examines the intersecting role of race and gender on employees' experiences of mistreatment, voice behavior, feelings of authenticity, and identity management at work.

Enrica N. Ruggs, University of North Carolina at Charlotte, *Co-Chair*

Karoline Summerville, University of North Carolina, *Co-Chair*

Kathrina Robotham, University of Michigan, Veronica Caridad Rabelo, San Francisco State University, Courtney L. McCluney, University of Virginia, *Race, Gender, and Workplace Mistreatment: A Content Analysis of #BlackWomenAtWork*

Sara Barth, University of Maryland, College Park, Jasmine L. Wheeler, University of Maryland, Jennifer L. Wessel, University of Maryland, College Park, *Intersectionality of Employee Voice: Interrupting or Interrupted?*

Karoline Summerville, University of North Carolina, Enrica N. Ruggs, University of North Carolina at Charlotte, Jimmy Davis, Blacksmith Consulting Company, *The Colorful Souls of Black Women Leaders: Intersectional Identity and Authenticity at Work*

Barnini Bhattacharyya, Sauder School of Business, Camellia Sison Bryan, Schulich School of Business, Brent J. Lyons, York University, Katsiaryna Kakoshka, Brent Lyons, *The Burden of Emotional Labor and People of Color's Identity Management Decisions*

Kisha S. Jones, Pennsylvania State University, *Discussant*

Submitted by Enrica N. Ruggs, [eruggs@uncc.edu](mailto:eruggs@uncc.edu)

### 671. Alternative Session Type with Presenters: 8:00AM-9:20AM Potomac 1-2

#### Changes in the Employee Survey Landscape

Nineteen deep survey experts from a range of backgrounds will come together to do a lightning tour of changes in survey practices over the last decade. Topics covered include survey design, analysis, strategic emphasis, ethics, and qualitative methods for listening to employees and driving organizational improvement based on findings.

Alexis A. Fink, Facebook, *Co-Chair*

William H. Macey, CultureFactors, Inc., *Co-Chair*

Paul D. Bliese, University of South Carolina, *Presenter*

Scott M. Brooks, OrgVitality, *Presenter*

Jeffrey M. Cucina, U.S. Customs and Border Protection, *Presenter*

Diane L. Daum, CultureIQ, *Presenter*

Shawn M. Del Duco, VMware, *Presenter*

Kristofer J. Fenlason, 3M, *Presenter*

Christina Fleck, PepsiCo, *Presenter*

James K. Harter, The Gallup Organization, *Presenter*

Daniel J. Ingels, University of Houston, *Presenter*

Jeff W. Johnson, SHL, *Presenter*

Sarah R. Johnson, Perceptyx, *Presenter*

Jeffrey A. Jolton, PwC, *Presenter*

Allen I. Kraut, Baruch College/Kraut Associates, *Presenter*

Paul M. Mastrangelo, CultureIQ, *Presenter*

Elizabeth A. McCune, Microsoft Corporation, *Presenter*

Alison L. O'Malley, Butler Business Consulting Group, *Presenter*

Lise M. Saari, NYU & Baruch, *Presenter*

Benjamin Schneider, University of Maryland/University of Southern California, *Presenter*

Sara P. Weiner, Independent, *Presenter*

Submitted by William H. Macey, [wmacey9@gmail.com](mailto:wmacey9@gmail.com)

### 672. Alternative Session Type with Presenters: 8:00AM-9:20AM Potomac 3-4

#### I'm Sorry, But I Think I Just Want to Be a Woman Leader, If Possible :)

This session focuses on applying best practices and effective communication in workplace encounters of subtle discrimination and everyday irritations. First panelist discuss current research and business insights related to challenges women face in the workplace. Panelists will then facilitate small group discussions around real life scenarios asking, "What would you do? sharing lessons learned.

Jessica R. Petor, PSI Services LLC, *Co-Chair*

Bekah Regan, PSI Services LLC, *Co-Chair*

Alana B. Cober, NASA, *Presenter*

Rose Keith, Select International, *Presenter*

Lauren Travis Lambrecht, Verve Leadership, *Presenter*

Kristen L. Swigart, Pennsylvania State University, *Presenter*

Submitted by Jessica R. Petor, [jpeter@psionline.com](mailto:jpeter@psionline.com)

### 673. Alternative Session Type with Presenters: 8:00AM-9:20AM Potomac 5-6

#### Strategic Foresight for I-O: What the World of Work Might Look Like in 2030

What will the world of work look like in 2030? In this alternative session, participants explore scenarios that illustrate SIOP's Workplace Trends related to technological advancements in the changing world of work. I-O psychology practitioners have an opportunity to proactively consider critical issues that will impact organizational and individual effectiveness.

Nazanin Tadjbakhsh, Alliant International University, *Presenter*

Arman Hamamah, Entertainment Partners, *Presenter*

Joshua Fuller, California Baptist University, *Presenter*

Nathan Iverson, California Baptist University, *Presenter*

Paul H. Richardson, Jr., PersonalCare Physicians, *Presenter*

Shiksha Shubham, St. Cloud State University, *Presenter*

Tanya Thampipop, Universal Music Group, *Presenter*

Submitted by Nazanin Tadjbakhsh, [ntadjbak@gmail.com](mailto:ntadjbak@gmail.com)

### 674. Panel Discussion: 8:00AM-9:20AM Potomac C Employee-Driven Feedback Tools: Opportunities for HR, Managers, and Employees

A boom of innovative HR software has enabled companies to let their employees exchange feedback with each other. This employee-driven feedback can be spontaneous, ongoing, and peer to peer. The panelists will discuss how companies need to be prepared from a cultural and talent management perspective to ensure that employees, managers, and executives can benefit from this innovative instrument.

Alexander R. Schwall, Rhabit Analytics, Inc., *Chair*

Marisa Carson, Ph.D., TIAA, *Panelist*

Briana McCrumb, DCP Midstream, *Panelist*

Anne Scaduto, Capital One, *Panelist*

Katherine Sullivan, PepsiCo-Frito Lay, *Panelist*

Submitted by Alexander R. Schwall, [alexander.schwall@gmail.com](mailto:alexander.schwall@gmail.com)



**675. Alternative Session Type with Presenters:****8:00AM-8:50AM****Potomac D****Learning About Ethics and Ethical Decision Making: Time for Some BINGO!**

This alternative session aims to enhance early, mid, and late career I-O psychologists' understanding and awareness of ethical issues in the workplace. Session chairs will introduce key information related to ethics and ethical dilemmas in both academic and applied settings, invite attendees to participate in an interactive bingo game, conclude with reflection on ethics, and provide resources.

Joseph A. Allen, University of Nebraska at Omaha, *Co-Chair*Gabrielle M. Blackman, Purdue University Global, *Co-Chair*Chanda S. Sanders, University of Oklahoma, *Co-Chair*

Submitted by Joseph A. Allen, josephallen@unomaha.edu

**MultiDisciplinary****Poster Session (Inclusion):****8:30AM-9:20AM****P. George's Exh. Hall D****676. Poster: 8:30AM-9:20AM****Board 1****Gender Differences in Career Interests: Evidence From Schein's Career Anchors**

The study presents an advanced-level analysis of gender differences in Schein's (1974) career anchors ( $n = 5,658$ ). The largest difference ( $d = .38$ ) was shown for general managerial competence, favoring men. No difference was shown for the lifestyle anchor. Women's lower interests in managerial competence may have major implications as they may mean women's lower representation at senior levels.

Kristina Aloyan, Northumbria University

Nigel R. Guenole, IBM

Sheri L. Feinzig, IBM

Submitted by Kristina Aloyan, kristina.aloyan@northumbria.ac.uk

**677. Poster: 8:30AM-9:20AM****Board 2****The Makings of a Glass Cliff: Women Leaders Preferred When There Are People Problems**

Authors investigated when the glass cliff effect may occur by manipulating the agency/communality of male and female job candidates, and the reason for company performance (i.e., people oriented vs. not). Analyses did not replicate the glass cliff fully but did demonstrate the effect for some measures when the reason for company performance was people oriented (i.e., poor employee relationships).

Caitlin Q. Briggs, Michigan State University

Taniya Jauntae-Lee Harvey, George Washington University

Rebecca Clancy, Colorado State University

Danielle M. Gardner, Michigan State University

Ann Marie Ryan, Michigan State University

Submitted by Caitlin Q. Briggs, briggs25@msu.edu

**678. Poster: 8:30AM-9:20AM****Board 3****Identity Management and Sexism at Work: An ESM Study**

Authors examined women's identity management behaviors when confronted with sexism at work using an experience sampling methodology paradigm. Findings indicate that women's self-enhancement goals were implicated in choosing accepting identity management strategies. When supervisors and/or clients engaged in sexist behaviors, women reported higher perceptions of strain at work.

Deepshikha Chatterjee, Salem State University

Ann Marie Ryan, Michigan State University

Submitted by Deepshikha Chatterjee, chatterjee.dia@gmail.com

**679. Poster: 8:30AM-9:20AM****Board 4****Managing Identity and Managing Impressions in the Face of Occupational Stigmatization**

Given the recent professional stigmatization of police officers, authors investigated if the identity management strategies used are perceived as efficacious by public. Findings indicate that police officers are rated differently based on who they police, their own race, and the identity management strategies used to engage with civilians.

Deepshikha Chatterjee, Salem State University

Ann Marie Ryan, Michigan State University

Kate Den Houter, Bowling Green State University

Submitted by Deepshikha Chatterjee, chatterjee.dia@gmail.com

**680. Poster: 8:30AM-9:20AM****Board 5****#metoo? Organizational Failure to Ethically Manage Sexual Harassment**

Most organizations take a legal-centric approach to managing sexual harassment, resulting in impotent antiharassment policies, ineffective sexual harassment training, and underused reporting mechanisms. This conceptual paper argues that men's differential perceptions of sociosexual behaviors have propagated this legal-centric approach, which fails to meet organizations' ethical obligations.

Heather M. Clarke, University of Wisconsin-Green Bay

Submitted by Heather M. Clarke, clarkeh@uwgb.edu

**681. Poster: 8:30AM-9:20AM****Board 6****Do Perceptions of Safe Spaces Differ Depending on Who They Are Designed For?**

Authors examined whether the way safe spaces are perceived differs depending on the identity group the space is for. Findings indicated that money and resources allocated to safe spaces differed depending on whether the safe space was created for African Americans, women, LGBTQ+, or all students or employees. Implications are discussed.

Lauren A. Collier-Spruel, Michigan State University

Ann Marie Ryan, Michigan State University

Submitted by Lauren A. Collier-Spruel, colli719@msu.edu

**682. Poster: 8:30AM-9:20AM****Board 7****Does Age Influence Judgments of Workplace Electronic Multitasking?**

Two experimental vignette studies explored the influence of age on judgments of electronic multitasking in a workplace meeting. Age interacted with both task switching behavior type (concurrent vs. sequential) and secondary task relevance (irrelevant vs. relevant) to influence judgments. Task relevance reduced negative evaluations for older workers more than for younger workers.

Rushika De Bruin, Northern Illinois University

Lisa Finkelstein, Northern Illinois University

Larissa K. Barber, San Diego State University

Submitted by Rushika De Bruin, rushika.debruin@gmail.com

**683. Poster: 8:30AM-9:20AM****Board 8**

**A Cross-Cultural Meta-Analytic Examination of Sexual Harassment**  
Using and expanding on Hofstede's (1980) cultural dimensions, we developed and meta-analytically tested a cross-cultural model of the prevalence of workplace sexual harassment. Results showed that sexual harassment had the highest prevalence rates in countries scoring high on individualism, masculinity, and power distance.

Lindsay Y. Dhanani, Ohio University

Matthew L. LaPalme, University of Pennsylvania

Submitted by Lindsay Y. Dhanani, lydhanani@gmail.com

**684. Poster: 8:30AM-9:20AM****Board 9****Effects of Diversity Climate on Emotional Exhaustion**

Authors offered and examined a conditional, indirect process model in which diversity climate affects emotional exhaustion directly and indirectly through organizational trust. Data from 1,254 public sector employees indicated partial mediation. Diversity climate reduces trust, which increases exhaustion. However, perceptions of the work unit's cohesion influences this psychological process.

Nikola Fedorowicz, University of Houston

Dustin Maneethai, University of Houston

Ricardo Obasare, University of Houston

Xueqi Wen, University of Houston

Mike Olson, University of Houston

Tina Zamanipour, University of Houston

Leanne E. Atwater, University of Houston

L. A. Witt, University of Houston

Submitted by L. A. Witt, witt@uh.edu

**685. Poster: 8:30AM-9:20AM****Board 10**

**Social Identity Theory and Feedback Seeking: A Race Perspective**  
This conceptual paper offers a model integrating feedback-seeking and social identity literatures by considering the influence of race on the process of feedback seeking. This integration points to several promising avenues for advancing future research, which are informed by social identity and other theoretical perspectives on race. Potential areas of intervention are also discussed.

Catalina Flores, University of Akron  
Joelle D. Elicker, University of Akron  
Marc Cubrich, University of Akron

Submitted by Catalina Flores, cf45@zips.uakron.edu

**686. Poster: 8:30AM-9:20AM****Board 11**

**The Effect of Child Gender on a CEO's Top Management Team Composition**

The purpose of this study is to integrate upper echelon theory and social identity approach with literature on the sociology of families to examine the effect that the gender of a CEO's children has on the likelihood of having women on their top management team. Results indicate that CEO gender, as well as the gender of their children, impacts the likelihood of having female top managers.

Gabriela Flores, Southwestern University  
Maria Fernanda Wagstaff, University of Texas at El Paso  
Hazel Nguyen, Southwestern University  
Christine Choirat, Harvard University

Submitted by Gabriela Flores, floresg@southwestern.edu

**687. Poster: 8:30AM-9:20AM****Board 12**

**What's In It for You? Demographics and Self-Interest in Diversity Program Promotion**

Authors examined whether an individual's race and gender influenced his/her success in promoting an organizational diversity initiative. Testing 2 potential mechanisms, it was found that Black individuals were viewed as more self-interested than White individuals promoting a diversity initiative, which influenced audience initiative attitudes and behaviors. No gender differences were found.

Danielle M. Gardner, Michigan State University  
Ann Marie Ryan, Michigan State University

Submitted by Danielle M. Gardner, gardn333@msu.edu

**688. Poster: 8:30AM-9:20AM****Board 13**

**Do Gender Paradigms Affect Organizational Attraction?**

This study specifically considers the gender and job area of the recruiter to determine their effects on preemployment perceptions. Female formal recruiters were found to significantly increase the job candidate's view of recruiter believability and organizational attraction. Gender paradigms may be having a significant impact on these findings and future research is needed.

Paul E. Glatzhofer, Select International

Submitted by Paul E. Glatzhofer, paulglatzhofer4@gmail.com

**689. Poster: 8:30AM-9:20AM****Board 14**

**Lez Be Honest: Gender Expression Impacts Workplace Disclosure Decisions**

Authors introduce a theoretical framework of lesbian sexual orientation disclosure in workplace contexts. They suggest that reactions to disclosure of lesbian identities vary as a function of self-presentation and the extent of stereotypical gender expression (embodying stereotypically masculine vs. feminine traits, or behaviors) will impact the decision to disclose and outcomes of disclosure.

Kelly Hamilton, Portland State University  
Lauren Sarah Park, Portland State University  
Timothy Carsey, Portland State University  
Larry R. Martinez, Portland State University

Submitted by Larry R. Martinez, larry.martinez@pdx.edu

**690. Poster: 8:30AM-9:20AM****Board 15**

**The Role of Attitudes in Predicting Sexual Harassment Proclivity**

Authors examined the relationship between attitudes and sexual harassment proclivity. Specifically, hostile sexism, social dominance orientation, and

rape myth acceptance all predicted sexual harassment proclivity. However, a stepwise regression analysis showed that hostile sexism and rape myth acceptance were the strongest predictors of sexual harassment proclivity.

Sarah Elaine Hillbert, Florida Southern College  
Kenzie Joy Hurley, Florida Southern College  
Charlie Law, Florida Southern College

Submitted by Charlie Law, claw@flsouthern.edu

**691. Poster: 8:30AM-9:20AM****Board 16**

**Developing a Measure of Identity Expression in the Workplace**

Authors developed a 3-faceted measure of identity expression in the workplace and provided initial construct validity by examining relationships between our the measure and work-related situational variables (e.g. perceived discrimination) and outcomes (e.g. job satisfaction). Further validation is needed, but early findings suggest identity expression may be useful for understanding P-O fit.

Kirby Hockensmith, University of Tulsa  
Jennifer M. Ragsdale, University of Tulsa

Submitted by Kirby Hockensmith, kirbyhockensmith@gmail.com

**692. Poster: 8:30AM-9:20AM****Board 17**

**Invisibility in Academia: Expectations and Experiences of Contingent Faculty**

Temporary, nontraditional faculty positions (nontenure) are often not afforded the same privileges as their tenure-track counterparts, a hiring trend that continues to increase. Authors qualitatively explored the experiences of university faculty and introduce a model that provides insight into what conditions can intensify feelings of inequity within non-tenure track faculty members' experiences.

Satoris S. Howes, Oregon State University  
Ann H. Huffman, Northern Arizona University  
Maura J. Mills, University of Alabama  
Nora Dunbar, Northern Arizona University  
Lisa Fleming, Northern Arizona University  
Jocelyn Robles, Northern Arizona University

Submitted by Satoris S. Howes, satoris.howes@osucascades.edu

**693. Poster: 8:30AM-9:20AM****Board 18**

**The Weight of It All: The Impact of Stigma Consciousness on Workplace Outcomes**

This study examines the effects of stigma consciousness on obese persons' career aspirations and work motivation. Authors postulate and find support for a model in which stigma consciousness predicts more negative outcomes but only for those who are larger in size. Thus, research reveals that the awareness of stigma associated with one's size affects one's drive and pursuit of career goals.

Elizabeth D. Jenkins, Texas A&M University  
Robert C. Martin, Texas A&M University  
Rose L. Siuta, Texas A&M University  
Briana G. Capuchino, Texas A&M University  
Isaac E. Sabat, Texas A&M University

Submitted by Elizabeth Jenkins, elizabeth.jenkins@tamu.edu

**694. Poster: 8:30AM-9:20AM****Board 19**

**Gender of an Abusive Leader: A Role Congruity and Attributional Perspective**

Authors examined whether leaders are perceived differently for engaging in abusive supervision based on their gender. Findings suggest that abusive female leaders were viewed as less effective leaders compared to male leaders. It was also found that female leaders' abuse was more attributed to situational factors whereas male leaders' abuse was more attributed to internal factors.

Joseph Kim, Temple University  
Brian C. Holtz, Temple University

Submitted by Joseph Kim, jkim8675@gmail.com

**695. Poster: 8:30AM-9:20AM****Board 20**

**Leadership and Followership Stereotypes of Asian Americans**

Limited research has investigated reasons behind Asian-Americans' underrepresentation in leadership positions. Existing studies found that Asians are

rated poorly on leadership outcomes. Authors propose that this effect could be due to the combined influence of Asians' poorer perceived fit with ideal leader prototypes and better perceived fit with ideal follower prototypes.

K. Yourie Kim, University of Waterloo

Winny Shen, University of Waterloo

Submitted by K. Yourie Kim, ky8kim@uwaterloo.ca

**696. Poster: 8:30AM-9:20AM**

**Board 21**

### Enhancing Femininity: The Effect of Taking a Paternity Leave on Men's Career Outcomes

Authors examined the effect of taking a paternity leave on men's career outcomes in the context of Canadian parental leave policies. Taking a paternity leave (vs. no leave) leads to positive career outcomes (i.e., reward recommendations and hireability), and this effect is mediated by an increase in others' perceptions of men's communality.

Anja Krstic, Wilfrid Laurier University

Ivona Hideg, Wilfrid Laurier University

Submitted by Anja Krstic, krst1200@mylaurier.ca

**697. Poster: 8:30AM-9:20AM**

**Board 22**

### Falling Off the Glass Cliff? Black Women Head Coaches in NCAA Women's Basketball

Authors examine whether the glass cliff phenomenon differentially affects Black women compared to White women using a sample of NCAA women's basketball head coaching appointments. Results indicate that 1 of the barriers to the success of Black women leaders is that they are likely to be appointed to leadership positions when their appointment acts as a signal of change in failing organizations.

Desmond W. Leung, The Graduate Center & Baruch College, CUNY

Nicolette Ann Rainone, The Graduate Center & Baruch College, CUNY

Paige R. Alenick, Graduate Center & Baruch College, CUNY

Submitted by Desmond W. Leung, Desmond.Leung@baruch.cuny.edu

**698. Poster: 8:30AM-9:20AM**

**Board 23**

### Work Experiences of Older Workers in Turkey: The Role of Culture and Values

Authors investigated the interactive relations among age, societal culture (US vs. Turkey), and individual values (conformity and security) on work outcomes. Random samples of Turkish and US workers (N = 1130) were obtained, using self-report survey data. Older workers from more collectivistic/tight cultures holding values most aligned to their cultures derived the most favorable work outcomes.

Justin Marcus, Koc University

Fatma Kahraman, Acibadem Mehmet Ali Aydinlar University

Barbara A. Fritzsche, University of Central Florida

Submitted by Justin Marcus, jmarcus@ku.edu.tr

**699. Poster: 8:30AM-9:20AM**

**Board 24**

### A Transformational and an Authentic Leader Walk Into a Bar: Who Feels Included?

Using multilevel modeling techniques, this study examined whether transformational and authentic leadership styles predict inclusive environments, and whether they differ in the relative importance of their prediction. Authentic and transformational leadership styles both significantly predicted inclusive environments, with transformational leadership having slightly greater relative importance.

Katrina Piccone Merlini, Florida Institute of Technology

Che L. Albowicz, McChrystal Group

Paul Merlini, Human Resources Technology

Submitted by Katrina Piccone Merlini, kp.merlini@gmail.com

**700. Poster: 8:30AM-9:20AM**

**Board 25**

### Making Room for Everyone: Development of a Measure of Inclusive Leadership

The importance of inclusion in the workplace is well-recognized, and the role of leaders in fostering experienced inclusion has recently gained attention (Randel et al., 2018). However, the literature lacks a validated measure of inclusive leadership (IL). Thus, this study discusses the development of a 26-item IL measure. Results show initial support for a valid and reliable IL measure.

Katrina Piccone Merlini, Florida Institute of Technology

Jesse Caylor, Florida Institute of Technology

Paul Merlini, Human Resources Technology

Christa P. Bupp, Select International

Dan Manh Nguyen, Florida Institute of Technology

Submitted by Katrina Piccone Merlini, kp.merlini@gmail.com

**701. Poster: 8:30AM-9:20AM**

**Board 26**

### The Effects of Ambient Benevolent Sexism and Its Implications in the Workplace

Following a pilot study on people's perceptions of hostile and benevolent sexism, this research investigates how ambient (i.e., indirect) exposure to benevolent sexism affects mood, self-perception, and cognitive performance, particularly in male gender-typed environments, through the influence of stereotype threat. Results and implications for the workplace will be discussed.

Amanda Mosier, Missouri University of Science and Technology

Submitted by Amanda Mosier, aem4fm@mst.edu

**702. Poster: 8:30AM-9:20AM**

**Board 27**

### Do Similarity, Inclusion, and Intersectionality Impact Team Outcomes?

The present study examines the relationship between similarity and inclusion in teams, and the impact of that relationship on team outcomes. We also delve into what determines individual's assessments of another's similarity to them in environments where people hold multiple identities.

Lynn R. Offermann, George Washington University

Kira Foley, George Washington University

Taniya Jauntae-Lee Harvey, George Washington University

Submitted by Lynn R. Offermann, lro@gwu.edu

**703. Poster: 8:30AM-9:20AM**

**Board 28**

### Grandma Got Passed Over by a Manager: The Intersection of Age and Gender in Hiring

An adjective checklist was developed to confirm differences in perceptions of multiple social group membership (age and gender). From this, a study of 173 hiring professionals' responses to a mock interview was used to test the findings in a hiring context. In some cases, differences emerged based on the combination of age and gender. In other cases, age alone emerged as salient.

Alyssa Maria Perez, University of Central Florida

Barbara A. Fritzsche, University of Central Florida

Submitted by Alyssa Maria Perez, alyssamariaperezs@gmail.com

**704. Poster: 8:30AM-9:20AM**

**Board 29**

### Believe to Achieve? When and Why Achievement Motives Influence Negotiation Propensity

System justification and expectancy theories were integrated with research on achievement motivation to examine how social class background (SCB) moderates the relationship between achievement motivation and propensity to negotiate. Findings revealed that SCB attenuated the positive effect of achievement motivation on propensity to negotiate through effects on status-based identity uncertainty.

Lauren Simon, University of Arkansas

Jacqueline Tilton, University of Arkansas

Emily S. Corwin, University of Arkansas

Denise Breaux Soignet, University of Arkansas

Submitted by Lauren Simon, lssimon@uark.edu

**705. Poster: 8:30AM-9:20AM**

**Board 30**

### Reducing Discrimination for Pregnant Job Applicants Seeking Professional Jobs

Previous research reveals that pregnant women experience interpersonal discrimination when applying for jobs and was conducted primarily in retail settings. This work examines the use of individuating information for pregnant women seeking professional jobs. Results suggest that pregnant women experience more positive interactions when they reference their competence.

Sarah S. Walker, Creighton University

Whitney Botsford Morgan, University of Houston-Downtown

Submitted by Sarah S. Walker, sarahwalker1@creighton.edu



706. Poster: 8:30AM-9:20AM

Board 31

**Say It Loud, I'm Black and I'm Proud: Acknowledging Race at Work**  
Authors examined the relative efficacy of racial acknowledgments in a workplace context. Findings indicate that Black and White participants viewed the effectiveness of racial affirmations, humor, and downplaying differently. For instance, Blacks viewed racial affirmations as leading to more positive outcomes than their White counterparts.

Sarah S. Walker, Creighton University  
Abigail R. Corrington, Rice University  
Christine L. Nittroer, Rice University  
Enrica N. Ruggs, University of North Carolina at Charlotte  
Submitted by Sarah S. Walker, sarahwalker1@creighton.edu

707. Poster: 8:30AM-9:20AM

Board 32

**Addressing Questions About Gender Differences in Social Support: A Meta-Analysis**

This study meta-analyzed the social support literature, which contains contradictory findings regarding gender differences. The session demonstrates how employed women and men differ with respect to type and source of received support. Relevant, but seemingly competing, theories that may explain such differences are rectified, and practical recommendations based on the results are provided.

Xiaohong Xu, Old Dominion University  
Xiaoxiao Hu, Old Dominion University  
Daroon Jalil, Old Dominion University  
Chad Kenneally, Old Dominion University  
William P. Jimenez, Old Dominion University  
Submitted by William P. Jimenez, wil.p.jimenez@gmail.com

708. Alternative Session Type with multiple papers:

10:00AM-11:20AM

Chesapeake 1-3

**Research Incubator: Studying the Early Career Experiences of People With Disabilities**

Disabilities are often an omitted construct in diversity and inclusion research and practice. Four empirical papers are presented on the theme of early career experiences of people with disabilities. Following the short presentations, the audience will be invited to join break-out groups and brainstorm on how to include the construct of disabilities as part of their research programs.

Silvia Bonaccio, University of Ottawa, *Co-Chair*  
Sandra L. Fisher, Clarkson University, *Co-Chair*  
Abdifatah A. Ali, University of Minnesota, Sabrina D. Volpone, University of Colorado Boulder, Brent J. Lyons, York University, *Disability Disclosure and Socialization: A Network Perspective*  
Sean Tucker, University of Regina, Alexandra Johnson, University of Guelph, Catherine E. Connelly, McMaster University, Kathleen A. Martin Ginis, University of British Columbia, Arif Jetha, Institute for Work & Health, Monique A.M. Gignac, Institute for Work and Health, Gary Birch, Neil Squire Society, *Impact of Self-Efficacy and Employment Counselling Climate on Career Optimism*  
Jennifer Ho, McMaster University, Silvia Bonaccio, University of Ottawa, Ian R. Gellatly, University of Alberta, Catherine E. Connelly, McMaster University, *Facilitators and Hindrances to Successful Job Carving for Individuals With Disabilities*

David C. Baldridge, Oregon State University, Yang Yang, Rowan University, Alison M. Konrad, Western University, *Self-Employment and Earnings: Influence of Age, Gender, Disability, and Intersectionality*

Submitted by Silvia Bonaccio, bonaccio@telfer.uottawa.ca

709. Symposium/Forum: 10:00AM-11:20AM

Chesapeake 4-6

**Mental Health Problems Are Workplace Problems: Methodological and Practical Insights**

Diverse methodological approaches provide insight into employee mental health. This intermediate-level symposium addresses a pronounced gap in the current I-O literature related to employee mental illness—a health crisis that faces 1 in 5 Americans each year. As such, this symposium offers practical applications for organizations/employers, and suggestions for future research.

Jennifer K. Dimoff, Portland State University, *Chair*Stefanie Fox, Portland State University, *Co-Chair*Steve Granger, University of Calgary, *Work Injury and Mental Health: A Meta-Analysis*Sara Barth, University of Maryland-College Park, Jennifer L. Wessel, University of Maryland-College Park, *Responses to Mental Illness Disclosure: Are All Responses Equal?*Nicholas A. Smith, Quinnipiac University, Jennifer K. Dimoff, Portland State University, Stefanie Fox, Portland State University, Whitney Vogel, Portland State University, Samantha Getzen, Portland State University, *Mental Illness Stigma at Work: Development of a Measurement Scale*Samantha Getzen, Portland State University, Jennifer K. Dimoff, Portland State University, E. Kevin Kelloway, St. Mary's University, Nicholas A. Smith, Quinnipiac University, *Managing Mental Health: How Managers Experience Employees' Mental Illnesses*Robert Giacalone, John Carroll University, Sabrina D. Volpone, University of Colorado Boulder, Mark Promislo, Rider University, Carole L. Jurkiewicz, University of Massachusetts Boston, *Exploring the Relationship Between Unethical Leadership and Employee Well-Being*

Submitted by Nicholas A. Smith, nicholas.smith.psu@gmail.com

710. Alternative Session Type with Presenters:

10:00AM-11:20AM

Chesapeake 7-9

**I-O Feud: Scientists Versus Practitioners and Fellows Versus Grad Students**

This session is a SIOP take on the classic Family Feud game. Two family groupings (Scientists vs. Practitioners, and Fellows vs. Future, aka graduate students) will battle in an entertaining game that asks players to compete to provide the most popular responses to I-O-related survey questions. Come see who will claim victory in this first-ever I-O Family Feud!

Satoris S. Howes, Oregon State University, *Co-Chair*Ann H. Huffman, Northern Arizona University, *Co-Chair*

Submitted by Satoris S. Howes, satoris.howes@osucascades.edu

711. Panel Discussion: 10:00AM-11:20AM Chesapeake 10-12  
**Why 360 Feedback Processes Fail: Cautionary Tales From the Trenches**

The editors of The Handbook of Strategic 360 Feedback share stories of failed 360 Feedback processes to illustrate nine missteps companies make when implementing 360 feedback. Company names will be changed to protect the well-intentioned firms that stumbled. Audience participation will be encouraged to help identify practical steps that could be taken to mitigate damage from a failed process.

Elaine D. Pulakos, PDRI, *Chair*David W. Bracken, Keiser University, *Panelist*Allan H. Church, PepsiCo, *Panelist*John W. Fleenor, Center for Creative Leadership, *Panelist*Dale S. Rose, 3D Group, *Panelist*

Submitted by Dale S. Rose, drose@3dgroup.net

712. Symposium/Forum:

10:00AM-11:20AM

Chesapeake A-C

**Innovative Approaches to Job Analysis: A Practitioner-Focused Symposium**

This symposium includes research/case studies from 3 large-scale job-analysis projects conducted in the public and private sectors. The participants will present some unconventional approaches adopted in conducting these job analyses and will discuss their implications. Attendees interested in learning about innovative, resource-efficient, job-analysis practices will benefit from this session.

Bharati B. Belwalkar, City of New Orleans, *Chair*

Chris Bordeaux, U.S. Customs and Border Protection, Jeffrey M. Cucina, U.S.

Customs and Border Protection, Emily Steinau, U.S. Customs and Border

Protection, Kathleen Stewart, U.S. Customs and Border Protection, Kathlea

Vaughn, U.S. Customs and Border Protection, Lisa Votraw, U.S. Customs and

Border Protection, Philip T. Walmsley, U.S. Office of Personnel Management,

*A New Methodology for Combining Competency-Based, Physical, and Medical Job Analyses*

Swetha Nittala, Purdue University, Debora D. Mitchell, Sprint, Satoris S. Howes, Oregon State University, **Survey Data as a Novel Approach to Job Analysis**  
 Frank P. Igou, Louisiana Tech University, Reagan E. Girardot, Louisiana Tech University, Mallory Elaine Wright, Louisiana Tech University, **Assessing and Reconciling Between-Group Differences in Job Analysis Ratings**

Submitted by Bharati B. Belwalkar, bharati.belwalkar@gmail.com

### 713. Symposium/Forum:

10:00AM-11:20AM

Chesapeake D-F

#### Cross-Cultural and Criterion-Related Validity of New Generation Personality Measures

Noncognitive assessments play an increasingly important role in both organizational theories and HRM practice, particularly for large multinational organizations. In this session, studies apply advances in noncognitive trait theories and measurement methods to examine the cross-cultural consistency of new personality measures in terms of measurement properties and criterion-related validity.

Brittany K. Mercado, Elon University, *Co-Chair*

Deniz S. Ones, University of Minnesota, *Co-Chair*

Hein Wendt, Korn Ferry, **Personality, Engagement, and Commitment: A Cross-Cultural Examination With a New Lens**

Michael P. Wilmot, University of Toronto, Brenton M. Wiernik, University of South Florida, **Testing the Measurement Invariance and Cross-Cultural Validity of the Ambition Scale**

Yueyang Chen, University of Illinois at Urbana-Champaign, Tianjun Sun, University of Illinois at Urbana-Champaign, Bo Zhang, University of Illinois at Urbana-Champaign, Brent Roberts, University of Illinois at Urbana-Champaign, Fritz Drasgow, University of Illinois at Urbana-Champaign, **Anchoring Vignette Application on Cross-Cultural Personality Assessment**

Brenton M. Wiernik, University of South Florida, Brandon Morgan, University of Johannesburg, Gideon P. De Bruin, Stellenbosch University, **Work Motivation Across Cultures: Comparing the Higher Order Structure of Interests**

Brittany K. Mercado, Elon University, Stephan Dilchert, Baruch College, Deniz S. Ones, University of Minnesota, **An International Study of Personality Aspects and Work Counterproductivity**

Submitted by Brittany K. Mercado, brittany.mercado1@gmail.com

### 714. Special Event: 10:00AM-10:50AM

Chesapeake G-I

#### SIOP Select: Positioning SIOP as the Premier and Trusted Authority: Leaders IGNITE

Ten panelists—made up of SIOP's leaders and experts, many of whom are former SIOP presidents—will bring the SIOP 2019 Top-10 Trends list to life in this high energy Ignite session. The session will focus on what we know, what we do not know, and where we should go for I-O psychology to be at the forefront of workplace issues and be seen as a trusted authority as it relates to these trends.

Victoria P. Mattingly, Mind Gym, *Chair*

Kyle J. Sandell, Deloitte, *Presenter*

Michael Litano, Capital One, *Presenter*

Tammy D. Allen, University of South Florida, *Presenter*

Kizzy M. Dominguez, K. Parks Consulting Inc. (KPC), *Presenter*

Kurt Kraiger, University of Memphis, *Presenter*

William H. Macey, CultureFactors, Inc., *Presenter*

Fred Oswald, Rice University, *Presenter*

Dan J. Putka, HumRRO, *Presenter*

Jennifer Weiss, HR Alignment Consulting, *Presenter*

Douglas H. Reynolds, DDI, *Presenter*

Tara S. Behrend, The George Washington University, *Presenter*

Wayne Robinson, Deloitte, *Presenter*

Submitted by Michael Litano, michael.litano@gmail.com

### 715. Panel Discussion: 10:00AM-11:20AM

Chesapeake J-L

#### Autism and Work: Creating a Neurodiverse Workplace

This panel brings together a diverse group to discuss autism at work. Panelists represent researchers, executives running successful neurodiversity programs, business consultants, and autism center representatives to discuss issues about the recruitment, selection, training, accommodation, and success of people with ASD in the workforce, and specific considerations on program implementation.

Adrienne J. Colella, Tulane University, *Chair*  
 Susanne M. Bruyere, Cornell University, *Panelist*  
 Tim Goldstein, Independent Consultant, *Panelist*  
 Tiffany D. Johnson, Georgia Tech, *Panelist*  
 Anthony Pacilio, JPMorgan Chase, *Panelist*  
 Jose Velasco, SAP, *Panelist*  
 Tim Vogus, Vanderbilt University, *Panelist*

Submitted by Adrienne J. Colella, acolella@tulane.edu

### 716. Symposium/Forum: 10:00AM-11:20AM

Maryland 1-3

#### Using Micro to Macro Perspectives to Advance Mistreatment Research and Practice

Workplace mistreatment has become a "hot topic." Researchers have studied various mistreatment constructs from a number of vantage points. In this symposium, we present micro, meso, and macrolevel perspectives for understanding workplace mistreatment and associated well-being and performance outcomes. Session concludes with a proposed framework for addressing and mitigating mistreatment.

M. Gloria Gonzalez-Morales, University of Guelph, *Co-Chair*

Alexandra C. Chris, University of Guelph, *Co-Chair*

Alexandra C. Chris, University of Guelph, Yannick Provencher, University of Guelph, Obehi Okaka, University of Guelph, Cody Fogg, University of Guelph, Serena Thompson, University of Western Ontario, Ashley Cole, University of Guelph, M. Gloria Gonzalez-Morales, University of Guelph, **An Integrative Model and Meta-Analysis of Experienced Incivility and its Correlates**

Lisa Baranik, University at Albany, Wei Zhuang, University at Albany, SUNY, Mo Wang, University of Florida, Yue Zhu, Zhejiang Gongshang University, **Examining Mistreatment, Self-Concern and Other Orientation Among Nurses**

Paula Costa, Texas A&M University, Kathi N. Miner, Texas A&M University, Yimin He, Texas A&M University, Robert L. Wooderson, Qualcomm, **Workplace Incivility During a Political Election**

Jessica L. Johnston-Fisher, University of Oklahoma, Samantha Elliott, University of Oklahoma, Brett Torrence, University of Oklahoma, Megan Rene Turner, University of Oklahoma, Christopher Vowels, Army Research Institute, Lori Anderson Snyder, University of Oklahoma, Michael D. Mumford, University of Oklahoma, Shane Connolly, University of Oklahoma, **A Planning Approach to Managing Incivility in Small Groups**

Submitted by M. Gloria Gonzalez-Morales, gonzalez.morales@uoguelph.ca

### 717. Symposium/Forum:

10:00AM-11:20AM

Maryland 4-5

#### Newcomer Socialization Programs: Cumulative, Experimental, and Longitudinal Evidence

This symposium includes 4 papers examining the effects and utilization of programs that improve newcomers' well-being, performance, and retention. Utilizing meta-analyses, field experiments, and longitudinal surveys, the symposium papers offer new theoretical and practical insights on interventions aimed at increasing retention, stress inoculation, augmenting authenticity, and health promotion.

Songqi Liu, Georgia State University, *Co-Chair*

Artemis Boulamatsi, Georgia State University, *Co-Chair*

Songqi Liu, Georgia State University, Ying Wu, University of Science and Technology of China, Jingfeng Yin, Chinese Academy of Sciences, Artemis Boulamatsi, Georgia State University, **The Effectiveness of Newcomer Retention Interventions: A Multilevel Meta-Analysis**

Hairong Li, Auburn University, Jinyan Fan, Auburn University, Jiayi Liu, Auburn University, Alissa Zawacki, Auburn University, Teng Zhao, Auburn University, Xiang Yao, Peking University, **The Effects of ROPES on Newcomers' Work Adjustment: A Social Exchange Perspective**

Xiang Yao, Peking University, Wu Wei, The Hong Kong Polytechnic University, Jinyan Fan, Auburn University, Yingxin Deng, Peking University, **The Role of Authentic Self-Expression and Time During Newcomers' Socialization**

Sushil S. Nifadkar, Georgia State University, **Newcomers' Health Behavior: Examining the Roles of Fear, Benefits, Job Embeddedness, and Vigor**

Berrin Erdogan, Portland State University, *Discussant*

Submitted by Artemis Boulamatsi, aboulamatsi1@gsu.edu

MultiDisciplinary



### 718. Panel Discussion: 10:00AM-11:20AM Maryland A Challenges and Successes With C-Level Assessment for Selection and Development

This session brings together internal, external, and independent practitioners from both the public and private sectors. Due to the low volume of assessments at the C-Level it is difficult to understand how to improve the process and best impact future behavior. This session will include insights and lessons learned about using assessments with executives from those who do it every day.

Paul E. Glatzhofer, Select International, *Chair*  
Susan W. Stang, PSI Services LLC, *Panelist*  
Charmane Harrison, TimkenSteel Corporation, *Panelist*  
Andre D. Hennig, Target, *Panelist*  
Johan A. Julin, County of Los Angeles, *Panelist*  
Andrew F. Lam, PepsiCo, *Panelist*  
Jaclyn Pittman Lanier, Lanier Leadership, *Panelist*  
John D. Morrison, Jr., GAIOP, *Panelist*  
Greg Robinson, CEB now Gartner, *Panelist*  
Submitted by Paul E. Glatzhofer, paulglatzhofer4@gmail.com

### 719. Symposium/Forum: 10:00AM-11:20AM Maryland B Women Leaders: Challenges and Opportunities in Attaining and Maintaining Leadership

Research documents that women still face many barriers in leadership. This introductory symposium highlights challenges that women face as they seek (i.e., Glass Cliff, salary negotiations) and perform leadership roles (i.e., Queen Bee Syndrome, working in Congress), as well as the opportunities women leaders have to engender change in organizations (i.e., reduce sexual harassment).

Winnie Shen, University of Waterloo, *Chair*  
Samantha E. Hancock, Wilfrid Laurier University, *Co-Chair*  
Christianne Varty, Wilfrid Laurier University, Samantha E. Hancock, Wilfrid Laurier University, Ivona Hideg, Wilfrid Laurier University, Shreya Kirolikar, Wilfrid Laurier University, *The Other Side of the Glass Cliff: Women's Acceptance of Precarious Leadership Roles*  
Denise L. Reyes, Rice University, Eduardo Salas, Rice University, *Too Afraid to Negotiate? Gendered Traits That Predict Who Initiates a Negotiation*  
Samantha E. Hancock, Wilfrid Laurier University, Winnie Shen, University of Waterloo, *Clarifying the Queen Bee Phenomenon: Identifying Ambiguities and Controversies*  
Hannah L. Samuelson, University of Maryland, Jennifer L. Wessel, University of Maryland-College Park, Paul J. Hanges, University of Maryland, Jordan Epistola, University of Maryland-College Park, Emily Elizabeth Forgo, University of Maryland-College Park, *Gender Differences in Congressional Leaders' Discussion of Bipartisanship*  
Summer Rae Lehman, Texas A&M University, Kelly Dray, Texas A&M University, Isaac E. Sabat, Texas A&M University, *The Impact of Leadership Gender on Sexual Harassment in Organizations*  
Submitted by Samantha E. Hancock, hanc7610@mylaurier.ca

### 720. Master Tutorial: 10:00AM-11:20AM Maryland C Effective Data Wrangling and Visualization With R

The majority of an analyst's time is spent on cleaning, formatting, and manipulating raw data. This tutorial session will take you through the steps needed to get messy data into R, clean it, and produce useful insights with code that is easy to read and write. Bring your laptop for this interactive session (download session materials here: <https://bit.ly/2ObCoGI>).

Ben Wiseman, Korn Ferry Institute, *Presenter*  
Steven Nydick, Korn Ferry, *Presenter*  
Jeff A. Jones, Korn Ferry, *Presenter*  
Submitted by Jeff A. Jones, Jeff.Jones@kornferry.com

### 721. Symposium/Forum: 10:00AM-11:20AM Maryland D Applicant Behavior in Interviews: Structure, Cognitions, Storytelling, and Technology

This symposium advances our knowledge about applicant behaviors in employment interviews. It includes 5 studies examining interview structure, applicants' cognitive mechanisms, storytelling, and technology (i.e., asynchronous video interviewing, and AI-based assessments) as

antecedents of key applicant behaviors, such as their reactions, use of impression management tactics, and performance.

Nicolas Roulin, Saint Mary's University, *Co-Chair*  
Joshua S. Bourdage, University of Calgary, *Co-Chair*  
Nicolas Roulin, Saint Mary's University, Joshua S. Bourdage, University of Calgary, Timothy Wingate, University of Calgary, *Antecedents and Outcomes of Using Structured Interview Components*  
Allen I. Huffcutt, Bradley University, Satoris S. Howes, Oregon State University, Susan Dustin, Illinois State University, *Cognitive Mechanisms in Behavior Description Interviews*  
Sara A. Murphy, Wilfrid Laurier University, Lisa M. Keeping, Wilfrid Laurier University, *The Effect of Communication Proficiency on Selection Interview Ratings*  
Johannes Basch, Ulm University, Klaus G. Melchers, Ulm University, *Are Technology-Mediated Interviews Equally Well Accepted as Face-to-Face Interviews?*  
Markus Langer, Universität des Saarlandes, Cornelius J. König, Universität des Saarlandes, Victoria Hemsing, Universität des Saarlandes, *Applicant Behavior in Automatically Evaluated Job Interviews*  
Submitted by Nicolas Roulin, nicolas.roulin@smu.ca

### 722. Community of Interest:

#### 10:00AM-10:50AM National Harbor 1 What's New in Goal Setting/Goal Striving? Moving Beyond SMART

Goal setting is one of the most influential motivational constructs, with a great deal of research supporting the idea that specific, difficult goals improve performance. The goal of this community of interest is to expand the focus of goal setting/goal striving by discussing recent advances in research and practice including multiple-goal pursuit, disruptions, technology aids, and other topics.

James W. Beck, University of Waterloo, *Host*  
Kenneth M. Nowack, Envisia Learning, *Host*  
Jason G. Randall, University at Albany, SUNY, *Coordinator*  
Submitted by Jason G. Randall, jgrandall@albany.edu

### 723. Master Tutorial: 10:00AM-11:20AM National Harbor 2-3 Design Thinking: A Crash Course for I-O Psychologists

Design thinking is increasingly used in business and social contexts to develop innovative solutions to problems through "human-centered" techniques. This tutorial introduces the fundamentals of design thinking and invites attendees to practice applying relevant techniques to help address traditional I-O topics.

Catherine Ott-Holland, Google, Inc., *Presenter*  
Rochelle Edwards, Google, Inc., *Presenter*

MultiDisciplinary

Submitted by Catherine Ott-Holland, c.otholland@gmail.com

### 724. Symposium/Forum:

#### 10:00AM-11:20AM National Harbor 10-11 Maximizing Training Investments: The Effects of Contextual Influences on Training

Despite decades of research on training, contextual influences have been largely overlooked. Papers in this symposium provide insight beyond individual and situational effects by considering emotional exhaustion, 2 types of learning interventions, error management training, and performance feedback on training outcomes.

Monique Alexandria Alvarez Domingo, University of Connecticut, *Co-Chair*  
John E. Mathieu, University of Connecticut, *Co-Chair*  
Elizabeth Klock, University of Connecticut, Monique Alexandria Alvarez Domingo, University of Connecticut, Pete Gallagher, University of Connecticut, John E. Mathieu, University of Connecticut, Travis Maynard, Colorado State University, *Work Context Influences on Trainees' Emotional Exhaustion and Training Effectiveness*  
Scott I. Tannenbaum, Group for Organizational Effectiveness, John E. Mathieu, University of Connecticut, Margaret M. Luciano, Arizona State University, *Leveraging Formal Training to Promote Field-Based Learning: A Quasi-Experiment*  
Robert L. Gray, Michigan State University Graduate Student, J. Kevin Ford, Michigan State University, *The Effects of Team Error Management Training on Team Performance*  
Traci Sitzmann, University of Colorado Denver, Yifan Song, University of Florida, Mo Wang, University of Florida, *Confounded Effect? The Relationship*



*Between Learning and Course Satisfaction*

Jennifer W. Martineau, Center for Creative Leadership, *Discussant*  
Yifan Song, University of Florida, *Discussant*

Submitted by Monique Alexandria Alvarez Domingo, monique.domingo@uconn.edu

**725. Alternative Session Type with multiple papers:****10:00AM-11:20AM****Potomac 1-2****Research in Unusual Situations: When I-O Takes Us Outside Our Comfort Zone**

What happens when industrial-organizational psychologists are expected to conduct research in unique or unusual contexts? This alternative session provides attendees the opportunity to pose questions to and hear stories, tips, tricks, and best practices from a diverse and multidisciplinary group of researchers who have successfully navigated research studies in unusual or atypical situations.

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

Malissa A. Clark, The University of Georgia, *Co-Chair*

Roni Reiter-Palmon, University of Nebraska-Omaha, Joseph A. Allen, University of Nebraska at Omaha, *Using Interdisciplinary Teams for Research: Challenges and Rewards*

Stephanie Morrow, Nuclear Regulatory Commission, *I-O Challenges of Performing Safety Culture Assessments at Nuclear Power Plants*

Emily Moody, University of Georgia, Fransuave Moore, University of Georgia, Alexandra Wright, London School of Hygiene and Tropical Medicine, Malissa A. Clark, The University of Georgia, *When I-O Takes Us Outside Our Comfort Zone: Into Africa and Out of Our Zone*

Jeffrey Robert Hanrahan, University of Connecticut, Sarah Elizabeth Berger, University of Connecticut, *Contextualizing Surveys for Correctional Officers*

Alex de Voogt, Drew University, *The Archaeological Team: Language, Culture, and the Desert*

Submitted by Nicholas J. Haynes, njhaynes@uga.edu

**726. Panel Discussion: 10:00AM-10:50AM****Potomac 3-4****Assessment Innovation and Diversity in Talent Acquisition**

Talent assessment is rapidly evolving with advances in technology, computing algorithms, delivery modes, and methods to make them more engaging and accessible. Application of these methods raises questions about their impact on workforce diversity. This session will examine technology-based methods (AI, serious games), research, and considerations for demographic diversity in talent selection.

John A. Weiner, PSI Services LLC, *Chair*

Robert E. Gibby, IBM, *Panelist*

Joshua P. Liff, HireVue, *Panelist*

Lara Montefiori, Arctic Shores, *Panelist*

Submitted by John A. Weiner, jweiner@psionline.com

**727. IGNITE! Panel: 10:00AM-11:20AM****Potomac 5-6****The Respect Revolution: I-O Psychology in a #MeToo World**

Drawing on case studies and research, a panel of deeply experienced academics and practitioners will comment on the implications of the #metoo movement for I-O psychology. Panelists will offer a range of perspectives on how I-O psychology can help to eliminate the abuse of power in organizations and foster more respectful workplace cultures.

Mary-Clare Race, Mind Gym, *Presenter*

Reece Akhtar, RHR International, *Presenter*

Tomas Chamorro-Premuzic, Manpower Group, *Presenter*

Elizabeth Nieto, MetLife, *Presenter*

Bo Young, Uber, *Presenter*

Submitted by Mary-Clare Race, mary-clare.race@themindgym.com

**728. Panel Discussion: 10:00AM-11:20AM****Potomac C****Cybersecurity and I-O: Opportunities and Challenges for Practitioners and Academics**

This session will discuss how I-O psychology can impact the cybersecurity realm. Opportunities abound for I-O to contribute to solving the current cybersecurity crisis for organizations, though challenges are present as well. Topics include areas of need for I-O in the cyber realm, navigating interdisciplinary waters, funding research, and publishing cyber research in I-O journals.

David J. Howard, University of South Florida, *Co-Chair*

Lois E. Tetrick, George Mason University, *Co-Chair*

Chu-Hsiang Chang, Michigan State University, *Panelist*

David W. Dorsey, Human Resources Research Organization, *Panelist*

Jaclyn Martin, PDRI/USF, *Panelist*

Donald M. Truxillo, University of Limerick, *Panelist*

Submitted by David J. Howard, davidhoward@mail.usf.edu

**729. Symposium/Forum:****10:00AM-11:20AM****Potomac D****Employee Selection: Insights From Behavioral Decision Making**

Employee selection is an exercise of human decision making: Hiring managers must evaluate all available information about an applicant and decide whether he/she is hired. In this symposium, 4 studies will integrate behavioral decision making principles to shed light on the psychological processes of hiring decisions and how these principles can inform more valid and inclusive hiring practices.

Don C. Zhang, Louisiana State University, *Chair*

Aneeqa Thiele, Louisiana State University, *Co-Chair*

Nathan R. Kuncel, University of Minnesota, Jeffrey A. Dahlke, University of Minnesota, *Attraction Effects in Personnel Selection: Implications for Diversity Hiring*

Aneeqa Thiele, Louisiana State University, Jeeun Yi, Middle Tennessee State University, Stacey Madison Stremic, Middle Tennessee State University,

Alexander T. Jackson, Middle Tennessee State University, Satoris S. Howes, Oregon State University, *Does Customizing a Decision Aid Impact Its Use in Personnel Selection?*

Kevin Nolan, Hofstra University, Comila Shahani-Denning, Hofstra University,

Aditi Rabindra Sachdev, Hofstra University, *LinkedIn: An Opportunity for Discriminatory Hiring Decisions?*

Siwen Shu, APTMetrics, Nathan R. Kuncel, University of Minnesota, *Debias*

*Hiring Judgments With a Common Decision Bias*

Jerel E. Slaughter, University of Arizona, *Discussant*

Submitted by Don C. Zhang, zhang1@lsu.edu

**Poster Session (Testing):****10:00AM-10:50AM****P. George's Exh. Hall D****730. Poster: 10:00AM-10:50AM****Board 1****If the Applicant Fits, Hire Them: Person–Organization Fit, Engagement, and Performance**

Many selection decisions incorporate person–organization fit despite little understanding of how fit relates to performance and the relevance for multinational organizations. This study found expatriates' organizational fit positively predicted engagement and performance, suggesting value for assessing fit in applicants. Implications are discussed.

Lauren H. Beechly, Perceptyx

Submitted by Lauren H. Beechly, lbeechly@perceptyx.com

**731. Poster: 10:00AM-10:50AM****Board 2****Plausible Corrections for Indirect Range Restriction in Personnel Selection**

Because information needed to compute range restriction is unavailable in most test validation reports, meta-analyses often rely on assumed distributions that may not be plausible for indirect range restriction. Authors provide a general approach to setting plausible adjustment limits for indirect range restriction as part of sensitivity analyses in meta-analyses pertinent to personnel selection.

Michael T. Brannick, University of South Florida

Sean Potter, University of South Florida

Yuejia Teng, University of South Florida

Submitted by Michael T. Brannick, mbrannick@usf.edu

**732. Poster: 10:00AM-10:50AM****Board 3****Development of the Social Shape Test: A New Ability Measure of Social Intelligence**

Authors developed the Social Shapes Test (SST) as a new measure of social intelligence inspired by tasks used in social and clinical neuroscience studies of theory of mind. Each SST item consists of a video of shapes animated to simulate social interactions. SST scores predict

incremental validity in EI ability and are distinct from verbal ability, cognitive reflection, and abstract reasoning.

Matthew I. Brown, Geisinger Health System  
 Adrianna Ratajska, Brigham and Women's Hospital  
 Shannon Hughes, Pacific University  
 Julie Fishman, Boston College  
 Elisa Huerta, Saint Vincent Ferrer High School  
 Christopher F. Chabris, Geisinger Health System  
 Submitted by Matthew I. Brown, mibrown9015@gmail.com

**733. Poster: 10:00AM-10:50AM Board 4**  
**A Neuroscience Method to Elucidate Sources of Score Differences on Ability Tests**

Group differences on cognitive ability test scores are a vexing issue. Cognitive resource usage of individuals completing an ability test by cognitive pupillometry captured by eye tracking methods were investigated. Information processing levels were related to difficulty of test items. Moreover, race had a main effect on the scores of test takers but not on their information processing levels.

Vivian P. Chou, The Graduate Center and Baruch College, CUNY  
 Charles A. Scherbaum, Baruch College, City University of New York  
 Paul J. Hanges, University of Maryland

Submitted by Vivian P. Chou, vivian.chou@ucla.edu

MultiDisciplinary

**734. Poster: 10:00AM-10:50AM Board 5**  
**Generalizability of Predictive Bias in Selection Systems With Multiple Predictors**

There is a long history of testing high-stakes assessments for predictive bias, but confusion about how to test for bias with multiple predictors has resulted in flawed conclusions about generalizability. Authors analyze a large collegiate database and find that historic differences in prediction generalize across settings and also highlight bias-related implications of composite predictors.

Jeffrey A. Dahlke, University of Minnesota  
 Paul R. Sackett, University of Minnesota

Submitted by Jeffrey A. Dahlke, dahlk068@umn.edu

**735. Poster: 10:00AM-10:50AM Board 6**  
**Predictors of Standardized Test-Score Growth Trajectories**  
 Cognitive abilities are characterized by both rank-order consistency and group-level mean changes over time. Authors use a unique longitudinal database to examine students' standardized test-score growth throughout 4 years of high school and identify predictors of growth. They find that students' growth is associated with a variety of demographic, course-taking, extracurricular-activity variables.

Jeffrey A. Dahlke, University of Minnesota  
 Paul R. Sackett, University of Minnesota

Submitted by Jeffrey A. Dahlke, dahlk068@umn.edu

**736. Poster: 10:00AM-10:50AM Board 7**  
**Understanding Machine Learning Assessments: Does the Reality Match the Hype?**

Although many are eager to apply machine learning (ML) to organizational settings, such tools have yet to be fully validated. This study evaluated the validity of one ML tool designed to score video interviews. Results showed that ML scores did not relate to other theoretically relevant constructs as expected, questioning the validity and utility of such tools for assessment.

Danielle M. Gardner, Michigan State University  
 Christopher D. Nye, Michigan State University

Submitted by Danielle M. Gardner, gardn333@msu.edu

**737. Poster: 10:00AM-10:50AM Board 8**  
**Development of a State Regulatory Focus Scale**  
 It is theorized that regulatory focus varies both between and within individuals. Yet no direct evidence corroborates whether and to what extent regulatory focus fluctuates within individuals. To address this gap, authors developed the State Regulatory Focus Scale and present evidence for the factor structure, reliability, time invariance, and validity of our new measure.

Anna F. Godollei, University of Waterloo  
 James W. Beck, University of Waterloo

Submitted by Anna F. Godollei, afgodoll@uwaterloo.ca

**738. Poster: 10:00AM-10:50AM Board 9**  
**Scale It Up! Culture and Multianchor Forced-Choice Personality Assessments**

Forced-choice response formats are a popular method of mitigating faking and response bias in personality assessments, yet little is known about cultural differences in response patterns to these formats. An exploratory study of 15,648 job incumbents found response pattern differences by Hofstede and GLOBE cultural dimensions. Implications for personality assessment design are discussed.

Manuel F. Gonzalez, Baruch College & the Graduate Center, CUNY  
 David L. Tomczak, The George Washington University  
 John Capman, Aon  
 Eleni V. Lobene, Aon  
 Anthony S. Boyce, Aon

Submitted by Manuel F. Gonzalez, mgonzalez47@gmail.com

**739. Poster: 10:00AM-10:50AM Board 10**  
**Measuring Moral Disengagement at Work: Development and Validation of a New SJT**

The authors developed a situational judgment test (SJT) measuring moral disengagement in the workplace. The SJT had strong reliability and was correlated with various counterproductive work behaviors ( $r_s = .33$  to  $.46$ ) as well as Big 5 personality scales ( $r_s = -.35$  to  $.18$ ). The SJT is presented as a reliable and valid tool to assess employee integrity.

Stephen Good, University of Tulsa  
 David M. Fisher, University of Tulsa

Submitted by Stephen Good, M.A., scg073@utulsa.edu

**740. Poster: 10:00AM-10:50AM Board 11**  
**Don't Rush Me! How Time Limits Affect Candidates' Testing Experience and Scores**

Authors examined effects of a time limit on scores on a critical thinking test as compared with an untimed administration. Means did not differ, and the corrected correlation was 1.0. Examinees felt more anxious and rushed in the timed condition, but only when it came after an untimed administration. Self-reported confidence and test-taking skill correlated with scores in the timed condition only.

Mary Ann Hanson, Pearson  
 Christine Carvalho, Pearson  
 Matt Stewart, Pearson, TalentLens

Submitted by Mary Ann Hanson, maryann.hanson333@gmail.com

**741. Poster: 10:00AM-10:50AM Board 12**  
**You Say Tomato? Semantic Similarity and Assessor Reliability**  
 The relationship between assessors' use of similar keywords in observation note and interrater reliability of assessment center ratings is examined using semantic analysis. Results indicate that as multiple assessors showed higher similarly keyword frequencies, they also showed higher interrater reliability. Assessor groups with low interrater reliability showed inconsistent keyword use.

Young-Jae Kim, University of Georgia  
 Brian J. Hoffman, University of Georgia

Submitted by Young-Jae Kim, youngjaekim87@gmail.com

**742. Poster: 10:00AM-10:50AM Board 13**  
**General Mental Ability and Job Performance: A Comprehensive Meta-Analytic Update**

General mental ability is one of the most powerful and venerable individual differences in I-O psychology. Authors conducted an updated meta-analysis of general mental ability's relations with 68 job performance criteria. The final database consisted of 1,799 independent samples (total  $N = 747,976$ ). Contemporary meta-analytic estimates of  $g$ 's validity for multiple criteria are provided.

Jack W. Kostal, University of Minnesota  
 Deniz S. Ones, University of Minnesota

Submitted by Jack W. Kostal, kostal021@umn.edu



743. Poster: 10:00AM-10:50AM

Board 14

**Using Social-Categorization Theory and Methods to Study Faking Behavior**

In order to gain a better understanding of cognitive processes involved in faking, authors addressed the question using categorization theory and methodology from social psychology. Findings suggest that there are distinctions between how individuals engaged in faking and those responding honestly process response options when responding to personality items.

Irina Kuzmich, The Graduate Center & Baruch College, CUNY  
Charles A. Scherbaum, Baruch College, City University of New York

Submitted by Irina Kuzmich, kuzmichirina@gmail.com

744. Poster: 10:00AM-10:50AM

Board 15

**Fast Versus Slow Intelligence as Predictors of Job Performance: A Test of the Worst Performance Rule**

This study applied item response trees to distinguish between fast and slow intelligence on an applied reasoning test. Based on the worst performance rule, slow intelligence was hypothesized to be the best predictor of supervisors' ratings of job performance. Results were consistent with the hypothesis.

David M. LaHuis, Wright State University  
Daniel Jenkins, Wright State University  
Kinsey Blue Bryant-Lees, Wright State University  
Kristin M. Delgado, PSI Services LLC  
Caitlin E. Blackmore, Aon

Submitted by David M. LaHuis, david.lahuis@wright.edu

745. Poster: 10:00AM-10:50AM

Board 16

**Generalizability Theory Estimates of Interview Reliability**

Prior meta-analyses have examined the reliability of interview rating, but none has been based on generalizability theory. Authors meta-analyzed generalizability theory estimates from interviews for 91 municipal government jobs, considering rating design and item content as moderators. Results show lower reliability than previous values, and item content moderated candidate-by-item interactions.

Elliott C. Larson, The Graduate Center & Baruch College, CUNY  
Vivian P. Chou, The Graduate Center & Baruch College, CUNY  
Patrick Jay Lee, The Graduate Center & Baruch College, CUNY  
Charles A. Scherbaum, Baruch College, City University of New York  
Sarah E. Freed, Jefferson County Commission  
Laura April Pineault, Wayne State University  
Nisha Keval, Jefferson County Commission  
Marcus W. Dickson, Wayne State University  
Juliet Aiken, University of Maryland  
Harold W. Goldstein, Baruch College & The Graduate Center, CUNY

Submitted by Charles A. Scherbaum, charles.scherbaum@baruch.cuny.edu

746. Poster: 10:00AM-10:50AM

Board 17

**Comparing the Prediction of Implicit and Explicit Measures of the Dark Triad**

The Dark Triad (DT) is a focus of many organizations due to the negative effects that can result to organizational effectiveness, employee attitudes and engagement. This study compares explicit and implicit measures of DT in the prediction of CWBs and job performance. Both measurement methods predict CWBs and implicit predicts uniquely above explicit, thus supporting the use of both methods.

Amie D. Lawrence, PSI Services LLC  
Kristin M. Delgado, PSI Services LLC

Submitted by Amie D. Lawrence, amie.lawrence@comcast.net

747. Poster: 10:00AM-10:50AM

Board 18

**Cadet Training and Personality Metrics Predict Officer Performance Ratings:  $R = .33$** 

Authors used a longitudinal design to validate training and personality metrics collected for ROTC cadets against supervisor ratings of officer performance that were obtained up to 8 years later. Given this extended time delay, analyses demonstrated an impressive level of validity for the ROTC training metrics,  $R = .33$ , and modest validity estimates for several personality scales.

Peter Legree, U.S. Army Research Institute

Justin D. Purl, Human Resources Research Organization

Robert Kilcullen, U.S. Army Research Institute for the Behavioral and Social Sciences

Submitted by Justin D. Purl, justin.purl@gmail.com

748. Poster: 10:00AM-10:50AM

Board 19

**The Impact of Probing on Faking, Fairness, and Applicant Evaluation in Interviews**

Authors examined the impact of probing on faking, fairness, and interview ratings in 289 situational and past-behavior interviews. Results suggest that probing and question type have larger impact on interviewers' than applicants' behaviors and perceptions. Interviewers influence interview ratings more than probing or question type. Implications for practice are discussed.

Julia Levashina, Kent State University  
Nicolas Roulin, Saint Mary's University

Submitted by Julia Levashina, jlevashi@kent.edu

749. Poster: 10:00AM-10:50AM

Board 20

**The Relationship between Participant Anxiety and Assessment Center Performance**

The relationship between participant anxiety and assessment center performance was examined using a new, contextualized measure of assessment center anxiety. As participants reported higher levels of anticipated anxiety, assessment center performance was lower. In addition, assessors were able to perceive participants' anxiety and rated anxious participants lower on overall performance.

Meghan McClimon, Southern Illinois University Edwardsville  
Lynn K. Bartels, Southern Illinois University-Edwardsville  
William H. Bommer, California State University-Fresno

Submitted by Meghan McClimon, mamcclimon@gmail.com

750. Poster: 10:00AM-10:50AM

Board 21

**Readability Indices and Subgroup Differences in Written Structured Interviews**

Authors examined the usefulness of three common readability indices (Flesch Reading Ease, Flesch-Kincaid Grade Level, and SMOG) for predicting racial and gender subgroup differences in written structured interviews. Using data from a local government organization in Alabama, they discuss findings and recommendations for use of readability indices.

Rachel Omansky, Baruch College & The Graduate Center, CUNY  
Wyatt E. Stahl, PSI Services LLC

Juliet Aiken, University of Maryland  
Marcus W. Dickson, Wayne State University  
Charles A. Scherbaum, Baruch College, City University of New York  
Jennifer Lacewell, Jefferson County Commission  
Michelle Stalnaker, University of Maryland, College Park  
Nia-Imani Heslop, University of Maryland, College Park  
Ken Yusko, University of Maryland/College Park  
Zaykeria Sandra Miranda, Jefferson County Commission

Submitted by Rachel Omansky, rcomansky@gmail.com

751. Poster: 10:00AM-10:50AM

Board 22

**Simulating the Impact of GDPR on Norm Estimation**

The GDPR limits a researcher's access to personal identifying information often used to clean data sets by removing records generated by the same individual. This may result in data corrupted by common source records. A Monte Carlo approach is used to examine the impact of common source data on the error and bias of the estimation of the mean and standard deviation of a score distribution.

Eric C. Popp, SHL  
Mathijs Affourtit, SHL

Submitted by Eric C. Popp, eric.popp@shl.com

752. Poster: 10:00AM-10:50AM

Board 23

**Examining Nonlinear Relationships Between Conscientiousness and Job Performance**

Author examined how the choice of facet of conscientiousness, the aspect of performance measured, and the choice of IRT model used to score conscientiousness measures affects the detection of curvilinear relationship in the conscientiousness–performance relationship. The



study found that the choice of IRT model had no impact on whether curvilinear relationships were found.

Sean Potter, University of South Florida  
 Stephen Stark, University of South Florida  
 Olexsander Chernyshenko, University of Western Australia  
 Submitted by Sean Potter, seanpotter@mail.usf.edu

**753. Poster: 10:00AM-10:50AM Board 24**  
**Establishing Minimum Aptitude Standards: Benchmarking Task Learning Difficulty**

Authors demonstrate a process for establishing entry-level aptitude test standards using an inexpensive, practical survey methodology. Calibration of task learning difficulty across 20 career fields shows convergent results for between-rater and within-rater comparisons in a unique sample in which large numbers of incumbent SMEs have experience in multiple career fields.

Sophie Romay, United States Air Force  
 James F. Johnson, United States Air Force  
 Laura G. Barron, U.S. Air Force  
 Submitted by Sophie Romay, sophieromay@gmail.com

**754. Poster: 10:00AM-10:50AM Board 25**  
**Operationalizing Occupational "Fit" For Optimal Scoring of Vocational Interest Assess**

Authors compared 4 methods of scoring a vocational interest assessment based on SME-rated applicability of vocational interest items to 57 career fields. Results show a simple, intuitive method for operationalizing "fit" (weighted product linear scoring) predicted job satisfaction comparably to scoring based on more complex profile similarity indices ( $N = 1,427$ ).

Sophie Romay, United States Air Force  
 Laura G. Barron, United States Air Force  
 James F. Johnson, United States Air Force  
 Mark R. Rose, United States Air Force  
 Submitted by Sophie Romay, sophieromay@gmail.com

**755. Poster: 10:00AM-10:50AM Board 26**  
**Examining the Impact of Context and Country on Forced-Choice Scores**

Interest in the use of forced-choice measures is increasing both for new applications and extensions to multinational and cross-cultural context. Authors examined the impact of source of item parameters from both single-statement and forced-choice data, across 2 countries. Results indicate moderate impact of item type and country source on trait scores.

Jacob Seybert, Imbellus  
 Submitted by Jacob Seybert, jseybert@ets.org

**756. Poster: 10:00AM-10:50AM Board 27**  
**Potential Linguistic Cues to Faking in Computer-Mediated Employment Interviews**

This theoretical paper reviews the extant literature on detecting deception in computer mediated communication (e.g. chat, email, instant messaging) and examines the generalizability of the established linguistic cues to the selection interview context. Proposed hypotheses for future research and potential future application are discussed.

Melissa J. Stuhlman, Auburn University  
 Submitted by Melissa J. Stuhlman, mjs0064@tigermail.auburn.edu

**757. Poster: 10:00AM-10:50AM Board 28**  
**Predictor Weighting With Adverse Impact and Shrinkage: Reply to Sackett et al. (2017)**

Sackett et al. (2017) showed that unit weighting often leads to worse selection outcomes than regression weighting or using a cognitive test alone. The authors expand upon this by: (a) considering a second criterion (adverse impact/diversity), and (b) accounting for shrinkage. In light of diversity and shrinkage, unit weighting often outperforms regression weighting or a cognitive test alone.

Chen Tang, University of Illinois at Urbana-Champaign  
 Yueyang Chen, University of Illinois at Urbana-Champaign  
 Q. Chelsea Song, Purdue University  
 Daniel A. Newman, University of Illinois at Urbana-Champaign  
 Submitted by Chen Tang, chent3@illinois.edu

MultiDisciplinary



**758. Poster: 10:00AM-10:50AM Board 29**  
**Revisiting Ability Test Versus Interview Validity Using Head-to-Head Comparisons**

Authors used Sackett, Shewach, and Kaiser's (2017) head-to-head comparison method to revisit the relationships among ability, structured interviews, and performance as outlined by Schmidt and Hunter (1998). A meta-analysis found ability outperforms interviews when predicting training performance and that interviews have a modest advantage over ability in predicting job performance.

Dana H. Tomeh, University of Minnesota  
 Paul R. Sackett, University of Minnesota  
 Submitted by Dana H. Tomeh, tomeh001@umn.edu

**759. Poster: 10:00AM-10:50AM Board 30**  
**Validating a Measure of Strategic Thinking**  
 Authors developed and tested a theory-based measure of strategic thinking. Confirmatory factor analysis supported a multidimensional model of strategic thinking, with learning, engaging, navigating, and setting as 4 distinct dimensions, comprising contemplate and challenge; conceptualize and converge; context and consequences; create and consider; as 8 distinct subdimensions.

Kendall Yamamoto, Foster Center for Leadership & Strategic Thinking  
 Ariel Levari, Foster Center for Leadership & Strategic Thinking  
 Kyle Beavert, Foster Center for Leadership & Strategic Thinking  
 Bruce J. Avolio, Foster Center for Leadership & Strategic Thinking  
 Yuqing Sun, Foster Center for Leadership & Strategic Thinking  
 Submitted by Kendall Yamamoto, kendall.yamamoto@gmail.com

**760. Poster: 10:00AM-10:50AM Board 31**  
**Design and Validation of a Short Free Test of General Intelligence**  
 A 10-item brief and economic alternative to proprietary intelligence tests was developed. The test rests on the CHC model and covers fluid, crystallized, numerical, and visual-spatial intelligence; working memory; and processing speed. Item calibration involved 646 students and 435 MTurkers. The test is gender and race DIF free and relates to WASI-II at .48, to ACT/SAT at .29, and to GPA at .24.

Georgi P. Yankov, Bowling Green State University  
 Michael J. Zickar, Bowling Green State University  
 Submitted by Georgi P. Yankov, PhD, georgi.petkoff@gmail.com

**761. Poster: 10:00AM-10:50AM Board 32**  
**Moving Beyond the Brag Sheet: Predicting Student Outcomes With Biodata Measures**

This study meta-analytically summarizes existing research on how biodata measures predict various student outcomes and behaviors. Results indicate that biodata measures generally predict student outcomes substantially. Individual biodata scales developed to measure specific dimensions of student achievement are most predictive of criteria in line with the subject domain of the scales.

Charlene Zhang, University of Minnesota  
 Nathan R. Kuncel, University of Minnesota  
 Submitted by Charlene Zhang, zhan5449@umn.edu

**Poster Session (Groups/Justice/HR):**

**11:00AM-11:50AM**

**P. George's Exh. Hall D**

**762. Poster: 11:00AM-11:50AM Board 1**  
**Dyadic Effects of Stress on Task Workload and Teamwork Quality**  
 This study examines the effects of stress within team members during a creative interdependent task. Through the actor-partner-interdependence model, the effects of stress on workload and emergent state of teamwork quality are measured. Actor and partners effects were found for perceived workload, while only actor effects were found for teamwork quality.

Thomas Brent Ayres, University of Tulsa  
 Joshua Royes, University of Tulsa  
 Anupama Narayan, The University of Tulsa  
 Submitted by Anupama Narayan, anupama-narayan@utulsa.edu

763. Poster: 11:00AM-11:50AM

Board 2

**Assessing the Uptake of TeamSTEPPS in Healthcare: A Survey of Master Trainers**

This project examined the spread of TeamSTEPPS by newly trained master trainers. A survey was administered to 1,017 fiscal year 2016 course participants. In total, 193 respondents reported that they had spread TeamSTEPPS training to 13,600 healthcare professionals. Tools focused on improving team communication and coordination were most frequently implemented.

David P. Baker, IMPAQ International  
Andrea Amodio, IMPAQ International

Submitted by David P. Baker, dbaker@impaqint.com

764. Poster: 11:00AM-11:50AM

Board 3

**Multiple Team Memberships (MTM's) and Performance: Examining Curvilinear Links**

In today's organizations, multiple team memberships (MTMs) are prevalent and have an effect on performance. This paper examines the relationship between MTMs and team performance, and how polychronicity can affect this relationship. Results suggest a curvilinear relationship across performance dimensions

Kayla Dawn Finuf, Hofstra University  
Aditi Rabindra Sachdev, Hofstra University  
Rebecca Grossman, Hofstra University

Submitted by Kayla Dawn Finuf, k.finuf@live.com

765. Poster: 11:00AM-11:50AM

Board 4

**Influence of Coworker Support on Other Employees' Voice Behavior**

Authors examined intermediate level clarification of the coworker's influence on other employee's outcomes. Findings indicate a positive relationship between coworker support and employee's voice and a mediation effect of employee's self-efficacy on the relationship. Employee's exchange ideology moderated the relationship between coworker support and self-efficacy, which results in voice behavior.

Jeewon Gwak, Seoul National University  
Donghwan Lee, Seoul National University  
Soohyun Yoon, Seoul National University  
Jihye Lee, Seoul National University  
Seokhwa Yun, Seoul National University  
Kyung Yul Yoo, Seoul National University  
Submitted by Jeewon Gwak, gjw0711@gmail.com

766. Poster: 11:00AM-11:50AM

Board 5

**Psychological Safety and Team Personality Composition**

The authors look at how the personality composition of a team affects that team's psychological safety. Team-average agreeableness has a positive linear effect on psychological safety, whereas team-average openness and conscientiousness have a curvilinear effect on team psychological safety.

Thomas Kelemen, University of Oklahoma  
Samuel Matthews, University of Oklahoma  
Bret H. Bradley, University of Oklahoma  
Brandi McManus, University of Oklahoma  
Heather Anderson, University of Tulsa

Submitted by Thomas Kelemen, thomas.kelemen@ou.edu

767. Poster: 11:00AM-11:50AM

Board 6

**Examining the Relationship Between Psychological Ownership and Knowledge Sharing**

The relationships between psychological ownership (PO) and knowledge sharing intention and behavior were examined using a sample of university professors. Multiple regression analysis yielded a significant relationship between PO and knowledge sharing intention but not behavior. Moderation analysis showed job satisfaction moderated the relationship between PO and knowledge sharing.

Harry Lee Kohn, University of Minnesota Duluth  
Alexandra Luong, University of Minnesota-Duluth  
Eric Hessler, University of Minnesota Duluth

Submitted by Harry Lee Kohn, harryk64@gmail.com

MultiDisciplinary

768. Poster: 11:00AM-11:50AM

Board 7

**Cognitive Complexity in Teams: Antecedents and Outcomes**

In this study, a meta-analysis was conducted synthesizing the group cognitive complexity and group integrative complexity literatures to better understand the antecedents and outcomes of cognitively complex teams. A positive relationship was observed between group cognitive complexity and team performance quality and group cognitive complexity and team satisfaction.

Georgia LaMarre, Wayne State University  
Caitlyn Reich, Denison Consulting  
Amer Odeh, Wayne State University  
Shanique G. Brown, Wayne State University

Submitted by Georgia LaMarre, georgia.r.lamarre@gmail.com

769. Poster: 11:00AM-11:50AM

Board 8

**The Relationship Between Team Processes and Team and Individual-Level Outcomes**

We examined the relationship between team processes and both team and individual-level team member outcomes with a sample of 220 students working in 54 teams. Findings indicate a positive relationship between team processes and both team satisfaction and team commitment. However, team processes only related to contributing to the team's work and overall performance at the individual level.

Dave Luvison, Loyola University Maryland  
John W. Michel, Loyola University Maryland

Submitted by John W. Michel, jwmichel@loyola.edu

770. Poster: 11:00AM-11:50AM

Board 9

**When U Can Be Creative: U-Shaped Pacing Style and Shared Temporal Cognition**

In the context of student chef teams performing creative tasks, study results found that mean U-shaped pacing style was positively predictive of team performance, but mean steady pacing style was detrimental. Additionally, shared temporal cognition was a significant moderator such that shared temporal cognition raised performance for teams with members low on U-shaped pacing style.

Jacqueline T. Marhefka, Pennsylvania State University  
Susan Mohammed, Pennsylvania State University  
David Livert, Pennsylvania State University

Submitted by Jacqueline T. Marhefka, jacquelinemarhefka@yahoo.com

771. Poster: 11:00AM-11:50AM

Board 10

**Let Larks Sing and Hummingbirds Hum: Selective Participative Decision Making in Teams**

Authors introduce selective participative decision making and examine its effects on groups' resource utilization, group performance, and leader fairness. Findings from data of 140 teams indicate that leaders' selective input solicitation from members with high expertise fit is associated with effective utilization of group resources and leader fairness, which positively affect group performance.

Misha Mariam, University of Washington  
Xiao-Ping Chen, University of Washington  
Wei He, Nanjing University

Submitted by Misha Mariam, misha15@uw.edu

772. Poster: 11:00AM-11:50AM

Board 11

**Personality and Perceptions of Psychological Safety**

Authors look at how personality effects the perceptions of psychological safety and find that conscientiousness, agreeableness, and emotional stability all positively affect individuals' perceptions of psychological safety. They also find that team-average agreeableness acts as a buffer and helps those predisposed to feel low levels of psychological safety.

Samuel Matthews, University of Oklahoma  
Thomas Kelemen, University of Oklahoma  
Bret H. Bradley, University of Oklahoma  
Brandi McManus, University of Oklahoma  
Heather Anderson, University of Tulsa

Submitted by Samuel Matthews, samuel.matthews@uni.edu

773. Poster: 11:00AM-11:50AM

Board 12

**Individual Difference Predictors of Peer Evaluations in Classroom Teams**

Authors replicate Davison, Mishra, Bing, and Frink (2014), who demonstrated that high performers allocated points on peer evaluations with greater variability in comparison to low performers. They also examine traits such as collectivism and equity sensitivity in predicting point allocations and discuss implications of these findings for team composition.

Vipanchi Mishra, West Chester University of Pennsylvania

Kristl Davison, Appalachian State University

David F. Arena, Jr., University of Memphis

Submitted by Kristl Davison, davisonhk@appstate.edu

774. Poster: 11:00AM-11:50AM

Board 13

**Interactive Effects of Hierarchy and Task Demand on Team Effectiveness Within a Firm**

Authors investigated the interactive effects of hierarchy and task demands on team effectiveness by comparing organizational teams within a firm using HR data set. Findings indicate that hierarchy has a negative effect in teams with planning-type demands but not teams with operation-type demands. Differences are mediated by different team processes, such as equal contributions and role clarity.

Daisuke Nakama, Recruit Management Solutions Co Ltd,

Kosuke Takemura, Shiga University

Submitted by Daisuke Nakama, daisuke.nakama3@gmail.com

775. Poster: 11:00AM-11:50AM

Board 14

**Conflicting Views: A Practitioner or Researcher's Guide to Conflict Resolution**

This paper is an introductory guide into the conflict resolution literature. After reviewing 472 results and selecting 48 articles, 5-typology systems were most common, the ROCI-II and MODE were most often used as instruments. Organizational, interpersonal, health, and diversity related outcomes were linked to conflict resolution. Implications are discussed for both researchers and practitioners.

Matthew Ng, University of Central Florida

Marissa Post, University of Central Florida,

Melissa Cecilia Rize, University of Central Florida,

Kristin A. Horan, University of Central Florida,

Submitted by Matthew Ng, matthew.ng@knights.ucf.edu

776. Poster: 11:00AM-11:50AM

Board 15

**Testing a New Model of Team Interdependence**

Companies use teams to solve problems: One crucial characteristic is team member interdependence (Sundstrom et al., 1990). The role played by interdependence, however, is unclear. A recent model posits that 2 interdependence types influence performance through task and relational mediators (Courtright et al., 2015). When tested, however, evidence supported some relationships but no full paths.

Natasha Elena Ouslis, University of Western Ontario

Natalie J. Allen, University of Western Ontario

Submitted by Natasha Elena Ouslis, nouslis@uwo.ca

777. Poster: 11:00AM-11:50AM

Board 16

**Nontechnical Skills in Collaborative Problem-Solving Teams**

The workplace is shifting from hierarchical leadership structures towards leaderless teams. This investigation examined leadership behaviors in 4 engineering design. Authors conducted 88 semistructured interviews focusing on participant experience with collaborative problem solving in leaderless teams to expand theory on the role of shared and emergent leadership for collaborative problem solving.

Jensine Paoletti, Rice University

Tiffany M. Bisbey, Rice University

Denise L. Reyes, Rice University

Stephanie A. Zajac, Houston Methodist Hospital-MITIE Simulation Center

Matthew Wettergreen, Rice University

Eduardo Salas, Rice University

Submitted by Jensine Paoletti, jensine.paoletti@rice.edu

778. Poster: 11:00AM-11:50AM

Board 17

**Perceived Subgroups, TMS, and Team Performance: The Moderating Role of Guanxi Climate**

Authors develop a model regarding perceived subgroups and examine how perceived subgroups, TMS, and guanxi climate influence team performance. They found that perceived subgroups were a negative predictor of TMS and team performance. In addition, guanxi climate acted as a positive moderator, mitigating the negative relationship between perceived subgroups and TMS.

Hong Ren, University of Wisconsin Milwaukee

Mingqiao Luan, Central University of Finance

Xuguang Hao, University of International Business and Economics

Submitted by Mingqiao Luan, mingqiaoluan@gmail.com

779. Poster: 11:00AM-11:50AM

Board 18

**Team Diversity-Performance Relation From a Positive Psychology Lens**

In an attempt to view diversity-performance relation from a positive psychology lens, authors examine the moderating effect of variables from positive psychology. They hypothesize that team psychological capital and team goal orientation will mitigate the negative effect of deep-level diversity on mediating processes that will further lead to increased performance.

Hong Ren, University of Wisconsin Milwaukee

Manpreet Kaur, Whittier College

Submitted by Hong Ren, renh@uwm.edu

780. Poster: 11:00AM-11:50AM

Board 19

**Faultline-Performance Relationships in International Top Management Teams**

Though the relation of faultlines to performance is of great interest, it is unclear whether performance is an antecedent or consequence to faultline formation. Using a panel dataset containing 1419 top executive-year observations with 10 years of subsidiary performance data, authors find that performance is a consequence of faultline distance and faultline distance is destructive to performance.

Marketa Rickley, University of Iowa

Eean R. Crawford, University of Iowa

I-Heng Wu, University of Iowa

Submitted by I-Heng Wu, i-heng-wu@uiowa.edu

781. Poster: 11:00AM-11:50AM

Board 20

**Indirect Effects of Hazing and Bullying on Trust in Leadership via Connectedness**

Authors investigated the negative impact of bullying and hazing on connectedness. They further hypothesized that bullying and hazing would be indirectly related to trust in leadership through connectedness. The hypotheses were supported; findings revealing that hazing and bullying are both negatively related to connectedness and that each variable is indirectly related to trust via connectedness.

Jessie Sanchez, Wayne State University

Lars U. Johnson, Wayne State University

Tylen N. Lopez, Wayne State University

Dustin Maneethai, University of Houston

L. A. Witt, University of Houston

Elizabeth Culhane, HRT

Submitted by Lars U. Johnson, larsjohnson84@gmail.com

782. Poster: 11:00AM-11:50AM

Board 21

**How Multiteam Systems Learn**

This investigation proposes a model for learning in multiteam systems (MTSs) and addresses the need for empirical research for MTS learning. MTSs learning is complex; however, the type of learning (adaptive, generative, and transformative) depends on factors of the MTS itself (readiness to learn), and external factors (performance episode stage).

Valerie I. Sessa, Montclair State University

Manuel London, Stony Brook University

Marlee Wanamaker, Montclair State University

Submitted by Marlee Wanamaker, wanamakerm1@montclair.edu

783. Poster: 11:00AM-11:50AM

Board 22

**Objective Measurement of Conversational Interactions in Design Teams**

Authors proposed an approach to objectively measure conversational interactions in design teams. They used audio/video data collected over



6 weeks to code for conversational interactions. Meaningful depictions of communicated patterns were found for each team; observed cultural and gender differences are presented. Future directions in the objective assessment of interactions are discussed.

Jackie Torres, Rice University

Jian Cao, Rice University

Stephanie A. Zajac, Houston Methodist Hospital-MITIE Simulation Center

Jensine Paoletti, Rice University

Denise L. Reyes, Rice University

Margaret E. Beier, Rice University

Ashutosh Sabharwal, Rice University

Eduardo Salas, Rice University

Submitted by Jackie Torres, [jackietorres@rice.edu](mailto:jackietorres@rice.edu)

**784. Poster: 11:00AM-11:50AM**

**Board 23**

#### **Leveraging Longitudinal Network Analysis to Evaluate Interdisciplinary Collaboration**

Using bibliometric publication data, authors employed an advanced form of longitudinal network analysis to model the evolution of the interdisciplinary publication networks of 64 research hubs over 10 years. The rate of interdisciplinarity increased over time; however, many institutions reached a saturation point at which the rate began to slow, which was related to attributes of the institutions.

Hayley M. Trainer, University of Georgia

Dorothy R. Carter, University of Georgia

Nicole Llewellyn, Emory University

Eric Nehl, Emory University

Submitted by Hayley M. Trainer, [hayleytrainer15@gmail.com](mailto:hayleytrainer15@gmail.com)

**785. Poster: 11:00AM-11:50AM**

**Board 24**

#### **Influence of Employee Voice Style on the Managerial Voice Responses**

Authors investigated the role of powerful and powerless style of voice on the managerial responses. They found that style of voice can signal warmth and competence, and powerful voice is more effective when it signals warmth and competence simultaneously, but if there is opposing effect of warmth and competence, style does not have any effect on the voice outcomes.

Derek Qingxiong Weng, University of Science and Technology of China

Anastasiia Popelnukha, University of Science and Technology of China

Ding Yin, University of Science and Technology of China

Submitted by Derek Qingxiong Weng, [wqx886@126.com](mailto:wqx886@126.com)

**786. Poster: 11:00AM-11:50AM**

**Board 25**

#### **Group Potency: Emergence, Dynamics, and Team Effectiveness Implications**

Authors examined the dynamics of group potency, a critical emergent state, using latent growth modeling. Further, they examined whether group potency's dynamics mediated the relations between team-level conscientiousness and extraversion and team effectiveness. Group potency decreased over time, but initial group potency mediated the relation between conscientiousness and effectiveness.

Hayden Woodley, University of Prince Edward Island

Matthew J. W. McLarnon, Oakland University

Thomas A. O'Neill, University of Calgary

Natalie J. Allen, University of Western Ontario

Submitted by Hayden Woodley, [haydenwoodley@gmail.com](mailto:haydenwoodley@gmail.com)

**787. Poster: 11:00AM-11:50AM**

**Board 26**

#### **Talent Management Practices and Organizational Outcomes: A Bundling Approach**

This study investigated the impact of talent management practices on organizational performance. As a preliminary framework, authors categorized talent management practices into 3 bundles—identifying, developing, and retaining talent. Exploratory analyses examining the impact of these bundles on financial outcomes using global, longitudinal data partially supported this notion.

DaHee Shon, Columbia University

Evan R. Theys, Aon

Submitted by DaHee Shon, [dahee.shon@gmail.com](mailto:dahee.shon@gmail.com)

**788. Poster: 11:00AM-11:50AM**

**Board 27**

34th Annual Conference

**The Interaction of High Performance Work System and Managers' Values**  
Drawing upon multisourced and time-lagged data collected from 107 salons in the United Kingdom, authors find that at the group level, high performance work system (HPWS) has a positive impact on service climate and customer satisfaction, especially when service managers hold a positive attitude toward HR practices.

Yuyan Cherry Zheng, Durham University

Les Graham, Durham University

Sara Gracey, Durham University

Submitted by Yuyan Cherry Zheng, [yuyan.zheng@durham.ac.uk](mailto:yuyan.zheng@durham.ac.uk)

**789. Poster: 11:00AM-11:50AM**

**Board 28**

#### **Is Laughter the Best Medicine? The Role of Humor in Response to Workplace Injustice**

Authors draw on the efficacy of a novel technique for managing negative emotions emanating from a workplace injustice episode: humor. Via 2 online studies with working personnel, they found that trait humor upregulated happiness and that humor creation additionally down regulated anger. Findings support the oft-cited popular opinion: Laughter can be the best medicine.

Rashpal Dhensa-Kahlon, University of Surrey

Hayley German, University of Huddersfield

Karen Niven, University of Manchester

Nigel R. Guenole, IBM

Submitted by Nigel R. Guenole, [n.guenole@gold.ac.uk](mailto:n.guenole@gold.ac.uk)

**790. Poster: 11:00AM-11:50AM**

**Board 29**

#### **A Multimethod Study on Justice: Does Organizational Structure Matter?**

Because all organizations have a structure, how an organization's structure influences the justice perceptions of employees is investigated using a multimethod approach. Further, these relationships on perceived performance are explored. Results indicate that 2 basic types of organizational structure (mechanistic and organic) influence employees' perceptions of justice with effects on performance.

Michele N. Medina, Mississippi State University

Manjula S. Salimath, University of North Texas,

Submitted by Michele N. Medina, [michele.medina@msstate.edu](mailto:michele.medina@msstate.edu)

**791. Poster: 11:00AM-11:50AM**

**Board 30**

#### **The Reconceptualization and Measurement of Workplace Interpersonal Distrust**

This study systematically reviewed previous conceptual and empirical studies about interpersonal distrust and trust, redefined interpersonal distrust, and developed a scale for distrust. The new scale demonstrated good psychometric properties. The nomological network of distrust was examined and supported that trust and distrust are distinct constructs.

Hanyi Min, University of Central Florida

Submitted by Hanyi Min, [hanyi.min@ucf.edu](mailto:hanyi.min@ucf.edu)

**792. Poster: 11:00AM-11:50AM**

**Board 31**

#### **When Should I Be Very Fair? Managers' Fairness Enactment in Response to Volatility**

Research suggests that managers should treat their subordinates fairly, particularly when their subordinates feel uncertain. However, little is known about managers' reactions to situations that cause subordinates to feel uncertain. Volatility in the situation increases managers' fairness via their perceived uncertainty, and this relationship is strengthened by their mindfulness.

Midori Nishioka, University of Waterloo

D. Ramona Bobocel, University of Waterloo

James W. Beck, University of Waterloo

Submitted by Midori Nishioka, [mnishiok@uwaterloo.ca](mailto:mnishiok@uwaterloo.ca)

**793. Poster: 11:00AM-11:50AM**

**Board 32**

#### **Vigilante Justice: A Study of Makeup Calls in Major League Baseball**

Makeup calls occur when an individual compensates for an error or mistake. However, minimal evidence has been presented regarding the existence of makeup calls. Moreover, research has yet to adequately explore how stakes can impact this effect. This paper uses archival data from Major League Baseball to show the existence of makeup calls and the moderating impact of stakes.

Meghan A. Thornton-Lugo, University of Texas at San Antonio

Matthew McCarter, University of Texas-San Antonio  
Jonathan Clark, University of Texas at San Antonio  
William Luse, University of LaVerne  
Zahra Heydarifard, University of Texas at San Antonio  
Lulu Huang, University of Texas at San Antonio

Submitted by Meghan A. Thornton-Lugo, meghan.thornton@utsa.edu

#### 794. Alternative Session Type with Presenters:

11:30AM-12:20PM Chesapeake 1-3

#### AI Is Beginning to Impact Work Today, How Will It Impact Work in the Future?

This intermediate session focused on AI applied to work will connect researchers, practitioners, and audience members in a format designed to share, promote discussions, and pose questions for both presenters and audience members.

Nate T. Dvorak, Gallup, *Chair*  
Jen Brown, Google, Inc., *Presenter*  
Laura C. Lomeli, sweetgreen, *Presenter*  
Ellyn Charlotte Maese, Gallup, *Presenter*  
Victoria J. Smoak, PepsiCo, Inc., *Presenter*

Submitted by Nate T. Dvorak, nathaniel.dvorak@gmail.com

#### 795. Panel Discussion: 11:30AM-12:20PM Chesapeake 4-6

#### How to Coach as an I-O Psychologist (and Whether You Should)

This session will present research and experience, grounded information, advice, and recommendations on coaching for I-O academic and applied practitioners who are considering coaching, whether as a new career path or in addition to a full-time job. Topics will include the current landscape of coaching, exercising the scientist-practitioner model, barriers to entry, money, and how to get started.

Karen M. Fuhrmeister, Hogan Assessment Systems, *Co-Chair*  
Leah S. Tecle, University of Tulsa, *Co-Chair*  
Bradley J. Brummel, University of Tulsa, *Panelist*  
Joel A. DiGirolamo, International Coach Federation (ICF), *Panelist*  
Ronald M. Festa, New Heights Consulting, *Panelist*  
Kathryn M. Packell, Reliant, *Panelist*

Submitted by Karen M. Fuhrmeister, kfuhrmeis@gmail.com

#### 796. Symposium/Forum: 11:30AM-12:20PM

#### Chesapeake 7-9

#### Letting You in on a Secret: New Perspectives of Workplace Gossip

Organizational research has historically viewed workplace gossip as bad. This symposium presents three papers that aim to objectively examine the functions, mechanisms, and effects of workplace gossip behaviors. Perspectives include how gossiping elicits emotional and behavioral responses, motives and consequences of gossiping, and a multidimensional scale contextualizing the functions of gossip.

Tianjun Sun, University of Illinois at Urbana-Champaign, *Co-Chair*  
Yihao Liu, University of Illinois at Urbana-Champaign, *Co-Chair*  
Julena M. Bonner, Utah State University, Rebecca L. Greenbaum, Oklahoma State University, Marcus M. Butts, Southern Methodist University, Gary R. Thurgood, Utah State University, *Is Workplace Gossip a Moral Violation? Supervisor-Directed Gossip and Moral Emotions*

Tianjun Sun, University of Illinois at Urbana-Champaign, Bo Zhang, University of Illinois at Urbana-Champaign, Yihao Liu, University of Illinois at Urbana-Champaign, Yuan Sun, Zhejiang Gongshang University, Kyoungjo (Jo) Oh, University of Connecticut, *Spilling the Tea: Motives and Consequences of Workplace Gossip*  
Georgi P. Yankov, Bowling Green State University, *The Functionality of Organizational Gossip*

Huiwen Lian, University of Kentucky, *Discussant*

Submitted by Tianjun Sun, tsun5@illinois.edu

#### 797. Panel Discussion: 11:30AM-12:20PM Chesapeake 10-12

#### Advancing Women Leaders

The news cycle has been filled with recent incidents concerning gender bias and diversity in the tech industry and elsewhere. Panelists will discuss what

they are doing in their industry to help advance women leaders, then engage the audience in the dialogue through a question and answer segment.

Renae M. Slaughter, The Renata Group, *Chair*  
Laura Eigel, YPO, *Panelist*  
Julia M. Fullick-Jagiela, Quinnipiac University, *Panelist*  
Carollaine Garcia, Deloitte Consulting, *Panelist*  
Chloe Lemelle, AT&T, *Panelist*  
Lisa Wager, IBM, *Panelist*  
Jennifer Ellen Yugo, Corvitus, *Panelist*

Submitted by Renae M. Slaughter, renaemanning@hotmail.com

#### 798. Panel Discussion: 11:30AM-12:20PM Chesapeake A-C

#### Open Science, Open Practice: Future Reality or Pipedream?

The Open Science and Open Practice movements promise to make all of science more transparent, reproducible, and freely accessible, and to pave the gap between science and practice. Six panelists active in the Open Science movement give short presentations on the state of the field and discuss with the audience actions they can take and barriers they face in making I-O psychology more open.

Mike Morrison, Michigan State University, *Co-Chair*  
Christopher M. Castille, Nicholls State University, *Co-Chair*  
Fred Oswald, Rice University, *Panelist*  
John E. Buckner, V, AlixPartners, *Panelist*  
Steven G. Rogelberg, University of North Carolina Charlotte, *Panelist*

Submitted by Mike Morrison, mikeamorrison@gmail.com

#### 799. Panel Discussion: 11:30AM-12:20PM Chesapeake D-F

#### Silicon Valley Is Swiping Right on I-Os

Although I-Os' skillsets are in increasing demand within tech-related organizations, there is no clear picture of the range of roles I-Os are filling. This panel will introduce I-Os to the wide range of relevant opportunities available within the rapidly growing field of technology. It will also explore how these tech organizations' unique challenges may influence future research in the field.

Kate LaPort, Amazon, *Chair*  
Christopher T. Huynh, Amazon, *Co-Chair*  
Zachary N.J. Horn, Facebook, *Panelist*  
Ashley L. McIntyre, Amazon, *Panelist*  
Stephanie L. Murphy, Dell Technologies, *Panelist*  
Tunji Oki, Google, *Panelist*

Submitted by Kate LaPort, kate.laport@gmail.com

#### 800. Alternative Session Type with Presenters:

11:30AM-12:20PM Chesapeake G-I

#### Diverse Perspectives on Diversity and Inclusion: Mashup Panel and Roundtable Discussion

This mashup session unites disparate D&I experts—I-Os working internally, in academia and in external consulting—to discuss the state of D&I in organizations and provide direction for future work in the area. Panelists from the University of Georgia, Coca-Cola and Russell Reynolds Associates will answer preplanned and audience questions before breaking off to facilitate roundtable discussions.

Jacob L. Martin, Russell Reynolds Associates, *Chair*  
Kate M. Conley, University of Georgia, *Co-Chair*  
Katelyn Nicole Sanders, University of Georgia, *Co-Chair*  
Harsonal Sachar, Russell Reynolds Associates, *Presenter*  
Kecia M. Thomas, University of Georgia, *Presenter*  
Karmen Bentley Blue, Coca-Cola Company, *Presenter*

Submitted by Kate M. Conley, kmc81050@uga.edu

**801. Symposium/Forum:****11:30AM-12:20PM****Chesapeake J-L****Got Data? Leveraging Survey Research to Understand and Shape Harassment Prevention**

From the National Football League to the Catholic Church, there is no shortage of media attention on discrimination, bias, sexual harassment, and sexual assault. Unfortunately, few organizations collect data to understand such experiences to enact change. This symposium will present work from a cross-disciplinary panel of experts leveraging survey research to prevent and respond to harassment.

Jessica A. Gallus, Forefront Suicide Prevention, *Chair*Anna Han, Office of the Director, ***Examining Sexual Harassment Through the NIH Workplace Climate and Harassment Survey***Samantha Daniel, Office of People Analytics (OPA), Adon Neria, Data Science, Abigail Moore, DoD Office of People Analytics, Elizabeth Davis, Center for Health & Resilience Research, ***Impact of Reporting Sexual Harassment/Discrimination on Military Members***Armando X. Estrada, Temple University, Paul J. Cook, Retired, Fawzi Al Nassir, Saint Petersburg College, ***Beyond Sexual Harassment: Nature, Extent and Impact of Multiple Types of Harassment***Lilia M. Cortina, University of Michigan, *Discussant*

Submitted by Miliani Jimenez, miliani.jimenez@gmail.com

MultiDisciplinary

**802. Panel Discussion: 11:30AM-12:20PM****Maryland 1-3****Talent Reviews: Comparing Performance Rating Research to Real-world Rating Methods**

Many performance rating research studies use models that imply managers evaluate employees without talking to their peers. But many companies evaluate employees using talent review sessions where employees are rated using group dialogue and consensus. This session focuses on closing the gap between performance rating models used in research studies and rating methods used in the "real world."

Steven T. Hunt, SAP SuccessFactors, *Chair*Ariel A. Roberts, SAP SuccessFactors, *Co-Chair*Douglas E. Haaland, Whirlpool, *Panelist*Paul Karavis, New York Life, *Panelist*Paul E. Levy, University of Akron, *Panelist*Sylvia G. Roch, University at Albany, SUNY, *Panelist*

Submitted by Steven T. Hunt, s.hunt@sap.com

**803. Panel Discussion: 11:30AM-12:20PM****Maryland 4-5****Think Before You Act: Making the Tough Decisions in I-O Psychology**

This session is intended to stimulate discussion related to the tough decisions that I-O psychologists must make regardless of their work setting. Panelists will share scenarios involving decisions requiring consideration of our standards, norms, and values. The session will be dynamic and interactive, challenging participants to reflect on their own professional decision-making strategies.

Deirdre J. Knapp, HumRRO, *Chair*George C. Banks, UNC Charlotte, *Panelist*Paul D. Bliese, University of South Carolina, *Panelist*S. Morton McPhail, Retired, *Panelist*Deb Molesky, HealthStar Partners, LLC, *Panelist*

Submitted by Deirdre J. Knapp, dknapp@humro.com

**804. Alternative Session Type with Presenters:****11:30AM-12:20PM****Maryland A****It's Not You, It's Me: Practitioner Adventures in Tackling Turnover Issues**

Individuals from 5 organizations will share their turnover travails. These turnover tales will include the steps taken to identify, understand, and analyze the turnover issue(s) along with interventions implemented and the results of those interventions. After each panelist provides a brief presentation of their efforts and results, an interactive discussion with the audience will follow.

Alissa D. Parr, PSI Services LLC, *Chair*Kristina R. Barr, SHL, *Presenter*Allison N. Besl, PSI, *Presenter*Nicole M. Ginther, Thermo Fisher Scientific, *Presenter*Rodney A. McCloy, HumRRO, *Presenter*Kevin B. Tamanini, DDI, *Presenter*

Submitted by Alissa D. Parr, alissa.parr@gmail.com

**805. Special Event: 11:30AM-12:20PM****Maryland B****SIOP Select: Too Legit to Quit or Pay to Quit: Innovative Recruitment and Retention**

Companies are constantly working to ensure that they are attracting and retaining the best talent. Organizations have started to truly innovate in the area of recruitment and retention to stay ahead of the competition. Panelists, leading researchers and representatives of major companies, will discuss best practices in recruitment and retention from both an academic and practitioner standpoint.

Katina Sawyer, The George Washington University, *Co-Chair*Tyree D. Mitchell, Louisiana State University, *Co-Chair*Amanda J. Drescher, PepsiCo, *Panelist*Peter W. Hom, Arizona State University, *Panelist*Russell E. Johnson, Michigan State University, *Panelist*Anne Scaduto, Capital One, *Panelist*

Submitted by Katina Sawyer, katina.sawyer@gmail.com

**806. Panel Discussion: 11:30AM-12:20PM****Maryland C****Best of Both Worlds: Integrating Qualitative/Quantitative in Surveys**

Quantitative data guides the majority of I-O research and practice. Quantitative methods provide rigor but benefit from integration with qualitative methods, which lend the voice of the employee from diverse data sources. In this panel, experienced practitioners share unique approaches of blending methodologies to gain deep insight into the complex questions of today's organizations.

Victoria Hendrickson, OrgVitality, LLC, *Chair*Antonio E. Aranda, Sony Pictures Entertainment, *Panelist*Shawn M. Del Duco, VMware, *Panelist*John M. Ford, U.S. Merit Systems Protection Board, *Panelist*David C. Morris, Carrington Mortgage Holdings, *Panelist*Jeffrey Nabity, Google, Inc., *Panelist*Alec B. Nordan, VMware, *Panelist*

Submitted by Victoria Hendrickson, victoria.hendrickson@orgvitality.com

**807. Panel Discussion: 11:30AM-12:20PM****Maryland D****Everything You Ever Wanted to Know About Data Science (But Were Afraid to Ask)**

As the field of data science continues to grow, it is imperative that I-O psychologists understand this field. This panel brings together a group of I-Os who are currently in data science roles or who use data science tools in their work. The purpose of this panel is to demystify data science, show the value of data science tools, and to continue the dialogue between I-O and data science.

Nicole L. Petersen, Shaker International, *Chair*Benjamin Biermeier-Hanson, Radford University, *Panelist*Rachel T. King, Shaker International, *Panelist*Mengqiao Liu, Amazon, *Panelist*Frederick R. Stilson, Lockheed Martin, *Panelist*Scott A. Withrow, Infor, *Panelist*

Submitted by Nicole L. Petersen, nlpetersen13@gmail.com

**808. Panel Discussion:****11:30AM-12:20PM****National Harbor 1****Keys to Successful Implementation of a Large-Scale Structured Interview Process**

This panel will address considerations that need to be made when implementing a structured interview process in an organization. These include how to create materials to be used by a diverse group of interviewers with varying levels of experience, how to appropriately train interviewers, and what to do when encountering resistance against the interview process.



Kyle Morgan, Aon, *Chair*  
 Daniele A. Bologna, Procter & Gamble, *Panelist*  
 Shane Lowery, Marriott International, *Panelist*  
 Bryon H. Miller, Ph.D., Ford Motor Company, *Panelist*  
 Kathleen Monks, Baylor Scott & White Health, *Panelist*  
 Ruth V Quinones, DHS/TSA, *Panelist*  
 Submitted by Kyle Morgan, kyle.morgan@aonhewitt.com

**809. Panel Discussion:****11:30AM-12:20PM****National Harbor 2-3****Predicting Prediction: A Discussion of Technology in Assessment and Selection**

This panel will discuss advancements in areas such as gamification, artificial intelligence, computer adaptive testing, and automated item generation. The discussion will focus on how these areas are reshaping assessment, what the field will look like in the immediate and distant future, and how these changes may impact the training of I-O practitioners.

Tilman Sheets, Louisiana Tech, *Chair*  
 Colin Lee Omori, Louisiana Tech University, *Co-Chair*  
 Lance Andrews, SHL, *Panelist*  
 Richard N. Landers, University of Minnesota, *Panelist*  
 Brian H. Kim, Occidental College, *Panelist*  
 Derek L. Mracek, Shaker International, *Panelist*  
 Submitted by Colin Lee Omori, clo019@latech.edu

MultiDisciplinary

**810. IGNITE! Panel: 11:30AM-12:20PM National Harbor 10-11**  
**Rigor Versus Real Life: Navigating Conducting High-Quality Research in Applied Settings**

Five panelists will explore challenges that arise when trying to collect academic quality data in an applied research setting, such as an executive classroom or in an organization. The panelists will first present recent work where they have had to navigate these challenges, briefly summarize what the main challenges were, and then explore these challenges as a group with guiding questions.

Katya Fernandez, Center for Creative Leadership, *Chair*  
 Kristin L. Cullen-Lester, University of Houston, *Presenter*  
 Holly Downs, Center for Creative Leadership, *Presenter*  
 Katherine Giscombe, Catalyst, *Presenter*  
 Alison L O'Malley, Butler Business Consulting Group, *Presenter*  
 Submitted by Katya Fernandez, fernandezk@ccl.org

**811. Panel Discussion: 11:30AM-12:20PM****Potomac 1-2****We Have Liftoff: Launching and Sustaining Assessment Programs**

Through Q&A format, panelists discuss practical tips for large-scale preemployment assessment program implementations, especially for organizations that aren't familiar with assessments. Panelists will discuss differences from an internal and external consulting perspective and between public and private sector clients. Audience interaction will be encouraged through live polling technology.

Bekah Regan, PSI Services LLC, *Chair*  
 Elizabeth B. Kolmstetter, NASA, *Panelist*  
 Don M. Moretti, US Foods, *Panelist*  
 Tracey Tafero, Amazon, *Panelist*  
 Laurie E. Wasko, PSI Services LLC, *Panelist*  
 Submitted by Laurie E. Wasko, lwasko@psionline.com

**812. Alternative Session Type with Presenters:****11:30AM-12:20PM****Potomac 3-4****Disrupting Talent Assessment: Emerging Technologies and Innovative Designs**

The purpose of this session is to highlight examples of new innovations in assessment design including virtual reality, deep learning, natural language processing, and mobile-first design. Presenters will discuss new developments in the field of talent assessment and provide practical advice for leveraging new technologies to develop, validate, and implement innovative assessments.

Kristin Sanderson Allen, SHL, *Chair*  
 Josh W. Allen, Walmart, *Presenter*  
 Sara Lambert Gutierrez, SHL, *Presenter*  
 Richard Justenhoven, Aon's Assessment Solutions, *Presenter*  
 Nick C. Koenig, Shaker International, *Presenter*  
 Submitted by Kristin Sanderson Allen, kristin.allen@shl.com

**813. Alternative Session Type with Presenters:****11:30AM-12:20PM****Potomac 5-6****Dirty Psychology: Adapting on the Fly When Work Gets Messy**

This alternative session explores challenges associated with practicing I-O in the real world. Presenters will share personal examples and present a case scenario that deviates from ideal, textbook circumstances. Working together in small groups, attendees will develop a solution to the scenario using I-O principles to balance rigor and standards with common limitations encountered in the field.

Amy DuVernet, Training Industry, Inc, *Chair*  
 Jennifer Tricia Lindberg McGinnis, Red Hat, *Presenter*  
 Brandy N. Parker, Wells Fargo, *Presenter*  
 Anna Winters Wiggins, Booz Allen Hamilton, *Presenter*  
 Submitted by Amy DuVernet, amyduv@gmail.com

**814. IGNITE! Panel: 11:30AM-12:20PM****Potomac C****IGNITING the Future of Employee Engagement**

Employee engagement and the broader employee experience have evolved a great deal over time. Employers now have more employee experience listening mechanisms available and at a lower cost than in the past. Panelists will share the innovative ways in which their organizations have moved their employee engagement practice forward in fast-paced IGNITE-style presentations.

David Daly, APS, *Presenter*  
 Cameron G. Brown, Southern Company, *Presenter*  
 Melanie Coleman, Red Hat, *Presenter*  
 Karyn J. Edwards, Choice Hotels, *Presenter*  
 Ryan Y. Samia, Vidant Health, *Presenter*  
 Submitted by David Daly, david.daly@aps.com

**815. Panel Discussion: 11:30AM-12:20PM****Potomac D****Have Your Research Cake and Eat It, Too: Nontraditional Careers in I-O Psychology**

The process of applying for jobs can often be complicated by the decision of whether to go academic or applied. This panel discussion offers a third alternative by highlighting careers existing at the intersection of academics and consulting. Several "nontraditional" research jobs will be the focus of discussion, as well as how individuals can best prepare themselves to obtain such positions.

Jennifer L. Klafehn, Educational Testing Service, *Chair*  
 Harrison J. Kell, Educational Testing Service, *Co-Chair*  
 Cristina Anguiano-Carrasco, ACT, *Panelist*  
 Sylvia J. Hysong, Michael E. DeBakey VA Medical Center, *Panelist*  
 Jonathan F. Kochert, U.S. Army Research Institute, *Panelist*  
 Michelle Martin-Raugh, Educational Testing Service, *Panelist*  
 Bobby D. Naemi, Association of American Medical Colleges, *Panelist*  
 Submitted by Jennifer L. Klafehn, jklafehn@ets.org

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SATURDAY, APRIL 6 • 10-11:20 AM



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**Poster Session (Family/Research Methods):**

12:00PM-12:50PM

P. George's Exh. Hall D

**816. Poster: 12:00PM-12:50PM****Board 1****Crossover of Work Attitude Between Dual Incomers and Personality**

This study examined the mediating effects of work-to-family enrichment on the process between organizational support and job attitudes as well as the crossover of the job attitudes with dual income Korean couple (N=271). It showed the mediating effects of work-to-family enrichment and crossover of work attitudes to spouses, moderated by a personality trait.

Mihyang An, University of Wisconsin-Stout

Submitted by Mihyang An, anm@uwstout.edu

**817. Poster: 12:00PM-12:50PM****Board 2****The Impact of Family Leave on Coworker Support and Incivility**

This study examines the impact of family leave length on coworker support and subsequent experiences of incivility. Authors find support for the idea that family leave length decreases experiences of workplace incivility due to increased coworker support. This indicates that negative work outcomes related to family leave can be influenced by coworker support and not just support from leadership.

Briana G. Capuchino, Texas A&amp;M University

Rose L. Siuta, Texas A&amp;M University

Elizabeth D. Jenkins, Texas A&amp;M University

Isaac E. Sabat, Texas A&amp;M University

Submitted by Briana Gabriela Capuchino, bgcapuchino@tamu.edu

**818. Poster: 12:00PM-12:50PM****Board 3****Eldercare and Work: A Multidisciplinary Review and Recommendations for Future Research**

Prior empirical research about combining informal eldercare and paid employment is synthesized and critiqued. The model includes predictors, outcomes, mediators, and moderators that are grouped at 4 levels: individual, family, work, and societal. Authors identify gaps in the existing literature and provide methodological and substantive recommendations to guide future research.

Rebecca Clancy, Colorado State University

Gwenith G. Fisher, Colorado State University

Kelsie L. Daigle, Colorado State University

Chris A. Henle, Colorado State University

Jean A. McCarthy, University of Limerick

Christine A. Fruhauf, Colorado State University

Submitted by Rebecca Clancy, rebecca.clancy@colostate.edu

**819. Poster: 12:00PM-12:50PM****Board 4****Show and Tell: Integrating Impression Management With the Work-Nonwork Interface**

This novel review integrates the impression management literature with the work-nonwork interface literature to advance understanding of how employees and organizations "show and tell" others how they would like to be perceived. We draw on impression management, identity, and work-family theories to develop a comprehensive framework for work-nonwork impression management processes.

Tori L. Crain, Colorado State University

Allison M. Ellis, Cal Poly, San Luis Obispo

Rebecca Marie Brossoit, Colorado State University

Shalyn Stevens, Colorado State University

Jacqueline Wong, Colorado State University

Submitted by Tori L. Crain, Tori.Crain@colostate.edu

**820. Poster: 12:00PM-12:50PM****Board 5****Validating the Work & Life Balance Scale: All Roles Measure**

Based on integrating cognitive and organizational role theories, this study assesses a new measure of work-life balance and provides validity evidence for the new measure as a distinct construct from conflict and facilitation and as a predictor of important work and individual outcomes.

Rose Fonseca, Pepsico

Jennifer M. Ragsdale, University of Tulsa

Submitted by Rose Fonseca, Rose.Fonseca@pepsico.com

**821. Poster: 12:00PM-12:50PM****Board 6****A Review of Work-School Conflict: What Do We Know and Where Do We Go From Here?**

Work-school conflict (WSC) has been widely underresearched despite over 40% of all full-time undergraduate students and nearly 80% of part-time undergraduate students participating in both employment and college-level courses. In this review, the existing literature on WSC is examined, the antecedents and consequences of WSC are reported, and future research directives are discussed.

Maya Emma Gann-Bociek, Saint Louis University

Candice L. Thomas, Saint Louis University

Kennedy Mazara, Jr., Saint Louis University

Lauren D. Murphy, Saint Louis University

Isabelle A Boyle, Saint Louis University

Submitted by Candice L. Thomas, candice.thomas46@gmail.com

**822. Poster: 12:00PM-12:50PM****Board 7****Investigating the Work-Family Balance in the Dyadic Context**

The results showed that partner fit moderated the relationship such that when partner fit rose, the negative effect of employee fit on work-family conflict became greater. Also, partner fit moderated the indirect effects of employee fit on life satisfaction and turnover intention via work-family conflict.

Yeong-hyun Hong, University of Alabama

Yongwon Suh, Sungkyunkwan University

Submitted by Yeong-hyun Hong, MA, yh5349@gmail.com

**823. Poster: 12:00PM-12:50PM****Board 8****Fathers' Work to Adolescent Interaction Spillover: The Role of Partner Involvement**

This study examined the within-person compensatory and depletion pathways between fathers' negative work events and next-day father-adolescent conflict and activities as mediated by fathers' work-to-family conflict and negative mood. Results showed that the within-person compensatory pathway depended on partners' work activity and the depletion pathway depended on partners' parenting involvement.

Songqi Liu, Georgia State University

Kimberly A. French, Georgia Institute of Technology

Christine McCauley Ohannessian, Connecticut Children's Medical Center

Andres De Los Reyes, University of Maryland at College Park

Howard Tennen, University of Connecticut

Submitted by Songqi Liu, sqliu@gsu.edu

MultiDisciplinary

**824. Poster: 12:00PM-12:50PM****Board 9****A Latent Profile Analysis of Couples' Work-Family Interactions and Their Correlates**

With 504 couples (1,008 participants), 4 subgroups were identified based on combinations of couples' work-to-family conflict and work-to-family enrichment. The subgroups were predicted differentially by family supportive supervisor behavior and organizational segmentation support, and showed different levels of marriage satisfaction, job satisfaction, and emotion exhaustion.

Weiwei Liu, Aon

Xinxuan Che, Florida Institute of Technology

Zhiqing E. Zhou, Baruch College, City University of New York

Julan Xie, Central South University

Submitted by Zhiqing E. Zhou, Zhiqing.Zhou@baruch.cuny.edu

**825. Poster: 12:00PM-12:50PM****Board 10****Explaining Employee Vacation-Taking Intentions Using the Theory of Planned Behavior**

This introductory study uses the theory of planned behavior to explore vacation-taking (VT) intentions in 2 U.S. samples (working adults, students). A pilot study showed relevant VT beliefs. Survey and experimental studies support the predicted relationships. Individuals' VT beliefs impact VT intentions through the beliefs' effect on attitude, subjective norm, and perceived behavioral control.

Doreen Matthes, Kent State University

Submitted by Doreen Matthes, dmatthes@kent.edu



826. Poster: 12:00PM-12:50PM

Board 11

**A Self-Compassion Intervention for Improving Work-Family Management**

Using a pretest-posttest control group design, those undergoing a self-compassion intervention ( $n = 65$ ) experienced greater work-family balance and lower time-based work-to-family conflict over time than did a control group,  $n = 69$ . Findings show that self-compassion may be a useful individual level resource for managing multiple life roles. Implications are discussed.

Jessica M. Nicklin, University of Hartford

Kristen M. Shockley, University of Georgia

Submitted by Jessica M. Nicklin, [nicklin@hartford.edu](mailto:nicklin@hartford.edu)

827. Poster: 12:00PM-12:50PM

Board 12

**Engagement and Work-Family Conflict: A Study of Mechanisms and Boundary Conditions**

The authors examined the role of work rumination, job crafting, and psychological capital in the relationship between work engagement and work-family conflict (WFC). Rumination mediated the relationship between engagement and WFC. Psychological capital moderated the relationship between engagement and rumination. The implications of these findings to managing WFC were discussed.

Ike E. Onyishi, University of Nigeria, Nsukka

Christoph Nohe, Westfaelische Wilhelms-University Muenster

Fabian O. Ugwu, Federal University Ndufu-Alike Ikwo,

Lawrence O. Amazue, University of Nigeria

Guido Hertel, University of Muenster

Submitted by Ike E. Onyishi, [ernest.onyishi@unn.edu.ng](mailto:ernest.onyishi@unn.edu.ng)

828. Poster: 12:00PM-12:50PM

Board 13

**Workaholism and Work-Family Conflict: The Effects of Boundary Management**

Authors examined boundary management as a potential explanation for the relationship between workaholism and work-family conflict. Results indicate that integration enactment mediates the relationship between workaholism and work-family conflict (indirect effect = .291, CI.95 = .213, .382). They also found support for the moderating effect of segmentation preference on this mediation.

Michael A. Rotch, Auburn University

Anna J. Lorys, Auburn University

Adam M. Smith, Auburn University

Jesse S. Michel, Auburn University

Submitted by Michael A. Rotch, [michaelrotch@auburn.edu](mailto:michaelrotch@auburn.edu)

829. Poster: 12:00PM-12:50PM

Board 14

**Work-Family Conflict and Physical Health: The Role of Resource Depletion**

Authors examined the mediating role of energy related resource depletion in the relationship between work-family conflict and physical health. Three time points of data were collected using Amazon's Mechanical Turk. Findings indicated that cognitive and physical resources underlie the relationship between work-family conflict and physical health outcomes. Emotional resources were insignificant.

Nicole Valeria Shifrin, Auburn University

Michael A. Rotch, Auburn University

Jesse S. Michel, Auburn University

Submitted by Nicole Valeria Shifrin, [nvs0002@auburn.edu](mailto:nvs0002@auburn.edu)

830. Poster: 12:00PM-12:50PM

Board 15

**The Exhausted Imposter: How Feeling Like a Fake Harms Our Roles at Work and Home**

The study investigated the spillover effects of imposter phenomenon (IP). Authors find evidence that IP is directly and indirectly related to outcomes at work and home. Findings revealed emotional exhaustion and work-family conflict serially mediated the relationship between IP and family satisfaction, and emotional exhaustion mediated the relationship between IP and job satisfaction.

Lisa W. Sublett, University of Houston-Clear Lake

Lisa M. Penney, University of South Florida Sarasota-Manatee

Holly M. Hutchins, University of Houston

Submitted by Lisa W. Sublett, [sublett@uhcl.edu](mailto:sublett@uhcl.edu)

831. Poster: 12:00PM-12:50PM

Board 16

**O\*NO they Didn't: Climate, Supervisor, and Job Influences on Work-School Conflict**

For employees who are also students, conflict between work and school roles is common and is associated with negative outcomes. To support these employees, we use a combination of objective and self-report data from employed college students to examine (1) the role of organizational and supervisor factors on work-school conflict and (2) job-level differences in the importance of these predictors.

Candice L. Thomas, Saint Louis University,

Jordan E. Kirkland, Capital One

Kimberly T. Silva, University of Houston

Lauren D. Murphy, Saint Louis University

Isabelle A Boyle, Saint Louis University

Submitted by Candice L. Thomas, [candice.thomas46@gmail.com](mailto:candice.thomas46@gmail.com)

832. Poster: 12:00PM-12:50PM

Board 17

**Development and Validation of a Work-Family Management Situational Judgment Test**

Authors developed and validated a single-response situational judgment test (SJT) that assesses managerial effectiveness in providing family-supportive supervision to employees. Results showed that manager SJT scores were significantly related to employee perceptions of support and experienced work-family conflict.

Tatiana H. Toumbeva, Aptima, Inc.

Russell A. Matthews, University of Alabama

Submitted by Tatiana H. Toumbeva, [ttoumbeva@aptima.com](mailto:ttoumbeva@aptima.com)

833. Poster: 12:00PM-12:50PM

Board 18

**How Do Employees Feel About Telework?: An Interdisciplinary Approach**

Incorporating methods from psychology, sociology, and computer science, over 9 million tweets about telework were collected, cleaned, and their sentiment analyzed, covering a 4-year period from 2014 to 2017. This research is the first attempt to understand how employees feel about telework on a macroscale. Results suggest that employees feel positive.

Ronald P. Vega, Fors Marsh Group

Jingyuan Xie, Fors Marsh Group

Shane Halder, Fors Marsh Group

Erik Bumgardner, Fors Marsh Group

Submitted by Ronald P. Vega, [rvega@forsmarshgroup.com](mailto:rvega@forsmarshgroup.com)

MultiDisciplinary



834. Poster: 12:00PM-12:50PM

Board 19

**Does Individuals' PTSD Following a Layoff Predict Spouses' Secondary PTSD?**

This study investigates how post-traumatic stress disorder (PTSD) experienced by an individual who has been laid off predicts spousal secondary PTSD. Data from 123 dyads of unemployed individuals and their spouses were collected. Number of children, negative perceptions of the layoff, and unemployed individuals' avoidance PTSD symptoms predicted the spouses' secondary PTSD responses.

Meghna Virick, San Jose State University

Nancy Da Silva, San Jose State University

Emily Colleen Meyer, San Jose State University

Submitted by Nancy Da Silva, [nancy.dasilva@sjsu.edu](mailto:nancy.dasilva@sjsu.edu)

835. Poster: 12:00PM-12:50PM

Board 20

**Work-Family Balance and Well-Being Among Couples: A Latent Profile Approach**

This study examined work-family balance (WFB) at the couple level and its relation to well-being as indicated by life satisfaction, family satisfaction, and job satisfaction. Using latent profile analysis (LPA), results from 204 couples supported a 5-profile solution, providing evidence that spouses in the same relationship might not necessarily share similar WFB patterns.

Carol Mindy Wong, George Mason University

Lois E. Tetrick, George Mason University

Yennifer Castro, George Mason University

Submitted by Carol Mindy Wong, [cwong17@masonlive.gmu.edu](mailto:cwong17@masonlive.gmu.edu)

836. Poster: 12:00PM-12:50PM

Board 21

**Beyond Just Resilience: The Important Role of Work–Family Resources for Soldiers**

This study examines the relationship between resilience and work–family outcomes, and whether contextual work–family resources moderate this relationship. Results from a National Guard military sample suggest that the relationship between resilience and work–family enrichment is enhanced when soldiers perceive that their work climate allows them to prioritize their families.

Jacqueline Wong, Colorado State University

Tori L. Crain, Colorado State University

Rebecca Marie Brossoit, Colorado State University

Leslie B. Hammer, Portland State University/Oregon Health &amp; Science University

Todd Bodner, Portland State University

Jacquelyn M. Brady, Portland State University

Submitted by Jacqueline Wong, jacqueline.wong@colostate.edu

837. Poster: 12:00PM-12:50PM

Board 22

**Fighting for Time: Health and Well-Being Among Dual-Earning Couples**

This study examined the extent to which one's work time demands spilled over to the family domain and crossed over to his or her spouse, utilizing data of 365 dual-earning couples. Findings indicated that there were transmissions of stresses (e.g., long work hours) and strains (e.g., work fatigue) between the work and family domains and between partners within couples.

Xiaohong Xu, Old Dominion University

Yisheng Peng, Hofstra University

Peng Zhao, Indiana University

Richard Hayes, Old Dominion University

Haijiang Wang, Huazhong University of Sciences and Technology

Submitted by Xiaohong Xu, redlittle1983@gmail.com

838. Poster: 12:00PM-12:50PM

Board 23

**Family Salience Moderating LMX's Effects on Work–Family Conflict and Enrichment**

Multilevel data from 80 employees were used to test the cross-level moderation effects of parental and marital salience in the LMX–WFC and LMX–WFE relationships. The results show that marital salience moderated the LMX–WFC relationship, whereas parent salience moderated the LMX–WFE relationship.

QinyuN. Zhang, Beijing Normal University

Frank Wang, Beijing Normal University

Ran Bian, Beijing Normal University

Submitted by QinyuN. Zhang, zqycalista@163.com

839. Poster: 12:00PM-12:50PM

Board 24

**Comparing the Validity of Frequently Used Engagement Survey Metrics**

This poster compares several methods of scoring survey responses using data gathered from 1,242 work groups. It was found that choice of scoring metric affects both the distribution and validity of survey responses. Metrics emphasizing positive response options (top box and net promoter) provided the largest correlations with work unit performance and were stronger predictors than mean scores.

Matthew I. Brown, Geisinger

Submitted by Matthew I. Brown, mibrown9015@gmail.com

840. Poster: 12:00PM-12:50PM

Board 25

**Bridging Direct and Indirect Measures of Vocational Fit Through a Mediation Model**

Direct and indirect measures of fit approaches the same construct differently. Across 2 studies, authors built and tested a mediation model that links these 2 measures of fit based on the phenomenology of fit model. Results show that direct fit fully mediates the relationship between indirect vocational fit and job satisfaction.

Chu Chu, University of Illinois at Urbana-Champaign

Wei Ming Jonathan Phan, University of Illinois at Urbana-Champaign

Submitted by Chu Chu, chuchu2@illinois.edu

841. Poster: 12:00PM-12:50PM

Board 26

**A Neglected Aspect of the Reproducibility Crisis: Reproducing Monte Carlo Research**

The psychological reproducibility crisis has drawn intrigue from the scientific community. However, discussions about this crisis have largely ignored an entire genre of research studies: Monte Carlo simulations. This study attempts to replicate 3 prominent Monte Carlo studies of factor analysis that have been cited in the I-O literature. Only 1 study was strongly replicated.

Casey A. Giordano, University of Minnesota

Niels G. Waller, University of Minnesota

Submitted by Casey A. Giordano, Giord023@umn.edu

842. Poster: 12:00PM-12:50PM

Board 27

**Agent-Based Modeling: Current and Future Directions in Organizational Psychology**

Agent-based modeling (ABM) is seeing growing interest in organizational science. This poster provides a critical review of ABM research and its application in organizational psychology. Critical challenges are discussed, including the need to integrate both cognitive and social systems into ABMs. Recommendations and future directions for ABM use in organizational psychology are discussed.

Trevin Glasgow, Virginia Tech

Bryan P. Acton, Virginia Tech

Mark Orr, University of Virginia

Roseanne J. Foti, Virginia Tech

Submitted by Trevin Glasgow, trevin@vt.edu

843. Poster: 12:00PM-12:50PM

Board 28

**Identifying and Preventing Insufficient Effort Responding in MTurk Samples**

This study had 4 aims: to determine rates of insufficient effort responding (IER) within MTurk samples; to examine temporal variability in IER across the length of surveys; to test the effectiveness of normative information via a warning statement in reducing IER; and to determine the equivalency of overt and covert IER measures. Findings serve to preserve data quality in survey research.

Stephen Good, University of Tulsa

Joshua Royes, University of Tulsa

David M. Fisher, University of Tulsa

Submitted by Stephen Good, M.A., scg073@utulsa.edu

844. Poster: 12:00PM-12:50PM

Board 29

**Longitudinal Mediation Analysis Using Autoregressive Cross-Lagged (ARCL) Panel Models**

The prevalent nonlongitudinal methods do not explicitly consider the role of time and are suffering from biases in estimating mediation effects. Instead, longitudinal mediation testing techniques are recommended. This article provides intermediate-level knowledge on 3 methods: the traditional ARCL panel model, the latent intercept ARCL model, and the latent difference score ARCL model.

Hairong Li, Auburn University

Jinyan Fan, Auburn University

Submitted by Hairong Li, hzl0060@auburn.edu

845. Poster: 12:00PM-12:50PM

Board 30

**The Impact of Extreme Responding on Sliding Scales**

Authors explore whether individuals who use sliding scales are likely to resort to extreme responding (ER) techniques. Some ER may reflect genuine individual differences; however, research suggests those who use ER are attempting to conserve resources and/or manage others' impressions. They investigate how ER may influence personality, performance, and relationships between variables.

Dena H. Rhodes, Hogan Assessments

Jeff Foster, PassKeys International, LLC

Submitted by Dena H. Rhodes, drhodes@hoganassessments.com

846. Poster: 12:00PM-12:50PM

Board 31

**Undergraduate Research Procrastination Is Not Related to Careless Survey Responding**

Authors examined the effect of undergraduate research procrastination on careless responding (CR) using longitudinal data from an entire semester. Regardless of how procrastination and CR were measured, no meaningful relationship between these variables emerged. Contrary to common assumptions, procrastinators do not appear to provide low quality data when completing online survey assessments.

Nathaniel M. Voss, Kansas State University

Lisa Vangsness, Kansas State University

Submitted by Nathaniel M. Voss, nmvoss@ksu.edu

847. Poster: 12:00PM-12:50PM

Board 32

**My Voice Sprinkled With Emotion: Using AI to Extract Personality From Voice Recording**

Can personality be determined from a short clip of someone's voice? Three approaches for predicting apparent personality from 15 seconds of vocal recordings are compared and contrasted: (a) machine learning extraction and combination of acoustic features, (b) a deep learning model pretrained on a music sample for extracting features, and (c) a locally trained deep learning model.

Yizhen Egn Zhu, North Carolina State University

Isaac Benjamin Thompson, Shaker International

Submitted by Yizhen Egn Zhu, yzhu34@ncsu.edu

MultiDisciplinary

848. Panel Discussion: 12:30PM-1:20PM

Chesapeake 1-3

**Developing Internal Coaching Capability as a Strategic Talent Lever**

This panel will focus on the business case, benefits, and impacts of building internal coaching capability within organizations as an accelerator of talent development and building an overall coaching culture. Panelists with responsibility for leading internal coaching will discuss linkages to organizational talent management strategies and the impacts for leaders in different contexts.

Christina Fleck, PepsiCo, *Chair*Kira L. Barden, PepsiCo, *Panelist*Krisann Davis, Cambria Consulting, *Panelist*Aaron D. Less, Bank of America, *Panelist*Josh Rogers, Walmart, *Panelist*

Submitted by Kira L. Barden, klbarden@yahoo.com

849. Debate: 12:30PM-1:20PM

Chesapeake 4-6

**Identifying the Mullet Candidate: Should We Use Social Media in Employee Selection?**

The purpose of this debate is to discuss social media in terms of the practical and legal implications of using information obtained from social media for employment decisions. Questions will be posed that highlight different points of view with the goal of identifying the benefits and concerns of using social media in employee selection as well as identify directions for future research.

Bart Weatherington, WECO Solutions, *Moderator*Shawn Bergman, Appalachian State University, *Presenter*Kristl Davison, Appalachian State University, *Presenter*Tunji Oki, Google, *Presenter*Kevin B. Tamanini, DDI, *Presenter*Jamie L. Winter, APTMetrics, *Presenter*

Submitted by Kristl Davison, davisonhk@appstate.edu

850. Panel Discussion: 12:30PM-1:20PM

Chesapeake 7-9

**Validation Roadblocks and Solutions: Challenges Not Covered in Textbooks**

There are many practical situations that occur while conducting validation research for which I-Os may not be prepared. Through a Q&A format, panelists will reveal unexpected difficulties and roadblocks encountered in validation research in companies and discuss practical suggestions for resolving these situations effectively to meet the needs of both the organization and professional standards.

Don M. Moretti, US Foods, *Chair*Steven D. Ashworth, San Diego Gas & Electric, *Panelist*Robert P. Michel, Edison Electric Institute, *Panelist*Matisha D. Montgomery, US Immigration and Customs Enforcement, *Panelist*Rachel Reichman, US Foods, *Panelist*

Submitted by Don M. Moretti, docmoretti@aol.com

851. Panel Discussion: 12:30PM-1:20PM

Chesapeake 10-12

**Small Business, Big Challenge: Applying Big Business Consulting to Small Business**

This session will present perspectives from small business owners and I-O psychologists about extending I-O science and practice to businesses with less than 50 employees. Topics will include the feasibility of applying big business best practices to small business, considerations related to limited budgets and sample size, and attracting and retaining the small business client.

Juan Carlos Batarse, ICF International, *Chair*Cristobal Batarse, Batarse Allstate Agency, *Panelist*Alice M. Brawley Newlin, Gettysburg College, *Panelist*Dennis Doverspike, Doverspike Consulting, *Panelist*Alexander Haimann, Less Annoying CRM, *Panelist*Erika Robinson-Morral, Indeed, *Panelist*

Submitted by Juan Carlos Batarse, juancarlosbatarse00@gmail.com

852. Symposium/Forum: 12:30PM-1:20PM

Chesapeake A-C

**Advancing Meaning and Value From Performance****Assessment and Feedback**

Performance measurement continues to represent an important line of enquiry for organizational research and practice. This proposed symposium investigates new perspectives on fostering conditions for meaningful and beneficial performance ratings and feedback. Rater feedback-seeking and trait-related characteristics are addressed as are the output ratings produced during assessment events.

Duncan J.R. Jackson, King's College London, *Chair*

Frederik Anseel, King's College London, Massimo Magni, Bocconi University,

*How Leader Feedback-Seeking Behavior Affects Collective Outcomes*Francois S. de Kock, University of Cape Town, Filip Lievens, Singapore Management University, Marise Ph. Born, Erasmus University Rotterdam, *The Profile of the Good Judge in HRM: A Systematic Review*

Duncan J.R. Jackson, King's College London, George Michaelides, Birkbeck

University of London, Chris Dewberry, Birkbeck University of London, Ben

Schwencke, Test Partnership, *How Should Multisource Performance Data**Be Summarized for Developmental Feedback?*Brian J. Hoffman, University of Georgia, *Discussant*

Submitted by Duncan J.R. Jackson, duncanjackson@gmail.com

853. Symposium/Forum: 12:30PM-1:20PM

Chesapeake D-F

**Failure Is Not an Option: Discovering the Dynamics of Space Teams**

The workplaces of the future will involve outer space. The jobs will require high functioning teams living in extreme conditions for extended periods of time. This necessitates precision in understanding team dynamics. This symposium showcases the latest findings from 4 NASA-supported programs working to compose, configure, monitor, and reconfigure intact teams where failure is not an option.

Ilya Gokhman, Northwestern University, *Co-Chair*Leslie A. DeChurch, Northwestern University, *Co-Chair*

Steve W. J. Kozlowski, Michigan State University, Chu-Hsiang Chang, Michigan

State University, Christopher Dishop, Michigan State University, Jeffrey Ole-

nick, Michigan State University, Mike Morrison, Michigan State University, An-

thony Misco, Michigan State University, *Capturing Team Process Dynamics*

Melissa Vazquez, DePaul University, Neal Outland, DePaul University, Suzanne

T. Bell, DePaul University, Leslie A. DeChurch, Northwestern University, Noshir

Contractor, Northwestern University, *Examining Interpersonal Compatibility**Using fsQCA Across Two Samples*

Ilya Gokhman, Northwestern University, Leslie A. DeChurch, Northwestern Uni-

versity, Gabriel K. Plummer, Northwestern University, Suzanne T. Bell, DePaul

University, Noshir Contractor, Northwestern University, *Team Information**Sharing and Decision Making Over Time*



C. Shawn Burke, University of Central Florida/Institute for Simulation and Training, Claudia Hernandez, University of Central Florida, Molly Kilcullen, Rice University, Eduardo Salas, Rice University, **Exploration of Team Role Dynamics in Antarctic Winter-Over Teams**

Submitted by Ilya Gokhman, igokhman@gmail.com

#### 854. Alternative Session Type with Presenters:

12:30PM-1:20PM

Chesapeake G-I

##### SIOP Select: A Conversation With SIOP Leadership

Come meet with SIOP leaders to discuss the latest updates on SIOP's strategic initiatives as well as get answers to your questions about SIOP activities.

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

Eden B. King, Rice University, *Presenter*

Fred Oswald, Rice University, *Presenter*

Submitted by Talya N. Bauer, TalyaBauer@pdx.edu



#### 855. Panel Discussion: 12:30PM-1:20PM

Chesapeake J-L

##### Identifying Emerging Leaders and Their Potential and Readiness in the Digital Age

Organizations regularly engage their customers through the prolific use of digital technology, yet, they have only recently begun to adopt such technology for HR processes, including for identifying and developing emerging leaders. This session brings together a diverse group of panelists to discuss common challenges facing organizations and newer digital solutions to be leveraged.

James R. Longabaugh, IBM, *Chair*

Lisa Wager, IBM, *Co-Chair*

Alison Hartmann, IBM, *Panelist*

Daniel A. Hallak, WiLD Leaders Inc., *Panelist*

Greg A. Barnett, The Predictive Index, *Panelist*

Jillian R. McLellan, APTMetrics, *Panelist*

Robert McKenna, Seattle Pacific University, *Panelist*

Submitted by James R. Longabaugh, jrlongabaugh@gmail.com

#### 856. Panel Discussion: 12:30PM-1:20PM

Maryland 1-3

##### Setting the Foundation: Leveraging Competencies Across Human Capital Functions

Far too often competency modeling efforts are approached in a disjointed rather than programmatic manner. The purpose of this panel is to discuss developing competency models to shape and align entire human capital programs. Panelists will discuss benefits, challenges, and best practices of implementing competency modeling efforts across multiple human capital functions.

Robert F. Calderon, FMP Consulting, *Chair*

Lindsay McFarlane, Federal Emergency Management Agency, *Panelist*

Hanna Pillion, DHS/CBP, *Panelist*

Scott A. Davies, PointLeader Predictive Analytics, Inc., *Panelist*

Michael Kennedy Camburn, FMP Consulting, *Panelist*

Submitted by Robert F. Calderon, bobbiec1969@yahoo.com

#### 857. Panel Discussion: 12:30PM-1:20PM

Maryland 4-5

##### Guerilla OD: New World for I-O Psychologist in Both Private and Public Sector

The main purpose of this panel is to recognize that work between private and federal public sector is more similar than it is different. Brought together are a diverse panel of experts who have acted in a "guerilla OD" role to ensure success of their programs and initiatives. The goal is to discuss data and best practices to begin building bridges and knowledge sharing across these sectors.

Ben Porr, Harver, *Chair*

Gonzalo Ferro, U.S. Securities and Exchange Commission, *Panelist*

Ann Kwak, Capital One, *Panelist*

Frederick J. Panzer, ASI Government, *Panelist*

Dustin W. Scott, Dustin, Cobham, *Panelist*

Submitted by Ben Porr, walter.porr@gmail.com

#### 858. Panel Discussion: 12:30PM-1:20PM

Maryland A

##### Opening the Black Box: Legal Defensibility of Machine Learning in Assessment

Cautious interest in using machine learning techniques to assess talent continues to grow. Innovations in these techniques are attempting to

address existing legal concerns. This expert panel will review reasons companies are pursuing machine learning strategies to select and manage talent, the biggest risks to doing so, and perspectives on what needs to be done to reduce those risks.

Nicole L. Petersen, Shaker International, *Chair*

Rachel T. King, Shaker International, *Co-Chair*

Mark Girouard, Nilan Johnson Lewis PA, *Panelist*

Lisa Grant Harpe, DCI, *Panelist*

Jennifer L. Harvel, Amazon, *Panelist*

Derek L. Mracek, Shaker International, *Panelist*

Submitted by Nicole L. Petersen, nlpetersen13@gmail.com

#### 859. Special Event: 12:30PM-1:20PM

Maryland B

##### SIOP Select: Why "Good" People Do "Bad" Things in Organizations



The purpose of this special session is to bring together leading researchers and practitioners to discuss why good people do bad things in the workplace. Geared toward providing a multilevel analysis that describes the factors related to individuals, groups and teams, and organizations that combine to allow and promote bad behavior in organizations.

Christian N. Thoroughgood, Villanova University, *Chair*

Chloe Lemelle, AT&T, *Co-Chair*

Jim Detert, University of Virginia, *Panelist*

Russell E. Johnson, Michigan State University, *Panelist*

Art Padilla, North Carolina State University, *Panelist*

Linda Trevino, Pennsylvania State University, *Panelist*

Submitted by Christian N. Thoroughgood, christian.thoroughgood@gmail.com

#### 860. Symposium/Forum: 12:30PM-1:20PM

Maryland C

##### Current Research on the Measurement of Diversity-Related Constructs

Diversity research raises many measurement challenges, including lack of assessments for important constructs, psychometric problems with traditional, diversity-related self-report measures, and measuring demographic diversity in team research. This symposium addresses such challenges by presenting novel approaches to these measurement issues.

Neil M. A. Hauenstein, Virginia Tech, *Chair*

Timothy Carsey, Portland State University, Kelly Hamilton, Portland State University, Larry R. Martinez, Portland State University, *Perceptions of Confrontation: The Creation and Validation of a Scale*

Manasia Sturdivant, Virginia Tech, Jessica Gladfelter, Virginia Tech, Elsheba

K. Abraham, Virginia Tech, Neil M. A. Hauenstein, Virginia Tech, *Measuring Social Privilege Attitudes: Diversity Engagement Test (DivET) Validation*

Jeremy F. Dawson, University of Sheffield, *Measuring Group Racial Diversity With Incomplete Data*

Rolanda Findlay, United States Navy, *Discussant*

Submitted by Manasia Sturdivant, manasia@vt.edu

#### 861. Alternative Session Type with Presenters:

12:30PM-1:20PM

Maryland D

##### Toothless Shark Tank for I-O Psychologist Entrepreneurs IV

I-O psychologists who want to commercialize their knowledge often need feedback from experienced folks who understand both the science and the business of I-O psychology. Using a format similar to the popular TV show, this session will improve upon the tradition from previous conferences by preselecting and coaching entrepreneurial I-Os to pitch their ideas to legendary I-O entrepreneurs.

Neil Morelli, Berke, *Chair*

Georgi P. Yankov, Bowling Green State University, *Co-Chair*

Matt Barney, LeaderAmp, Inc, *Presenter*

Charles A. Handler, Rocket-Hire LLC, *Presenter*

Robert Hogan, Hogan Assessment Systems, *Presenter*

Shreya T. Sarkar-Barney, Human Capital Growth, *Presenter*

Submitted by Neil Morelli, neil.morelli@gmail.com

#### 862. Symposium/Forum: 12:30PM-1:20PM

National Harbor 1

##### Advances in Computer Adaptive Testing

Advances in computer adaptive testing allow efficient assessment of both cognitive and noncognitive traits. Presenters will discuss emerging

research on adaptive testing methodology, including issues related to multidimensional constructs, ideal-point models, forced choice response format, and automatic item generation.

Scott B. Morris, Illinois Institute of Technology, *Chair*

Scott B. Morris, Illinois Institute of Technology, Michael Bass, Northwestern University, Matthew W. Lauritsen, Illinois Institute of Technology, Richard E. Neapolitan, Northwestern University, *Item Selection in Multidimensional Computer Adaptive Testing With Ordinal Responses*

Stephen Stark, University of South Florida, Olexsander Chernyshenko, University of Western Australia, *Improving Forced-Choice Measurement With CAT: Modeling, Scoring, and Data Screening*

Tianjun Sun, University of Illinois, Urbana-Champaign, Bo Zhang, University of Illinois, Urbana-Champaign, Alexis Victoria Hanna, University of Illinois, Urbana-Champaign, Justin Kern, University of Illinois, Urbana-Champaign, Susu Zhang, Columbia University, Rachel Amrhein, Washington University in St. Louis, Angela Lee, HumRRO, *Innovating Personality Assessment: New Approaches to Computerized Adaptive Tests*

Alan D. Mead, Talent Algorithms Inc, Sheng Zhang, Illinois Institute of Technology, *Strong CAT AIG: Two Feasibility Studies*

Submitted by Scott B. Morris, scott.morris@iit.edu

### 863. Symposium/Forum:

12:30PM-1:20PM

National Harbor 2-3

#### The World Is Not Flat: Applicant Faking and Cultural Differences

Most of the research on applicant faking on selection assessments is conducted on samples in the United States. However, with the increased globalization of organizations and use of selection assessments across countries, there is a need to explore cross-cultural differences in applicant faking. This symposium presents research that examines cross-cultural differences in applicant faking.

Amy Gammon, PSI Services LLC, *Chair*

Andrew J. Barsa, Shaker International, P. Carter Gibson, Shaker International,

*Searching the Globe: A Cross-Cultural Examination of Faking on Assessments*  
Mei-Chuan Kung, PSI Services LLC, Amy Gammon, PSI Services LLC, *Response Distortion in Global Assessment: Does Culture Matter?*

Jiayi Liu, Auburn University, Minghui Wang, Henan University, Yongxin Li, Henan University, Jinyan Fan, Auburn University, *Once a Cheater, Always a Cheater? Not Necessarily So!*

Cornelius J. König, Universität des Saarlandes, *Discussant*

Submitted by Amy Gammon, gammona@gmail.com

### 864. IGNITE! Panel: 12:30PM-1:20PM National Harbor 10-11

#### Survey Ponderables Answer Questions About Managers

IGNITE presentations and discussion on using surveys to provide insight about managers. Topics include combating rating inflation and low variability in rating direct managers, whether managers think more of themselves after rating their own manager, and determining if manager development programs meet employee needs.

Sarah R. Johnson, Perceptyx, *Chair*

Alex Dumenci, Intel, *Presenter*

Michael J. Harris, Intel Corporation, *Presenter*

Brittany Head, Perceptyx, Inc., *Presenter*

Alysha Noorani, NiSource, *Presenter*

Alec B. Nordan, VMware, *Presenter*

Submitted by Sarah R. Johnson, srjohnson798@gmail.com

### 865. Panel Discussion: 12:30PM-1:20PM Potomac 1-2

#### Getting Connected: A Practical Overview of Organizational Network Analysis

Organization Network Analysis (ONA) has emerged as tool to manage and structure employee interactions. However, organizations have been slow to adopt ONA methodology. In this session, experienced ONA practitioners will discuss best practice approaches to getting started with ONA and the insights that can be obtained.

Scott Hines, Allstate, *Chair*

Victor Bilgen, McChrystal Group, *Panelist*

Alexander R. Schwall, Rhabit Analytics, Inc., *Panelist*

Charles P.R. Scott, Florida Institute of Technology, *Panelist*

Submitted by Scott Hines, scott.hines@gmail.com

### 866. Panel Discussion: 12:30PM-1:20PM

Potomac 3-4

#### Future of Fitness in Combat: From Pentagon Policy to Front-line Implementation

This session will address physical ability testing through a series of integrated and insightful discussions on policy questions, validation considerations, and implementation issues. Panelists will leverage recent experience integrating women into previously closed U.S. military occupations such as combat and special operations forces and address broader physical abilities testing issues.

Tracy McCausland Krueger, RAND Corporation, *Co-Chair*

Sean Robson, RAND Corporation, *Co-Chair*

Neal Baumgartner, U.S. Air Force, *Panelist*

Deborah L. Gebhardt, HumRRO, *Panelist*

Chaitra M. Hardison, RAND, *Panelist*

Maria C. Lytell, RAND Corporation, *Panelist*

Michael S. McGurk, U.S. Army Center for Initial Military Training, *Panelist*

Marilyn Sharp, US Army Research Institute of Environmental Medicine, *Panelist*

Carra S. Sims, RAND Corporation, *Panelist*

Submitted by Tracy McCausland Krueger, tracy.c.mccausland@gmail.com

MultiDisciplinary

### 867. Alternative Session Type with Presenters: 12:30PM-1:20PM

Potomac 5-6

#### Networking at SIOP 101: Understanding the Basics

Bring your business cards! This alternative session blends panel and round table formats to teach and engage first-time SIOP attendees, students, and those early in their career on the introductory practices of social networking. The session begins with a presentation on the fundamentals of networking and concludes with a panelist-led interactive session to network with the audience.

Robert Louis Simmons, PSI Services LLC, *Chair*

Alyssa M. Gradus, Maryland State Highway Administration, *Presenter*

Ken Lahti, SHL, *Presenter*

Karen Landay, University of Alabama, *Presenter*

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

Charles A. Pierce, University of Memphis, *Presenter*

Submitted by Robert Louis Simmons, robbieone1@gmail.com

### 868. Symposium/Forum: 12:30PM-1:20PM

Potomac C

#### From Act to Interact: Interaction-Based Approaches to Advancement Team Process Research

Team processes and states are inherently social, originate in individual interactions and exchanges between team members. Most team research uses methods that neglect these critical elements. This session brings together a group of international scholars to demonstrate the utility of employing interaction-based, process-oriented communication methods to advance the science of team dynamics.

Elsheba K. Abraham, Virginia Tech, *Co-Chair*

Maureen E. McCusker, Army Research Institute for Behavioral and Social Sciences, CRFP, *Co-Chair*

Elsheba K. Abraham, Virginia Tech, Maureen E. McCusker, Army Research Institute for Behavioral and Social Sciences, CRFP, Roseanne J. Foti, Virginia Tech, *Competing Conversations: An Examination of Competition as Intra-team Interactions*

Anniko Meinecke, Technische Universität Braunschweig, Clara S. Hemshorn de Sánchez, University of Hamburg, Nale Lehmann-Willenbrock, University of Amsterdam, Claudia Buengeler, *Behavioral Dynamics of Female Leadership In Teams*

Lisa Handke, Technische Universität Braunschweig, Simone Kauffeld, Technische Universität Braunschweig, *Verbal Synchrony and Shared Affect in Group Discussions*

Sadaf Kazi, Johns Hopkins University, Salar Khaleghzadegan, Johns Hopkins University, Michael A. Rosen, Johns Hopkins University, *Capturing Interaction Through Unobtrusive Measures in the Field*

Submitted by Elsheba K. Abraham, elsheba.ab@gmail.com



**869. Symposium/Forum: 12:30PM-1:20PM Potomac D**  
**Use Your Words: Text Analysis in Selection and Assessment**  
 Organizations collect vast amounts of potentially rich text data. Although research using text has increased in recent years, much of this data is still ignored. This symposium describes a range of applications in selection relevant to both beginners and experts. They include traditional analyses of preexisting text as well as more modern transformations from unstructured data like video.

Tara K. McClure, Aon, *Chair*

Robert L. Gray, Michigan State University Graduate Student, *Co-Chair*

Ross Walker, Michigan State University, Robert L. Gray, Michigan State University,

Tara K. McClure, Aon, Eleni V. Lobene, Aon, Ann Marie Ryan, Michigan State University, **Text and Applicant Performance in a Customer Service Simulation**

Michael B. Armstrong, Google, Richard N. Landers, University of Minnesota, **Essay Word Counts as Reflections of General Cognitive Ability and Broad Abilities**

Richard Justenhoven, Aon's Assessment Solutions, Maximilian Jansen, cut-e GmbH, **Taking SJTs to the Next Level: Leveraging Unstructured Video Interview Data With AI**

Isaac Benjamin Thompson, Shaker International, Derek L. Mracek, Shaker International, **A Deep Learning Framework to Automate the Scoring of Open-Ended Text**

Submitted by Ross Walker, riwalker@msu.edu

#### Poster Session (Decision/Prosocial/Withdraw):

1:00PM-1:50PM

P. George's Exh. Hall D

**870. Poster: 1:00PM-1:50PM Board 1**

#### **Decentering the Self: Implications of Service-Learning Pedagogy on Ethics**

This study examined the usefulness of service-learning (SL) pedagogy on ethics-related outcomes in a matched sample of business students. Among the many interesting results, students with SL experience were more likely to consider the welfare of others, and their reflections included more references to personal goals and values and consideration of community needs compared to the control group.

Zhanna Bagdasarov, California State University, Fresno

Tristan J. McIntosh, Washington University in St. Louis

Alexandra E. MacDougall, Central Michigan University

Submitted by Zhanna Bagdasarov, zhannab@csufresno.edu

**871. Poster: 1:00PM-1:50PM Board 2**

#### **Do Emotional Individuals Make Less Ethical Decisions?**

This study measured emotional intelligence (EI) and manipulated negative emotions (sadness and anger), assessing their influence on ethical decision making (EDM). Results showed that emotions did influence EDM, especially in the experimental condition involving the negative emotion of sadness. In addition, EI scores were used to explain the variance in making the correct ethical decision.

Raymond Doe, Lamar University

Matthew S. Castillo, Louisiana Tech University

Submitted by Raymond Doe, drayza@yahoo.com

**872. Poster: 1:00PM-1:50PM Board 3**

#### **Conforming to the Majority: Role of Social Influence in Sexual Harassment Punishment**

The effect of social influence on sexual harassment punishment was examined using a modified Asch (1956) conformity paradigm. High conformity rates were found for punishment selections by confederates that were too harsh or too lenient, implying that the responses of others may impact perceptions of sexual harassment and may explain inappropriate reactions to sexual harassment in the workplace.

David Gavin, Florida Southern College

Leilani Goodmon, Florida Southern College

Charlie Law, Florida Southern College

Submitted by Charlie Law, claw@flsouthern.edu

**873. Poster: 1:00PM-1:50PM Board 4**

#### **Regulatory Fit and a Selection Task: Examining Fit Sensitivity and Task Performance**

Regulatory fit theory purports that aligning goal pursuit strategy and regulatory focus leads to different behavior/thoughts than a mismatch. This

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study sought to examine these differences in terms of performance and fit sensitivity through a selection task. Results partially indicate, those in fit viewed applicant profiles differently depending on their state of fit or nonfit.

Jessica Gladfelter, Virginia Tech

Neil M. A. Hauenstein, Virginia Tech

Submitted by Jessica Gladfelter, jag92@vt.edu

**874. Poster: 1:00PM-1:50PM Board 5**

#### **Measuring Achievement Striving via a Situational Judgment Test**

Authors contribute to personality and situational judgment test (SJT) research by using an SJT to measure workplace achievement striving in a highly contextualized manner. The SJT showed convergent validity with other measures of achievement striving and incremental criterion-related validity for technical job performance and citizenship behavior.

Juliya Golubovich, Indeed

Christopher J. Lake, Kansas State University

Cristina Anguiano-Carrasco, ACT

Jacob Seybert, Imbellus

Submitted by Juliya Golubovich, jgolubovich@gmail.com

**875. Poster: 1:00PM-1:50PM Board 6**

#### **Decoy Effects Improve Diversity Hiring**

Shifts in decision makers' preferences when an irrelevant third option is presented (often called decoy effects) have been observed in prior selection research. Decoy effects are explored in diversity hiring scenarios with 3 competing organizational goals. Results indicate that diverse candidates are more likely to receive offers when more than 1 diversity candidate is considered.

Nathan R. Kuncel, University of Minnesota

Jeffrey A. Dahlke, University of Minnesota

Submitted by Jeffrey A. Dahlke, dahlk068@umn.edu

**876. Poster: 1:00PM-1:50PM Board 7**

#### **Heuristic or Analytic? Styles of Goal Choice Over Time**

Most studies on multiple goal pursuit assume that individuals use analytic strategy when making decisions. This study proposed a multiple-goal pursuit model with 2-stage decision mechanism. Authors tested 9 variant models in an experiment study and found that individuals tended to switch from a more heuristic to more analytic strategy over time.

Xiaofei Li, University of Minnesota

Jeffrey B. Vancouver, Ohio University

Submitted by Xiaofei Li, lixiaofei0724@gmail.com

**877. Poster: 1:00PM-1:50PM Board 8**

#### **The Ethics of Supervisors' I-Deal Secrecy Versus I-Deal Transparency Decisions**

Using quantitative and qualitative data, authors performed an ethical analysis of 1,530 i-deal secrecy versus transparency decisions made by 264 supervisors, challenging i-deal scholars' unequivocally negative assumptions about secrecy. Findings indicate that both secrecy and transparency can in fact be ethical decisions, backed by principles from the traditions of utilitarianism and deontology.

Emma Raets, KU Leuven

Sophie De Winne, KU Leuven

Elise Marescaux KU Leuven

Nicky Dries, KU Leuven

Submitted by Nicky Dries, nicky.dries@econ.kuleuven.be

**878. Poster: 1:00PM-1:50PM Board 9**

#### **Predicting Cooperative Decision Making in Workplaces: Person-Situation Interactions**

Interactions between personality, context, and behavior were examined in a cooperative decision making task. Results showed that affective commitment mediates the relationship between organizational context and decision making behavior. Personality variables did not moderate this relationship. However, Machiavellianism and altruism were significant predictors of affective commitment.

Elizabeth A. Ritterbush, DDI

Adam M. Smith, Auburn University

Rachel Whitman, Auburn University

Daniel J. Svyantek, Auburn University

Submitted by Adam M. Smith, a.smith.mercer@gmail.com



**879. Poster: 1:00PM-1:50PM****Board 10****Expanding Our Understanding of Antiscience Attitudes Into the Workplace**

This theory paper integrates multidisciplinary research regarding anti-science attitudes. First, authors outline a nomological net and describe measurement tools. They then explain potential motivations for folding unscientific views and propose workplace outcomes. Finally, an appeal to redefine the construct of antiscience, informed by interviews with people holding antiscience views, is laid out.

Shane Sizemore, Central Michigan University  
 Kimberly E. O'Brien, Central Michigan University  
 Michael Grossenbacher, Wonderlic, Inc

Submitted by Kimberly E. O'Brien, obrie1ke@cmich.edu

**880. Poster: 1:00PM-1:50PM****Board 11****Hands Up, Don't Shoot: Decision Factors Underlying the Use of Deadly Force**

Authors examined cognitive processes underlying police workplace decision making under stress. Participants demonstrated higher shoot rates for Black than White figures and for threatening versus nonthreatening figures. Time pressure and individual differences (e.g., risk taking and racial bias) did not impact shoot rates. Future training programs should improve threat identification under stress.

Julia K. Willis, Auburn University  
 Ana M. Franco-Watkins, Auburn University  
 Submitted by Julia K. Willis, jkw0034@auburn.edu

**881. Poster: 1:00PM-1:50PM****Board 12****To Voice or Not to Voice? Anticipated Regret Mediates Risk and Employee Voice**

It is critical to examine factors that inhibit employee voice in organizations. This study examined the influence of risk and anticipated regret on the decision calculation to engage in employee voice. Anticipated regret was found to mediate the relationship between risk and intent to engage in voice.

Taylor Willits, Auburn University  
 Ana M. Franco-Watkins, Auburn University  
 Submitted by Taylor Willits, tzw0043@auburn.edu

**882. Poster: 1:00PM-1:50PM****Board 13****Pushing the Limits of Judgmental Consistency: Random Weighting Versus Expert Judgment**

Expert judgment may be outperformed by algorithmic methods of judgment due to inconsistency in combining information. To test this, expert judgment in individual employment assessments are compared to random-but-consistent and completely random weighting. On average, the validity of expert judgment approximates completely random and outperformed by random-but-consistent weights.

Martin C. Yu, HumRRO  
 Nathan R. Kuncel, University of Minnesota  
 Submitted by Martin C. Yu, myu@humro.org

**883. Poster: 1:00PM-1:50PM****Board 14****Easing Stress by Helping Others: How Corporate Volunteerism Impact Stress and Job Sat**

Authors examined relationships among CSR (volunteerism), job satisfaction, and stress of surveys from 178 MTurk participants. Job satisfaction had a significant positive relationship with volunteerism and stress, but volunteerism and stress weren't significantly related. Findings provide valuable insight into these relationships, and important implications for practitioners are also discussed.

Catherine S. Daus, Southern Illinois University-Edwardsville  
 Kevin Ponder, Spire  
 Submitted by Catherine S. Daus, cdaus@siue.edu

**884. Poster: 1:00PM-1:50PM****Board 15****Sustaining Good Samaritans: Evaluating Volunteerism After Crisis In the aftermath of Hurricane Harvey, it is critical to revisit prevention and response following crises. Authors propose a model of volunteerism and test several hypothesized factors influencing sustainment thereof.**

A longitudinal, self-report study found that motivation, meaning making, agreeableness, and perceptions of organizational management significantly differentiated volunteer behaviors.

Julie V. Dinh, Rice University  
 Denise L. Reyes, Rice University  
 William Landon, BakerRipley  
 Lauren Duplessis, BakerRipley  
 Eduardo Salas, Rice University  
 Submitted by Julie V. Dinh, julie.dinh@rice.edu

**885. Poster: 1:00PM-1:50PM****Board 16****CSR Perceptions and Job Crafting via Prosocial Motivation: From a Job Design View**

This session explored the effect of CSR perceptions on job crafting via prosocial motivation with helping and volunteering behavior as moderators. Two-wave, multisource survey data confirmed a full mediation model ( $b = .075$ , 95% CI [.017, .143]), reinforced by helping behavior ( $b = .216$ , 95% CI [.054, .477]) or when both helping and volunteering behavior were high ( $b = .080$ , 95% CI [.019, .173]).

Sang-Hoon Lee, University of Illinois at Urbana-Champaign  
 Yuhyung Shin, Hanyang University  
 Wonmoo Hur, Inha University  
 Submitted by Sang-Hoon Lee, shl8@illinois.edu

**886. Poster: 1:00PM-1:50PM****Board 17****Predicting Pro/Antisocial Acts From Proactive Personality, Felt Responsibility**

In a sample of workers at a company with an active corporate social responsibility (CSR) program, authors examined the relationship between proactive personality, feelings of responsibility, and CSR perceptions on several pro- and antisocial behaviors.

Drew B. Mallory, KU Leuven  
 Deborah E. Rupp, Purdue University  
 Louis Tay, Purdue University  
 Submitted by Drew B. Mallory, drew.mallory@kuleuven.be

**887. Poster: 1:00PM-1:50PM****Board 18****Individual Differences, Work Demands, and Workplace Eco-Driving Behaviors**

This study evaluates the influence of conscientiousness and proactivity on eco-driving behaviors and the moderating effects of role overload, workload, and motivation in the context of a workplace eco-driving intervention. Workload and role overload moderated the effect of personality on eco-driving behaviors at T2 (2 months). Motivation moderated the effects of personality at T3 (6 months).

Timothy Oxendahl, Portland State University  
 Grant Brady, Portland State University  
 Donald M. Truxillo, University of Limerick  
 Talya N. Bauer, Portland State University  
 Submitted by Timothy Oxendahl, oxendahl@pdx.edu

**888. Poster: 1:00PM-1:50PM****Board 19****The Personality of Social Entrepreneurs: Do Personality Traits Affect Career Choice?**

This study looks at basic personality traits (social and motivational) to determine if trait differences exist between social entrepreneurs and traditional entrepreneurs, and their career choices. SEs scored significantly higher than TE on scores of empathy, societal moral obligation, self-efficacy, perceived social support, and extraversion.

Hydie Pavick, Udemy  
 Jeana Herring, San Francisco State University  
 Denise Kleinrichert, San Francisco State University  
 Kevin J. Eschleman, San Francisco State University  
 Submitted by Hydie Pavick, hyddee@gmail.com

**889. Poster: 1:00PM-1:50PM****Board 20****Comparing Environmental Initiatives of German and French Companies**  

Environmental initiatives of companies in France and Germany were compared. Organizational environmental initiatives are much strongly related with organizational financial performance among Germany than

in France. German organizations appear to be more successful at embedding their environmental initiatives into their core competencies and leveraging sustainability for financial gains.

Jing Yuan Tian, University of Minnesota-Twin Cities

Deniz S. Ones, University of Minnesota

Submitted by Jing Yuan Tian, tianx188@umn.edu

890. Poster: 1:00PM-1:50PM

Board 21

#### Reducing the Influence of Constraints on Volunteers' Word of Mouth Communications

This study utilized examined organizational constraints and burnout as a predictor of volunteers' word of mouth communication valence, as well as a potential moderator. Satisfaction with volunteer contribution was found to moderate the indirect relationship between organizational constraints and word-of-mouth valence through burnout at the second stage.

Sheridan B. Trent, University of Nebraska at Omaha

Joseph A. Allen, University of Nebraska at Omaha

Submitted by Sheridan B. Trent, strent@unomaha.edu

891. Poster: 1:00PM-1:50PM

Board 22

#### Robust Importance and Personality Predictors of Ethical Behavior Across the Workforce

The organizational literature takes for granted the broad importance of ethical behavior in the workforce. Authors examined job analysis results for 563 organizations from across the globe to provide empirical evidence of the robust criticality of ethics. They then meta-analyzed local validation studies to identify general personality-based predictors of important ethical behaviors.

Chase Winterberg, University of Tulsa

Kimberly S. Nei, Hogan Assessment Systems

Submitted by Chase Winterberg, caw540@utulsa.edu

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892. Poster: 1:00PM-1:50PM

Board 23

#### When Does CSR Lead to Employee Prosocial Behavior? An Integrative Framework

Authors examined the mechanism system between CSR and employee prosocial behavior with multilevel data. Within integrative framework, findings provided 3 mediating roles: employee organizational identification (95% CI = .0036, .0643), team prosocial motivation (95% CI = .0355, .3152), and servant leadership (95% CI = .1290, .5684).

Ning Xiao, Australian National University

Giles Hirst, Australian National University

Submitted by Ning Xiao, ning.xiao@anu.edu.au

893. Poster: 1:00PM-1:50PM

Board 24

#### The Influence of Living a Calling on OFTP via Perceived Job Fit and Work Meaning

Authors explored the relationship between living a career calling and occupational future time perspective (OFTP), and the mediating effects of work meaning and perceived job fit. Results indicated that both variables independently mediate the calling-OFTP relationship. When tested in a joint model however, work meaning was the sole significant mediator of the calling-OFTP relationship.

Kemol J. Anderson, Colorado State University

Jeanette N. Cleveland, Colorado State University

Lyric Wellborn Fortson, Colorado State University

Submitted by Kemol J. Anderson, kander12@colostate.edu

894. Poster: 1:00PM-1:50PM

Board 25

#### We Build Then We Break: Sexual Trauma's Impact on Commitment in the U.S. Military

This study provides an introductory-level, theoretical perspective of the U.S. military's struggle with military sexual trauma (MST) and its impact on organizational commitment (OC). Through an overview of current OC literature, this study examines how high OC built and maintained by the military could buffer against the negative impacts of MST depending on the military's subsequent response.

Stephanie E.V. Brown, Texas A&M University

Samantha C. January, Texas A&M University

Submitted by Stephanie E.V. Brown, stephanieevbrown@tamu.edu

895. Poster: 1:00PM-1:50PM

Board 26

#### Effects of Turnover Contagion and Organizational Processes on Collective Turnover

Authors examine how turnover spreads within occupational levels (i.e., managers, employees) and structural factors that precipitate continued turnover. Using longitudinal data from 13-quarters, turnover did not seem to spread within levels. Rather, vacancy rate predicted employee turnover rates, whereas span of control predicted managerial turnover rates.

David G. Kraichy, University of Saskatchewan

Joseph A. Schmidt, University of Saskatchewan

Submitted by David G. Kraichy, kraichy@edwards.usask.ca

896. Poster: 1:00PM-1:50PM

Board 27

#### Investigating the Relationship Between Relational Authenticity and Intention to Leave

Across 2 studies (n = 852), authors examined the relationship between relational authenticity (how true to oneself a person is in their work relationships) and intentions to leave. Results indicate overall support for relational authenticity's negative relationship with intentions to leave, with job satisfaction moderating this relationship.

Kathryn K. Ostermeier, Bryant University

Michele N. Medina, Mississippi State University

Kerri M. Camp, University of Texas at Tyler

Submitted by Michele N. Medina, michele.medina@msstate.edu

897. Poster: 1:00PM-1:50PM

Board 28

#### Challenges and Benefits for Healthcare Professionals Providing Rural Cancer Care

This study identifies challenges and benefits of providing healthcare in a rural setting. Specifically, the impact of dealing with rural patient difficulties are considered in relation to the positive and negative aspects of working as a rural healthcare professional. Opportunities for future research are identified. Findings are critical for retention of rural healthcare professionals.

Clair A. Reynolds Kueny, Missouri University of Science & Technology

Debarati Majumdar, Missouri University of Science & Technology

Sumble Nathainail, Missouri University of Science & Technology

Submitted by Clair A. Reynolds Kueny, kuenyc@mst.edu

898. Poster: 1:00PM-1:50PM

Board 29

#### Are People Embedded Differently? A Person-Centered Approach to Embeddedness.

Embeddedness refers to a web of influences that encourages employees to stay at their jobs and negatively predicts employee withdrawal. Taking a person-centered perspective on embeddedness using latent profile analysis, 4 embeddedness profiles across 2 samples are identified, and authors investigate whether these 4 profiles vary in terms of turnover intentions, job search, and turnover behaviors.

James Rigby, University of Houston

Caitlin M Porter, University of Houston

Krisanne Graves, Texas Children's Hospital

Mary Gordon, Texas Children's Hospital

Submitted by James Rigby, jimmyrigby94@gmail.com

899. Poster: 1:00PM-1:50PM

Board 30

#### Climate Scientist Stress: The Role of Interpersonal Conflict

This study examined the effects of interpersonal conflict at work in climate scientists (N = 50) in relation to job outcomes. Using the Emotion-Centered Model of Job Stress as a framework, job-related negative affect mediated the relationship between conflict and turnover intentions. Further, psychological capital was found to be a nonsignificant buffer. Implications and limitations are discussed.

Alexander Snihur, Florida International University

Julie J. Lanz, University of Nebraska-Kearney

Submitted by Alexander Snihur, asnih002@fiu.edu

900. Poster: 1:00PM-1:50PM

Board 31

#### Comparative Utility of Workplace Commitment Measures in Predicting Turnover

A 7-month study of 3 commitment measures predicting voluntary and involuntary turnover among 405 employees of 2 companies (customer



service and health care workers) found that an attachment question outperformed the Klein unitary commitment and the Meyer and Allen affective, normative, and continuance commitment scales, questioning the utility of these more complex measures.

Robert J. Vance, Vance & Renz, LLC

Thomas E. Becker, University of South Florida Sarasota-Manatee

Stephen Jaros, Southern University

Submitted by Robert J. Vance, bob@vancerenz.com

901. Poster: 1:00PM-1:50PM

Board 32

### Understanding When Overqualified Employees Engage in Job Searching Behaviors

This manuscript proposes and finds that overqualified employees having greater intentions to leave engage in external job searching behavior, especially for those who perceive ease of movement and with high proactive personality. Furthermore, such employees engage in internal job searching behavior, especially for those who perceive ease of movement and fit with their organization.

I-Heng Wu, University of Iowa

Nai-Wen Chi, National Sun Yat-sen University, Taiwan

Submitted by I-Heng Wu, i-heng-wu@uiowa.edu

902. Panel Discussion: 1:30PM-2:20PM

Chesapeake 1-3

### Context-Driven Performance Management

This session will highlight performance management transformation in 3 marquee companies that used different approaches to building value into their PM practices, based on their unique context and goals. The session will show the importance of designing PM practices for the specific situation versus using best practices designed by others.

Mariangela Battista, IGT, *Chair*

Elaine D. Pulakos, PDRI, *Co-Chair*

Harris Ginsberg, PYXERA Global, *Panelist*

Christopher P. Mason, Patagonia, *Panelist*

Andrew R. Pirruccello, Toyota Motor North America, *Panelist*

Submitted by Mariangela Battista, battistam@optonline.net

903. Symposium/Forum: 1:30PM-2:20PM

Chesapeake 4-6

### When Gossip Is Functional and When It Is Not? The Bright and Dark Sides of Gossip

Adding to extant research on the downsides of gossip, this symposium also intends to explore potential functions of gossip. Taking either gossipers' or others' perspective, each of the 4 papers theorizes how and when gossip is beneficial, also how and when it is detrimental. Overall, it is suggested that gossip could be functional and that both gossipers and others are important roles in gossip.

Huiwen Lian, University of Kentucky, *Chair*

Jie Li, The Hong Kong University of Science and Technology, *Co-Chair*

Jie Li, The Hong Kong University of Science and Technology, Huiwen Lian, University of Kentucky, *Does Gossip Enhance or Hurt Gossipers' Workplace Status?*

Lance Ferris, Michigan State University, Lindie H. Liang, Wilfrid Laurier University, Lisa M. Keeping, Lazaridis Wilfrid Laurier University, Samuel Hanig, University of Waterloo, *The Different Functions of Retaliation and Gossip Following Abusive Supervision*

Bianca Beersma, Vrije University, *How Gossip Shapes Group Functioning: Toward an Integrative Theoretical Framework*

Rui Zhong, University of British Columbia, *A Daily Investigation on Benefits of Gossiping About the Supervisor*

Rebecca J. Bennett, University of Central Florida, *Discussant*

Submitted by Huiwen Lian, h.lian@uky.edu

904. Symposium/Forum: 1:30PM-2:20PM

Chesapeake 7-9

### Context Matters: Incorporating Work Context Into Organizational Research and Practice

The ubiquitous existence work context is usually ignored or explained away in organizational research, limiting the practical impact our research can have on individuals that operate in their own unique work environments. This symposium presents recent advancements in the application of context to organizational research, with the goal of demonstrating new techniques and practical applications.

Jeff W. Johnson, SHL, *Chair*

Robert P. Tett, University of Tulsa, Nathan A. Hundley, Hogan Assessments,

*Using Situations to Structure Leadership and Management Competence*

Hanna E. Hlebasko, Central Michigan University, Neil Christiansen, Central Michigan University, Leann Schneider, Plum.io, *Interactive Effects of Personality and Organizational Culture on Employee Engagement*

Rustin D. Meyer, Pennsylvania State University, Katelyn England, Pennsylvania State University, Cristina Theriault, Susannah Leigh Ivory, Pennsylvania State University, Louis Boemerman, George Mason University, *Nonlinear Effects of Situational Strength and Personality Across Situational Content*

Jeff W. Johnson, SHL, *Doing the Impossible: Considering Multiple Contextual Constructs Simultaneously*

Submitted by Jeff W. Johnson, jeff.johnson@shl.com

905. Panel Discussion: 1:30PM-2:20PM

Chesapeake 10-12

### Computer-Based Test Security Protocols at the United States Secret Service

Interactive discussion detailing the collaborative efforts of Federal law enforcement test developers, information security professionals, and federal contractors to maintain online computer-based test security through the entire test development, hosting, and administration process.

Christopher Van Fultz, U.S. Secret Service, *Chair*

Tomeca Turner, United States Secret Service, *Panelist*

Lance E. Anderson, Human Resources Research Organization, *Panelist*

Deanna Leilani Hudella, Pearson VUE, *Panelist*

Delisa D. Walker-Hall, US Secret Service, *Panelist*

Alok Bhupatkar, U.S. Secret Service, *Panelist*

Submitted by Christopher Van Fultz, christopher.v.fultz@gmail.com

906. Symposium/Forum: 1:30PM-2:20PM

Chesapeake A-C

### Very Much More Than g: Further Evidence for the Importance of Specific Abilities

Heeding recent calls for renewed and reinvigorated research on intelligence in the workplace, this symposium presents 4 papers that help advance our understanding of the value of specific cognitive abilities for outcomes such as occupational selection and job performance. The importance of key specific abilities and differences in specific abilities (i.e., ability tilt) are highlighted.

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

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

Jonas W. B. Lang, Ghent University, Harrison J. Kell, Educational Testing

Service, *Toward Taxonomies of Essential Specific Abilities for Use in Organizational Research*

Christopher D. Nye, Michigan State University, Serena Wee, University of Western Australia, Jingjing Ma, Michigan State University, *Reexamining the Relationship Between Narrow Cognitive Abilities and Job Performance*

Harrison J. Kell, Educational Testing Service, *Tilt, Occupational Choice, and Creative Accomplishment: Beyond the Classic Prediction Model*

Anne E. Kato, The Graduate Center & Baruch College, CUNY, Charles A. Scherbaum, Baruch College, City University of New York, *Exploring the Relationship Between Cognitive Ability Tilt and Job Performance*

Submitted by Harrison J. Kell, harrison.kell@gmail.com

907. Panel Discussion: 1:30PM-2:20PM

Chesapeake D-F

### How to Spot an Ethical Leader: Perspectives on Defining Ethical Leadership

From extant research, it is clear that ethics plays an indispensable role in the success of today's organizational leaders. However, recent reviews have uncovered a lack of clarity in the ethical leadership construct space. This panel provides a platform to discuss the current state of ethical leadership research and to spark insight into promising future research directions.

Kira Foley, The George Washington University, *Co-Chair*

Stefanie Plemmons Shaughnessy, U.S. Army Research Institute, *Co-Chair*

Dr. Michael E Brown, Pennsylvania State University, *Panelist*

S. Bartholomew Craig, North Carolina State University, *Panelist*

Allister MacIntyre, Royal Military College of Canada, *Panelist*

Michael D. Mumford, University of Oklahoma, *Panelist*

Damian O'Keefe, Department of National Defence, *Panelist*

Submitted by Kira Foley, kirafoley@gwu.edu

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### 908. Symposium/Forum: 1:30PM-2:20PM Chesapeake G-I The Pros and Cons of Very Short Scales for Personnel Selection and Development

The demand for short and valid instruments continues to grow. This sessions will examine methods for creating and evaluating short scales, their potential benefits and drawbacks, and when and how they are most useful. Finally, limitations with current research in the area and future directions will be discussed.

Jeff Foster, PassKeys International, LLC, *Chair*

Dustin Wood, University of Alabama, Graham H. Lowman, University of Alabama, Tuscaloosa, Peter D. Harms, University of Alabama, *More Than OK: Positive Arguments for Single-Item Scales in Psychological Research*  
Austin Lee Nichols, University of Central Florida, Gregory Webster, University of Florida, *Designing Single-Item Measures: Why, When, and How?*

Michael Stowers, PSI Services LLC, Joseph D. Abraham, PSI Services LLC, *Maintaining Psychometric Rigor When Creating a Shortened Multimedia Assessment*

Jeff Foster, PassKeys International, LLC, *Using Single Items from Multiple Raters to Assess Personality*

Submitted by Jeff Foster, jfoster@passkeysint.com

### 909. Symposium/Forum: 1:30PM-2:20PM Chesapeake J-L The Road to Work: Understanding College-to-Career Transitions

All adult workers face the experience of school-to-work transition, yet our understanding of this process remains incomplete. The symposium addresses key topics relevant to the study of such transitions, including vocational fit, internship transitions, major-occupation relationships, and a discussion regarding the relevance of design science.

Fred Oswald, Rice University, *Chair*

Evan Mulfinger, Rice University, *Co-Chair*

Louma Ghandour, Rice University, Margaret E. Beier, Rice University, Michelle Hyun Ji Kim, Rice University, *Image Theory as a Model of Vocational Fit*  
Cynthia A. Hedricks, SkillSurvey, Inc., Disha D. Rupayana, SkillSurvey, Inc., Matthew Brink, National Association of Colleges and Employers, *Career Readiness: Feedback From Supervisors and Coworkers of College Interns*  
Evan Mulfinger, Rice University, Fred Oswald, Rice University, Becky Bobek, ACT, Inc., *An Empirical Approach to Identifying Meaningful Major-Occupation Linkages*

Alex Casillas, ACT, Inc., *Leveraging Design Science to Inform Education and Career Navigation Solutions*

Submitted by Evan Mulfinger, evan.mulfinger@gmail.com

### 910. Panel Discussion: 1:30PM-2:20PM Maryland 1-3 The Ripple Effect: Building I-O Capabilities in Nontechnical Audiences

Many HR functions are staffed with I-Os who leverage their expertise to develop talent strategies and processes. However, nontechnical employees are responsible for implementing these practices, which often require some degree of technical skill. This panel will bring together practitioners from diverse organizations to discuss how they develop technical capabilities in non-IO audiences.

Sarena Bhatia, Aon, *Chair*

Win T. Matsuda, University of Minnesota, *Co-Chair*

Kyle D. McNeal, Johnson & Johnson, *Panelist*

Brittany J. Marcus-Blank, General Mills, *Panelist*

Kate LaPort, Amazon, *Panelist*

Submitted by Kyle D. McNeal, kmcneal1@its.jnj.com

### 911. Symposium/Forum: 1:30PM-2:20PM Maryland 4-5 Anxious Job Applicants: Unravelling Nature, Effects, Implications of Job Interviews

Anxiety is a common experience during employment interviews and has notable consequences for both applicants and organizations alike. This symposium provides a comprehensive examination of the mechanisms and outcomes of job interview anxiety, as well as individual and organizational based strategies for managing anxious candidates.

Elora Voyles, Northern Illinois University, *Co-Chair*

Lisa Finkelstein, Northern Illinois University, *Co-Chair*

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Christopher J. Budnick, Southern Connecticut State University, Eden Anderson, Northern Illinois University, Alecia M. Santuzzi, Northern Illinois University, Angela Grippo, Northern Illinois University, Leslie Matuszewich, Northern Illinois University, *Social Anxiety and Nonverbal Feedback's Influence on Cortisol and Performance*

Leann Schneider, Plum.io, Deborah M. Powell, University of Guelph, Silvia Bonaccio, University of Ottawa, *Does Interview Anxiety Predict Job Performance?*

Elora Voyles, Northern Illinois University, Lisa Finkelstein, Northern Illinois University, *Do Anxious Applicants Become Lower Performing Employees?*

Julie M. McCarthy, University of Toronto, *Discussant*

Submitted by Elora Voyles, eloracv@gmail.com

### 912. Panel Discussion: 1:30PM-2:20PM Maryland A What Do You Mean We're Not Inclusive? Communicating D&I Strategy in Organizations

D&I is considered a sensitive topic, so communications regarding the manner can be easily misconstrued. The purpose of this panel is to provide an open dialogue about the challenges of communicating issues regarding D&I in organizations. Presenters will provide information about how to best engage in this difficult conversation while also describing advantages that effective D&I communication has.

Alice Wastag, Glint/Linkedin, *Chair*

Caitlyn Reich, Denison Consulting, *Co-Chair*

Michelle W. Mullins, Denison Consulting, *Co-Chair*

Leslie M. Golay, NuVasive, *Panelist*

Bahareh Soltani, Paradigm Strategy, *Panelist*

Ella Washington, *Panelist*

Submitted by Caitlyn Reich, ga5707@wayne.edu

### 913. Symposium/Forum: 1:30PM-2:20PM Maryland B Examining the Effectiveness of MFC Personality Assessments From Diverse Perspectives

Although modern psychometric developments have enabled the widespread use of MFC personality measures without ipsativity problems, many research questions still remain to be answered. This symposium brings together studies that examine the effectiveness of personality MFC assessments from 3 diverse perspectives. Practical implications and future directions are discussed.

Philseok Lee, George Mason University, *Chair*

Philseok Lee, George Mason University, Seang-Hwane (Sean) Joo, University of South Florida, Sunhee Lee, Chungnam National University, *Person-Centric Investigation of the Effectiveness of MFC Personality Measure*

Bo Zhang, University of Illinois Urbana-Champaign, Tianjun Sun, University of Illinois Urbana-Champaign, Fritz Drasgow, University of Illinois Urbana-Champaign, Oleksandr Chernyshenko, Nanyang Technological University, Christopher D.

Nye, Michigan State University, Stephen Stark, University of South Florida, Len White, Army Research Institute; Human Resource Tactics, *Though Forced, Still Valid: Equivalence Between FC Format and Single Statement Scale*

Amanda L. Young, Tilt 365, Adam W. Meade, North Carolina State University, *Can a Forced-Choice Measure of the Dark Triad Reduce Faking?*

Alan D. Mead, Talent Algorithms Inc, *Discussant*

Submitted by Philseok Lee, plee27@gmu.edu

### 914. Alternative Session Type with Presenters: 1:30PM-2:20PM Maryland C

#### Criterion Validation in the Real World

Internal and external consultants from 5 different organizations will share their advice and lessons learned for conducting sound and legally defensible criterion validation studies. A range of topics will be covered calling for panelist perspectives and audience participation throughout the session. This interactive panel discussion will utilize real-time polling to engage the audience.

Scott M. Reithel, APTMetrics, *Chair*

Jillian R. McLellan, APTMetrics, *Presenter*

Joshua P. Liff, HireVue, *Presenter*

James R. Longabaugh, IBM, *Presenter*

Robert F. McMahon, Jr., The Home Depot, *Presenter*

Niambi M. Powell, Ford Motor Company, *Presenter*

Submitted by Jillian R. McLellan, jrmc0619@gmail.com

**915. Alternative Session Type with Presenters:****1:30PM-2:20PM****Maryland D****Assessment Centers: Status of the Science and the Practice**

The assessment center method is ever evolving, but there are still unresolved practical questions lacking resolution through research. This session will begin with presenters sharing their take on the most pressing unresolved questions in an IGNITE introduction. The session will conclude with a panel discussion focused on practical design and implementation considerations.

Kristen L. Pryor, DCI Consulting, *Chair*Duncan J.R. Jackson, King's College London, *Presenter*Martin Kleinmann, University of Zurich, *Presenter*Hennie J. Kriek, TTS-Top Talent Solutions Inc. and UNISA, *Presenter*Charles E. Lance, Organizational Research & Development, *Presenter*

Submitted by Kristen L. Pryor, kristenpryor06@gmail.com

**916. Symposium/Forum: 1:30PM-2:20PM National Harbor 1****Blending the Boundaries Between Work and Home: New Research on Boundary Theory**

Research on the nature of boundaries between work life and home life continues to grow. This symposium features research on circumstances where boundaries are blended, blurred, or ambiguous, including flexible work arrangements, telecommuting, and daily commutes, and considers the psychosocial processes and outcomes that arise from such boundary conditions.

Christiane Spitzmueller, University of Houston, *Chair*Daniel J. Ingels, University of Houston, *Co-Chair*

Kimberly A. French, Georgia Institute of Technology, Tammy D. Allen, University of South Florida, Kate Kidwell, Georgia Institute of Technology, *Work-Family Conflict Risk and Boundary Characteristics: A Survival Analysis Approach*

Ethan Rothstein, The Graduate Center & Baruch College, CUNY, Jenna-Lyn R. Roman, Georgia Institute of Technology, Bradley E. Gray, The Graduate Center & Baruch College, CUNY, Stefanie Gisler, The Graduate Center & Baruch College, CUNY, *How Flexible Work Arrangements Can Negatively Impact Work-Life Outcomes*

Claire Elizabeth Smith, Bowling Green State University, Susannah Huang, Bowling Green State University, Clare L. Barratt, Bowling Green State University, *The What, Why, and Whom of Work-Family Conflict in Home-Based Teleworkers*

Daniel J. Ingels, University of Houston, Drake Van Egdom, University of Houston, Christiane Spitzmueller, University of Houston, Eugene Agboifo Ohu, Lagos Business School, Pan-Atlantic University, Nigeria, *Characteristics of the Daily Commute and its Impact on Recovery From Work Stress*

Submitted by Daniel J. Ingels, danielingels@danielingels.com

**917. Panel Discussion: 1:30PM-2:20PM National Harbor 2-3****Cultural Fit: Are We Just Trying to Predict Engagement?**

The purpose of this panel is to present data, best practices, and research to inform how (a) current selection practices incorporate the assessment of employee engagement, (b) employee engagement is currently being measured and applied in organizations, and (c) practitioners are making data driven decisions to select and ultimately improve overall employee engagement and performance.

Ben Porr, Harver, *Chair*Brad A. Chambers, Polaris Assessment Systems, Inc., *Panelist*Daniel Kuyumcu, Google, *Panelist*Robert E. Ployhart, University of South Carolina, *Panelist*William Shepherd, The Wendy's Company, *Panelist*

Submitted by Ben Porr, walter.porr@gmail.com

**918. IGNITE! Panel: 1:30PM-2:20PM National Harbor 10-11****Surviving Obstacles and the Imposter Syndrome in Graduate School**

Graduate school in I-O psychology can be challenging with unforeseen obstacles and the imposter syndrome hindering completion. This engaging IGNITE session will include successful graduates sharing their graduate school obstacles and the stories of how they overcame them. Authors aim to showcase the prevalence of the imposter syndrome and how to create social support systems to cope and survive.

Alaina C. Keim, Bellarmine University, *Chair*Julianne Brown, Deere & Co., *Presenter*Michael Austin Chitwood, Louisville Metro Government, *Presenter*David R. Earnest, Towson University, *Presenter*Kaci Grant, Louisville Metro Government, *Presenter*Chanda Simkin Murphy, Mindful in Memphis, *Presenter*Adriane M.F. Sanders, Austin Peay State University, *Presenter*

Submitted by Alaina C. Keim, courtkeim@gmail.com

**919. Panel Discussion: 1:30PM-2:20PM****Potomac 1-2****Strategic HRM Practices for High Performance Teamwork**

A mix of scientists and practitioners will discuss key challenges and opportunities involving high performance teamwork at the strategic level in modern organizations. Audience members will be invited to ask the panel of experts questions about recommended strategic HRM practices that can be leveraged from a systems perspective.

Thomas A. O'Neill, University of Calgary, *Co-Chair*Marissa L. Shuffler, Clemson University, *Co-Chair*Leslie A. DeChurch, Northwestern University, *Panelist*Katie Elder, Capital One, *Panelist*Evgeniya Pavlova Miller, Go Health Urgent Care, *Panelist*Eduardo Salas, Rice University, *Panelist*Donald Wiper, Greenville Health System, *Panelist*

Submitted by Thomas A. O'Neill, toneill7@gmail.com

**920. Alternative Session Type with Presenters:****1:30PM-2:20PM****Potomac 3-4****Whose World Is It Anyway? Life of a Female Practitioner With a Master's Versus PhD**

Six female panelists with a range of backgrounds come together to discuss the advantages and disadvantages they've experienced in their careers with their particular degrees. This unique alternative session will consist of a panel discussion and a speed dating style Q&A session that will be engaging and enjoyable for current students and young professionals.

Sertrice Grice, OrgVitality, *Chair*Caitlyn Foley, Global Skills Exchange, *Presenter*Jenna C. Hooley, IBM, *Presenter*Penny Koommoo-Welch, GSK (GlaxoSmithKline), *Presenter*Angela Lee, HumRRO, *Presenter*Jane Wu, IBM, *Presenter*

Submitted by Sertrice Grice, sertrice.grice@orgvitality.com

**921. Alternative Session Type with Presenters:****1:30PM-2:20PM****Potomac 5-6****Presentation + Mashup: Side Effects in I-O Psychology Research and Practice**

I-O psychologists rarely study or advertise the potential side effects or unintended negative consequences, of theories or interventions. How big of a problem is this? Following a review of historic and recent side effects in research and practice, audience members will be polled. Those holding different viewpoints will be sorted into "mashup" groups to discuss further.

Bradley E. Gray, The Graduate Center & Baruch College, CUNY, Kelsey E. Medeiros, University of Texas, Arlington, *Presentation + Mashup: Side Effects in I-O Psychology Research and Practice*

Logan L. Watts, Baruch College, CUNY, *Presenter*

Submitted by Logan L. Watts, loganlwatts@gmail.com

**922. Panel Discussion: 1:30PM-2:20PM****Potomac C****Messy Validation V: Practitioner Perspectives on Validating AI Selection Systems**

Artificial intelligence (AI) has been referred to as the "new electricity" and has made SIOP's Top 10 Workplace Trends 2018 list. This session brings together experienced I-O practitioners to explore a broad and introductory-level discussion of the hype, potential benefits, precautions, and considerations of validating and applying AI-powered selection systems. Audience questions are welcomed.

Brett M. Wells, Talent Plus, Inc., *Co-Chair*Kristina R. Barr, SHL, *Co-Chair*Anthony S. Boyce, Aon, *Panelist*



Christopher J. L. Cunningham, The University of Tennessee at Chattanooga/  
Logi-Serve, *Panelist*  
Dara Drescher, SHL, *Panelist*  
Steven Jarrett, Select International, *Panelist*  
David B. Schmidt, DDI, *Panelist*  
Submitted by Brett M. Wells, brwells@talentplus.com

### 923. Panel Discussion: 1:30PM-2:20PM Potomac D

#### Technology and the Future of I-O Psychology

There is great excitement globally about how technology continues to transform the workplace. This session will explore the ideas of I-O psychologists who are at the forefront of thinking about the role of technology and the field, and will include their speculations about what artificial intelligence, blockchain, Internet of things (IoT), and nanotechnology mean for I-O science and practice.

Matt Barney, LeaderAmp, Inc., *Chair*  
Alexis A. Fink, Facebook, *Panelist*  
David B. Peterson, PhD, Google, Inc., *Panelist*  
Tara S. Behrend, The George Washington University, *Panelist*  
Ken Lahti, SHL, *Panelist*  
Submitted by Matt Barney, matt@leaderamp.com

### 924. Debate: 3:00PM-4:20PM Chesapeake 1-3

#### Video Interviewing and Artificial Intelligence: To AI or Not to AI?

The combination of artificial intelligence (AI) with video interviewing technology is gaining momentum as more organizations begin to adopt it as part of their hiring practices. Although its use is growing, there are questions on the science and fairness of the algorithms behind the AI. This debate will explore the benefits and risks of implementing AI in the scoring of video interviews.

Andrea Valentine, Merck & Co., *Moderator*  
Anthony S. Boyce, Aon, *Presenter*  
Nathan J. Mondragon, HireVue, *Presenter*  
Christina M. Banister, Liberty Mutual Insurance, *Presenter*  
Daniel Karnovsky, Liberty Mutual Insurance, *Presenter*  
Submitted by Andrea Valentine, andrea.valentine@merck.com

### 925. Master Tutorial: 3:00PM-4:20PM Chesapeake 4-6

#### Cloud-Based Semiautomated Meta-Analytic Article Coding

Research fields double almost every 9 years, stressing traditional methods of meta-analysis. Here, HubMeta, an Open Science platform that accelerates article coding by an order of magnitude, is featured, making massive meta-analytic projects tractable. With built-in analysis, automated data extraction, and taxonomic software, this enables the next generation of meta-analytic publications.

Piers Steel, University of Calgary, *Presenter*  
Hadi Fariborzi, University of Calgary, *Presenter*  
Submitted by Piers Steel, piers.steel@haskayne.ucalgary.ca



### 926. Panel Discussion: 3:00PM-4:20PM Chesapeake 7-9

#### From the Editors: Discussing Publishing, the State of the Field, and the Future

I-O psychology is rooted in the scientist-practitioner model. Academic journals and journal editors play a key role in the promotion of scientific knowledge. Given their experience, six current and former editors of *Journal of Applied Psychology* and *Personnel Psychology* will discuss the publication process, the state of the field, and the future of I-O psychology.

Frederick P. Morgeson, Michigan State University, *Chair*  
Gilad Chen, University of Maryland, *Panelist*  
John R. Hollenbeck, Michigan State University, *Panelist*  
Maria Kraimer, Rutgers University, *Panelist*  
Ann Marie Ryan, Michigan State University, *Panelist*  
Sheldon Zedeck, University of California-Berkeley, *Panelist*  
Submitted by Frederick P. Morgeson, fred@morgeson.com

### 927. Symposium/Forum: 3:00PM-3:50PM Chesapeake A-C

#### Advances in Measuring Gender Bias

Existing self-report sexism scales measure explicit gender bias attitudes with items written from a male perspective. Furthermore, gender biases

in the workplace have evolved to more subtle forms of discrimination. This symposium addresses these challenges by presenting research on diverse and novel approaches to measuring gender bias, allowing for better understanding of its impact on women.

Neil M. A. Hauenstein, Virginia Tech, *Chair*  
Tri Pham, Southern Illinois University Edwardsville, Lauren Philips, Southern Illinois University Edwardsville, Joel T. Nadler, Southern Illinois University Edwardsville, *Eye Tracking as a Predictor of Sexist Attitudes and Subsequent Behaviors*  
Elsheba K. Abraham, Virginia Tech, Manasia Sturdivant, Virginia Tech, Jessica Gladfelter, Virginia Tech, Neil M. A. Hauenstein, Virginia Tech, *Using SJT to Measure Gender Privilege Through Microaggressions*  
Joshua Elmore, Columbia University, Caryn J. Block, Columbia University, Alex Bowers, Columbia University, Kuheli Dutt, Columbia University, *A Structural Topic Model Approach to Exploring Gender Bias in Letters of Recommendation*  
Kim Wilson, U.S. Customs and Border Protection, Adrian Thomas, Roosevelt University, *Development and Validation of the Perceived/Experienced Sexism Scale (PESS)*

Submitted by Elsheba K. Abraham, elsheba.ab@gmail.com

### 928. Alternative Session Type with Presenters:

3:00PM-3:50PM

Chesapeake D-F

#### Going Alternative on Agile

Grounded in a practical overview of agile transformation, this alternative session will focus on engaging an audience around 3 focal questions related to agile transformation. The goal of the session is to explore perspectives and develop a practitioner focused set of best practices related to agile transformation.

Marinus van Driel, Aon, *Chair*  
Chad C. Parson, Aon, *Presenter*  
Jason Strand, Galvanize Inc., *Presenter*  
Mina Morris, Aon, *Presenter*

Submitted by Marinus van Driel, marinus.van.driel@aon.com

### 929. Symposium/Forum: 3:00PM-4:20PM Chesapeake G-I

#### Beyond The Binary: Extending I-O Research for Trans and Nonbinary Workers

This intermediate-level symposium extends I-O research for transgender and gender nonbinary workers. Four studies highlight a theoretical framework to better understand workplace issues for nonbinary people, a qualitative investigation of nonbinary workers' experiences, discriminatory perceptions of nonbinary and trans workers, and work-family issues for trans people.

Ann H. Huffman, Northern Arizona University, *Chair*  
Nicholas A. Smith, Quinnipiac University, *Co-Chair*  
Shovna Tripathy, University of Memphis, Kristen P. Jones, University of Memphis, *Beyond the Binary: Building Understanding of Gender-Nonbinary Employees' Experiences*

Kelly Hamilton, Portland State University, Larry R. Martinez, Portland State University, *Just Pick One: Gender Prescriptions and Restrictions for Nonbinary Employees*

Vaughn E. Smith, Texas A&M, Kelly Dray, Texas A&M University, Isaac E. Sabat, Texas A&M University, Cassidy Thomson, Texas A&M University, *Beyond the Gender Binary: Workplace Perceptions of Nonbinary and Transgender Employees*

Ann H. Huffman, Northern Arizona University, Russell A. Matthews, University of Alabama, *Work-Family Conflict of Transgender Employees*  
Nicholas P. Salter, Ramapo College of New Jersey, *Discussant*

Submitted by Nicholas A. Smith, nicholas.smith.psu@gmail.com

### 930. Symposium/Forum: 3:00PM-4:20PM Chesapeake J-L

#### What Do You Do? Determinants of Job Choice and Career Trajectories

Sparse research has explored the determinants of career trajectories over time. This symposium investigates how individual factors such as interest, personality, intelligence, and academic performance influence career trajectories from degree outcomes to future job related outcomes.

Margaret E. Beier, Rice University, *Chair*  
Michelle Hyun Ji Kim, Rice University, *Co-Chair*  
Lauren A. Collier-Spruel, Michigan State University, Christopher D. Nye, Michigan State University, Brent Donnellan, Michigan State University, *Postcollege Job Offers: The Role of Individual Differences and Academic Performance*



Michelle Hyun Ji Kim, Rice University, Ashley Rittmayer Hanks, Infor, Margaret E. Beier, Rice University, **How Vocational Interest Influence Career Trajectory in Eleven-Year Longitudinal Study**  
 Kevin Hoff, University of Illinois at Urbana-Champaign, Sif Einarsdottir, University of Iceland, Chu Chu, University of Illinois at Urbana-Champaign, Daniel Briley, University of Illinois, James Rounds, University of Illinois at Urbana-Champaign, **The Twelve-Year Predictive Validity of Interests, Personality, and Intelligence**  
 Rong Su, University of Iowa, Tippie College of Business, *Discussant*  
 Submitted by Michelle Hyun Ji Kim, mhh7@rice.edu

**931. Panel Discussion: 3:00PM-4:20PM Maryland 1-3**  
**Advancing the Field of Coaching Through Supporting Ongoing Coach Self-Development**

Coaching has increasingly become central to facilitating the development of leaders. Leadership development is rich with theory and resources to develop leaders at all levels of organizations, and yet far less attention is given to ongoing development of coaches than the leaders coaches support. This panel discussion will focus on how to foster ongoing development and growth in coaches.

Kaeleen Drummey, Center for Leadership & Strategic Thinking, *Co-Chair*  
 Bruce J. Avolio, Foster Center for Leadership & Strategic Thinking, *Co-Chair*  
 Jeffrey J. McHenry, Rainier Leadership Solutions, *Panelist*  
 Carol Kauffman, PHD, ABPP, Harvard Medical School, *Panelist*  
 David B. Peterson, PhD, Google, Inc., *Panelist*  
 Suzanne J. Peterson, Arizona State University, *Panelist*  
 CodieAnn DeHaas, University of Washington,  
 Submitted by CodieAnn DeHaas, dehaasc@spu.edu

**932. Panel Discussion: 3:00PM-4:20PM Maryland 4-5**  
**What's Next for Turnover Research and Practice? Where We Are and Where We Should Go**

This panel discussion with 5 leading turnover experts seeks to identify the existing perspectives in turnover research that have reached a saturation point and nascent turnover phenomena in need of elaboration. They will also discuss differing methodological approaches for investigating these phenomena, as well as the most pressing issues for researchers to address for retention practice.

Caitlin M. Porter, University of Houston, *Chair*  
 David G. Allen, Texas Christian University, *Panelist*  
 John P. Hausknecht, Cornell University, *Panelist*  
 Brooks C. Holtom, Georgetown University, *Panelist*  
 Carl P. Maertz, Jr., Saint Louis University, *Panelist*  
 Sang Eun Woo, Purdue University, *Panelist*  
 Submitted by Caitlin M Porter, caitlinmporter@gmail.com

**933. Symposium/Forum: 3:00PM-4:20PM Maryland A**  
**Vetting With the Program: Examining Cybervetting Techniques for Applicant Screening**

Organizations are increasingly using social media websites to assess potential employees through a process called cybervetting. Thus, the purpose of this symposium is to discuss 4 studies highlighting important issues relevant to various stakeholders in the cybervetting process, including job seekers, cybervetting evaluators, and organizations.

Julia Hylton Whitaker, University of Texas at Arlington, *Co-Chair*  
 Amber N. Schroeder, University of Texas at Arlington, *Co-Chair*  
 Ryan Cook, Saint Mary's University, Nicolas Roulin, Saint Mary's University, Rachael Elizabeth Jones-Chick, Saint Mary's University, Kimberly O'Rourke, Saint Mary's University, **Applicant Attitudes Toward Employers' Use of Social Media Platforms in Selection**  
 Julia Hylton Whitaker, University of Texas at Arlington, Amber N. Schroeder, University of Texas at Arlington, Traci Bricka, University of Texas at Arlington, **For Vetter or for Worse: Examining Applicant Responses to Cybervetting**  
 Ioannis Nikolaou, Athens University of Economics & Business, Afroditi Gaitanarou, Athens University of Economics & Business, **The Role of Applicants' Negative Information on Social Media in Employee Selection**  
 Yalcin Acikgoz, Appalachian State University, Brian G. Whitaker, Appalachian State University, **Validity of Facebook as a Selection Instrument: Still No Evidence**  
 Gordon B. Schmidt, Indiana University Purdue University Fort Wayne, *Discussant*  
 Submitted by Amber N. Schroeder, amber.schroeder@uta.edu

**934. Symposium/Forum: 3:00PM-4:20PM Maryland B**  
**Tricky Tradeoffs: The Balancing Act of Science and Practice**  
 The science-practitioner model recognizes the unique contributions of research and application. However, in practice the realities and rapid pace the of business world can often seem at odds with scientific rigor. This symposium will highlight real world examples of how I-O psychologists have navigated making scientific tradeoffs and selling the value of science and I-O psychology.

Meredith R. Coats, Capital One, *Co-Chair*  
 Michael Litano, Capital One, *Co-Chair*  
 Meredith R. Coats, Capital One, Michael Litano, Capital One, *Tricky Tradeoffs: The Balancing Act of Science and Practice*  
 Christina Norris-Watts, Johnson & Johnson, *Science-Business Tradeoffs in Selection and Talent Assessment*  
 Shonna D. Waters, BetterUp, *Tricky Tradeoffs in Performance Management (PM)*  
 Paul Thoresen, Freelance, *Tradeoffs in Organizational Development*  
 Michael Litano, Capital One, **Good Science, Good Practice: Making Trade-Offs to Deliver Value With Employee Surveys**  
 Scott I. Tannenbaum, Group for Organizational Effectiveness, *Discussant*  
 Submitted by Meredith R. Coats, meredith.coats@capitalone.com

**935. Master Tutorial: 3:00PM-4:20PM Maryland C**  
**Implementing Deep Learning Models in I-O Research**

This tutorial provides an approachable introduction to Deep Learning and its application to I-O research. Attendees learn about various practical considerations and misconceptions when implementing Deep Learning models. Additionally, attendees gain first-hand experience with Deep Learning by applying a commonly used Deep Learning model to predict outcomes using real data.

Jorge Ivan Hernandez, Virginia Tech, *Presenter*

Submitted by Jorge Ivan Hernandez, ivanhernandez@vt.edu



**936. Symposium/Forum: 3:00PM-4:20PM Maryland D**  
**Women in STEM: Insights and Best Practices**

This session explores work experiences of women in STEM. Using mixed methods, 4 presentations examine cognitive consequences of experiencing workplace incivility, gender differences in experienced mistreatment for junior faculty STEM academics, linguistic differences in junior faculty tenure letters for men and women, and the use of computer-mediated technology to alleviate STEM barriers.

Mahima Saxena, Illinois Institute of Technology, *Chair*  
 Mahima Saxena, Illinois Institute of Technology, Sheng Zhang, Illinois Institute of Technology, **Cognitive Aftermath of Incivility: Rumination as Coping Strategy for Women in STEM**  
 Kelly Dray, Texas A&M University, Kathi N. Miner, Texas A&M University, Adrienne R. Carter-Sowell, Texas A&M University, **Gender, Chilly Climates, and Well-Being for Junior Faculty in STEM**  
 Joseph Regina, University of South Florida, Tammy D. Allen, University of South Florida, Michelle Hughes Miller, University of South Florida, Sujie Chen, University of South Florida, Kimberly A. French, Georgia Institute of Technology, Grisselle Centeno, University of South Florida, Eun Sook Kim, University of South Florida, **Gender and Word Choice in Tenure and Promotion Written Reviews**  
 Seterra D. Burleson, Old Dominion University, Whitney A. Tyler, Old Dominion University, Debra A. Major, Old Dominion University, **Women in STEM Workplaces and Computer-Mediated Communication: Obstacle or Advantage?**  
 Talya N. Bauer, Portland State University, *Discussant*  
 Submitted by Mahima Saxena, msaxena1@iit.edu

**937. Alternative Session Type with Presenters: 3:00PM-3:50PM National Harbor 1**  
**The Challenge of Being Inclusive in Polarizing Times: An Interactive Forum**

The goal of this interactive forum is to engage the audience in dialogues that identify the causes of polarization, its implications, and possible solutions. Four diversity and inclusion specialists who are both well-known scholars in this area and also experienced facilitators will engage participants in discussion and exploration of this important organizational and societal challenge.

Donna Chrobot-Mason, University of Cincinnati, *Presenter*

Bernardo M. Ferdman, Ferdman Consulting, *Presenter*  
 Belle Rose Ragins, University of Wisconsin-Milwaukee, *Presenter*  
 Ilene Wasserman, ICW Consulting Group, *Presenter*  
 Submitted by Donna Chrobot-Mason, donna.chrobot-mason@uc.edu

**938. Debate: 3:00PM-3:50PM National Harbor 2-3**  
**Candidates Want Feedback, What Should Organizations Do in the US and Globally?**

This debate will provide different perspectives on giving candidates feedback on their fit to the job for which they are applying and their performance in the selection process. Benefits, risks, and other consequences to providing candidates with such feedback will be discussed.

Kari Kleven, SHL, *Chair*  
 Jana L. Higdem, Korn Ferry, *Co-Chair*

Submitted by Kari Kleven, Kari.Kleven@shl.com

**939. Alternative Session Type with Presenters: 3:00PM-3:50PM National Harbor 10-11**  
**Roundtable Discussion: Gaps and Opportunities in Family Business Research**

Participants will engage in a discussion about gaps that exist in research on family businesses. Additionally, participants will discuss possible cross-pollination between family businesses and nonfamily business research and practice. What can be learned from research on family businesses that can be applied to nonfamily businesses, and vice versa?

Charlotte Wright, George Washington University, *Co-Chair*  
 David P. Costanza, George Washington University, *Co-Chair*  
 Grace Arnold, George Washington University, *Presenter*

Submitted by Charlotte Wright, wrightc@gwmail.gwu.edu

**940. Alternative Session Type with Presenters: 3:00PM-4:20PM Potomac 3-4**  
**Solving Big Problems With Small Data: The Value of User-Centered Design for I-O**

I-O psychologists have long recognized the value of "big data" when making decisions but overlook the value of "small data." This alternative session will introduce the value of user-centered design (UCD) principles ("Small Data") for improving HR solutions. The session will include an introduction to UCD, a prototyping exercise for the attendees, and a debrief with expert practitioners.

Thomas S. Skiba, DDI, *Presenter*  
 Joshua Bush, Proctor & Gamble, *Presenter*  
 Anuradha Ramesh, Google, *Presenter*  
 Mina Sipe, DDI, *Presenter*  
 Claire N. White, TIAA, *Presenter*

Submitted by Thomas S. Skiba, tomsskiba@gmail.com

**941. Panel Discussion: 3:00PM-4:20PM Potomac 5-6**  
**Culture Change, What Really Works: Tales and Triumphs From the Trenches**

There is plenty of research and "how-to" books on culture change, but what does the practical reality look like? Professionals representing diverse organizations, positions, and backgrounds will discuss the culture challenges their organizations face, how they are creating cultures that lead to results, and strategies to make those changes stick.

Marguerite Lazzarini, PDRI, an SHL Company, *Co-Chair*  
 Lauren L. Cole, PDRI, an SHL Company, *Co-Chair*  
 Derek Antelo, Responsive Auto Insurance, *Panelist*  
 Jason DePasquale, U.S. Citizenship and Immigration Services, Department of Homeland Security, *Panelist*  
 W. Robert Lewis, Pfizer Inc., *Panelist*  
 Shevon Talley, JetBlue Airways, *Panelist*

Submitted by Marguerite Lazzarini, rita.lazzarini@pdri.com

**942. Symposium/Forum: 3:00PM-4:20PM Potomac C**  
**Abusive Supervision at Work**

Four novel papers explore different research questions on abusive supervision, including (a) who reacts to poor performance with abusive supervision, (b) how subordinates' centrality influence abusive supervision, (c) how abusive supervision may influence supervisors' emotional well-being, and (d) the impact of supervisors' differential parental treatments on abusive behaviors.

Simon Restubog, University of Illinois at Urbana-Champaign, *Chair*  
 Wei Wang, University of Minnesota, *Co-Chair*

Christian Kiewitz, University of Dayton, Simon Restubog, University of Illinois at Urbana-Champaign, Patrick M. Garcia, Macquarie University, Paul Sweeney, University of Dayton, Mindy K. Shoss, University of Central Florida, *Who Reacts to Subordinates' Poor Job Performance With Abusive Supervision? Narcissists Do.*

Hee Man Park, Bennett J. Tepper, Ohio State University, *Social Benefits and Costs of Member Centrality in Intra-team Social Networks*  
 Wei Wang, University of Minnesota, *Emotional Well-Being of Abusive Supervisors: The Roles of Bad Barrels and Bad Temper*

Patrick M. Garcia, Macquarie University, Simon Restubog, University of Illinois at Urbana-Champaign, Daniel Skarlicki, University of British Columbia, David A. Jones, University of Vermont, *What About Me? Parental Differential Treatment and Abusive Supervision*

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

Submitted by Wei Wang, wang6299@umn.edu

**943. Panel Discussion: 3:00PM-3:50PM Potomac D**  
**Breaking Glass Barriers at Work: Advancing Women in Leadership Roles**

The paucity of women leaders progressing in organizations has been prevalent for decades and is a hot topic. In this session the challenges and barriers they confront when aspiring to progress will be explored using research and anecdotal evidence. The role of I-O psychologists to help women navigate these barriers will be discussed and practical strategies and recommendations will be proposed.

Ameetha Garbharran, expsy, *Chair*  
 Carina Fiedeldey-Van Dijk, ePsy Consultancy, *Panelist*  
 Brooke Owen, Brooke Owen Psychology Services, *Panelist*  
 Christine Corbet Boyce, Right Management, *Panelist*

Submitted by Ameetha Garbharran, ameetha@expsyt.com

**Poster Session (Appraisal/Emotion/Analysis/Testing): 3:00PM-3:50PM P. George's Exh. Hall D**

**944. Poster: 3:00PM-3:50PM Board 1**  
**Does the Format Matter? Job Task Survey Formats and Rating Quality**  
 Authors examined task rating quality across different job analysis survey formats: paper-and-pencil, electronic Excel format, and electronic radio button responses. All surveys were similar in terms of number and type of tasks, rating scales, survey purpose, and respondent recruitment. Results found higher instances of missing responses and lower retention rate for the radio button format.

Todd Baker, HumRRO  
 Submitted by Todd Baker, tbaker@humro.org

**945. Poster: 3:00PM-3:50PM Board 2**  
**Building a Competency Taxonomy: A Personality-Based Cluster Analytic Approach**  
 To understand the underlying structure of common workplace competencies, authors analyzed personality predictor-competency criterion validity coefficients using hierarchical clustering. A 2-level, 4-domain, and 8-sub-domain competency framework was uncovered. Uses and implications of such a competency framework are interpreted and discussed.

Brandon Ferrell, Hogan Assessment Systems  
 Kimberly S. Nei, Hogan Assessment Systems  
 Stephen Nichols, Hogan Assessment Systems  
 Submitted by Brandon Ferrell, bferrell@hoganassessments.com

**946. Poster: 3:00PM-3:50PM Board 3**  
**Cheaper, Faster, Higher Validity, and Lower d: How Did This Happen?!**  
 This agency uses a physical ability test to predict the physical performance of deputy sheriff trainees. The test included a 1.5-mile run (1.5M) that was labor intensive and time consuming. A criterion-related validation study was conducted to replace the 1.5M with a 20-meter shuttle-run test (20MST). Surprisingly, the 20MST demonstrated higher validity and less adverse impact than did the 1.5M.

MultiDisciplinary

MultiDisciplinary



Calvin C. Hoffman, Los Angeles County Sheriff's Department  
 James Hsiao, Los Angeles County Sheriff's Department  
 Carlos Valle, Los Angeles County Sheriff's Department  
 C. Chy Tashima, Los Angeles County Sheriff's Department  
 Christina M. Ramirez, Los Angeles County Sheriff's Department  
 Submitted by C. Chy Tashima, ctashim@lasd.org

947. Poster: 3:00PM-3:50PM

Board 4

**Estimating the Equivalence of Treadmill and On-Track Running Times**

This public safety agency uses a physical ability test battery, which includes a 1.5-mile run test, to screen candidates for deputy sheriff. Because it is not always feasible to administer the running test on a track, authors researched the possibility of using treadmills. They compared the performance of runners on track and on a treadmill and demonstrated the equivalence of the 2 running tests.

Calvin C. Hoffman, Los Angeles County Sheriff's Department  
 Christina M. Ramirez, Los Angeles County Sheriff's Department  
 C. Chy Tashima, Los Angeles County Sheriff's Department

Submitted by C. Chy Tashima, ctashim@lasd.org

948. Poster: 3:00PM-3:50PM

Board 5

**Revising a Physical Ability Test: A Simulation**

This agency used a physical ability test to predict the physical performance of trainees. The test included a 1.5-mile run test (1.5MRT) that was labor intensive and time consuming to administer. A simulation was conducted to evaluate replacing the 1.5MRT with a 300-meter run test. Unfortunately, the 300-meter run test demonstrated far more adverse impact against women than did the 1.5MRT.

Christina M. Ramirez, Los Angeles County Sheriff's Department  
 Calvin C. Hoffman, Los Angeles County Sheriff's Department  
 C. Chy Tashima, Los Angeles County Sheriff's Department

Submitted by C. Chy Tashima, ctashim@lasd.org

949. Poster: 3:00PM-3:50PM

Board 6

**When Do Employees Negotiate I-Deals? The Role of Individual Power Distance**

Employees are taking a more innovative and proactive approach to shaping their needs through idiosyncratic work arrangements (i-deals). However, not every employee engages in i-deal negotiation. This paper suggests that individual power distance plays a critical role in the ability of proactive personality to predict the propensity of employees toward i-deals.

Brooke A. Shaughnessy, LMU Munich

Submitted by Brooke A. Shaughnessy, gazdag@bwl.lmu.de

950. Poster: 3:00PM-3:50PM

Board 7

**Interaction Effect of Dispositional and Workplace Goals on Occupational Self-efficacy**

We investigated the combined role of dispositional and workplace goal orientation for occupational self-efficacy, by manipulating workplace goal orientation in a scenario study. Results indicated both dispositional and workplace learning goal orientations are associated with higher self-efficacy beliefs in employees. There was no significant interaction of the two types of goal orientation.

Leonie Theis, Julius-Maximilians-University Wuerzburg  
 Tanja Bipp, Julius Maximilian University Würzburg

Submitted by Tanja Bipp, tanja.bipp@uni-wuerzburg.de

951. Poster: 3:00PM-3:50PM

Board 8

**The Missing Factor in Scope of Practice Debates**

The purpose of this poster is to highlight how the scope of practice of professions are determined and how the overlap of tasks within professions affect scopes of practice decisions. Organizations like SIOP could offer advice to state governments and federal agencies in terms of what occupational activities should be restricted to licensed occupations with a defined scope of practice.

Nathalie Yerak, FSBPT  
 Ashley Ray, FSBPT  
 Cierra Everette, FSBPT

Submitted by Nathalie Yerak, natyerak@gmail.com

952. Poster: 3:00PM-3:50PM

Board 9

**Modeling the Relationship Among Performance Feedback, Affect, Cognition, and Goals**

This study was conducted to examine how performance feedback characteristics influence recipient justice perceptions, affect, motivation, and performance. A proposed process model was supported using structural equation modeling suggesting that positive (vs. negative), accurate (vs. inaccurate), and nominal (vs. relative) feedback affects recipients' cognitive and affective reactions.

Ann-Marie Castille, Nicholls State University  
 Mitzi Desselles, Louisiana Tech University

Submitted by Ann-Marie Castille, ar2636@gmail.com



953. Poster: 3:00PM-3:50PM

Board 10

**Can Supervisor-Perspective Ratings Substitute for Actual Supervisor Ratings?**

The purpose of this study is to meta-analytically determine the degree to which supervisor-perspective ratings (self-ratings from a supervisor's perspective) are a viable substitute for actual supervisor ratings. Meta-analysis demonstrates the supervisor-perspective approach is not generally effective in Western cultures and even makes the ratings worse in Eastern cultures.

Inchul Cho, McNeese State University  
 Stephanie C. Payne, Texas A&M University  
 Christopher M. Berry, Indiana University

Submitted by Inchul Cho, iccho83@gmail.com

954. Poster: 3:00PM-3:50PM

Board 11

**Examining Context in Feedback Seeking: Feedback Environment Reactions as a Mediator**

This study tests a model of feedback seeking, focusing specifically on the contextual effects of the feedback environment, individual-power distance, and feedback orientation. Using 438 employees from Peru, results indicate a conditional, mediational relationship whereby the feedback environment influences feedback-seeking behavior through employee reactions to this environment.

Marc Cubrich, University of Akron  
 Joelle D. Elicker, University of Akron  
 Rachel Gabel-Shemueli, University of the Pacific (Peru)  
 Mary Sully de Luque, Arizona State University

Submitted by Marc Cubrich, mmc140@zips.uakron.edu

955. Poster: 3:00PM-3:50PM

Board 12

**Attributions Link Performance to Changes in Feedback: A Policy Capturing Study**

Teachers (N = 148) participated in a policy capturing study to investigate how the provision of comfort- and strategy-oriented feedback covaried with various levels of observed student performance. Effort and ability attributions for performance mediated the relationship between level of observed performance and endorsement of strategy- and comfort-oriented feedback.

Ian M. Katz, Saint Louis University  
 Lauren D. Murphy, Saint Louis University  
 Cort W. Rudolph, Saint Louis University

Submitted by Ian M. Katz, katzim@slu.edu

956. Poster: 3:00PM-3:50PM

Board 13

**Relative Value of Positive and Negative Feedback for Work Engagement**

Authors examine the relationship of favorable (FF) and unfavorable feedback (UF) from supervisors and coworkers on work engagement (WE) of 179 adult workers. Results confirmed that higher levels of WE are related to higher levels of both FF and UF, and high UF is related to high WE more than receiving low UF. Findings contradict the "strengths" movement and are not due to common method bias.

Chioma Omeniho, Keiser University  
 David W. Bracken, Keiser University  
 Daniel Gerard John Kuchinka, Keiser University  
 Richard A. Mendelson, Keiser University

Submitted by David W. Bracken, dbracken@keiseruniversity.edu



**957. Poster: 3:00PM-3:50PM****Board 14****Performance Appraisal Rating Goals: Examining Rater Strategies and Goal Endorsement**

Previous research indicates that rater goals influence performance ratings, but the factors that influence goal endorsement remain unclear. This study investigated rater strategies in goal endorsement using a policy-capturing approach and found that goal endorsement varies within and between raters, and raters differ in their consideration of objective performance information.

Christine M. Overfors, Minnesota Management and Budget

James Kemp Ellington, Appalachian State University

Ronald S. Landis, Illinois Institute of Technology

Submitted by Christine M. Overfors, christine.overfors@state.mn.us

**958. Poster: 3:00PM-3:50PM****Board 15****A Social Information Processing Theory of Feedback Orientation**

A social information processing (SIP) model is developed that resolves disagreements in the feedback literature by clarifying how feedback environment perceptions, individual differences in feedback orientation, and feedback-seeking behavior interrelate. This model presents the first comprehensive account of how feedback orientation is developed and maintained.

Kajal Rajan Patel, The Graduate Center &amp; Baruch College, CUNY

Jason Dahling, The College of New Jersey

Submitted by Kajal Rajan Patel, patelk39@tcnj.edu

**959. Poster: 3:00PM-3:50PM****Board 16****Performance Appraisal Politics: Employee Reactions to Perceived Political Motives**

Supervisors use performance appraisals to nurture self-interests (rater-serving motives) or employees' interests (employee-serving motives). Employee perceived rater-serving motives hindered perceptions of procedural justice, whereas employee-serving motives enhanced such perceptions. Greater procedural justice increased perceived distributive justice, appraisal utility, and job satisfaction.

Kimberly T. Silva, University of Houston

Jordan E. Kirkland, Capital One

Kara Polk, University of Houston

Submitted by Kimberly T. Silva, kimtsilva@yahoo.com

**960. Poster: 3:00PM-3:50PM****Board 17****Explaining Intraorganizational Mobility: Does Job Embeddedness Apply?**

Through a survey of over 2,700 employees experiencing intraorganizational mobility or turnover, it was found that employees move within organizations due to fit, links, and sacrifice, but generation and gender play a part in understanding what may be driving these reasons. Understanding the reasons behind movement can ensure the health of an organization.

Allison Traylor, Rice University

Courtney L. Holladay, University of TX/MD Anderson Cancer Center

Jessica Logan, MD Anderson Cancer Center

Submitted by Allison Traylor, amt13@rice.edu

**961. Poster: 3:00PM-3:50PM****Board 18****Developing the Nomological Network of Emotional Labor: Exploring Noncompliance**

This paper explored emotional demands–abilities (EDA) fit, a new variable that focuses on the match between emotional demands and emotional abilities. Further, authors explored natural expression, an emotional labor strategy, and propose a new, 4-factor structure for emotional lab. Mediated models suggest that the effects of EDA fit on outcomes are transmitted through emotional labor.

Unber Ahmad, North Carolina State University

Amanda L. Young, Tilt 365

Samuel B. Pond, III, North Carolina State University

Submitted by Unber Ahmad, usahmad@ncsu.edu

**962. Poster: 3:00PM-3:50PM****Board 19****Development and Validation of Implicit Measures of Emotional Intelligence Attributes**

This research used Implicit Association Test (IAT) procedures to develop

implicit measures of emotional intelligence and investigate relationships with theoretically related explicit (self-report) measures in a sample of Amazon's Mechanical Turk workers. The results of confirmatory factor analyses of nested latent trait models provided evidence of convergent and discriminant validity

Ricardo Rashawn Brooks, SUNY Albany

Donald L. Fischer, Missouri State University

Submitted by Donald L. Fischer, donaldfischer@missouristate.edu

**963. Poster: 3:00PM-3:50PM****Board 20****The Role of Cognitive Distortions and Emotion Regulation in Leaders' Work Outcomes**

Authors examined the relationships between cognitive distortions, emotion regulation strategies, and work-related demands, resources, and outcomes. After accounting for job demands and job resources, the study found that a leader's ability to reappraise their thoughts may influence the extent to which their tendencies to experience cognitive distortions contribute to work-related burnout.

Katya Fernandez, Center for Creative Leadership

Cathleen Clerkin, Center for Creative Leadership

Marian N. Ruderman, Center for Creative Leadership

Margarida Truninger, Center for Creative Leadership

Submitted by Katya Fernandez, fernandezk@ccl.org

**964. Poster: 3:00PM-3:50PM****Board 21****From Social Burden to Support Elicitation Behaviors: Measuring a Social Phenomenon**

Social burden is a construct defined as behaviors by coworkers or managers that elicit social support. Prior research has shown that social burden leads to solely negative outcomes. This study finds that past results may be due to the construct's measurement. By refining its measurement, this study finds two types of social burden behaviors, one of which shows no negative outcomes.

Christopher M. Gallagher, Bowling Green State University

Clare L. Barratt, Bowling Green State University

Zach K. Traylor, Texas A&amp;M University

Submitted by Christopher M. Gallagher, christopher.gallagher@gmail.com

**965. Poster: 3:00PM-3:50PM****Board 22****A Dynamic, Self-Regulatory Examination of Emotions and Complex Task Learning**

A task-change paradigm and a complex computer task were used to test competing predictions of valence and activation perspectives on how emotions relate to skill acquisition and adaptation. Supporting the valence perspective, increases in positive and negative emotions in both acquisition and adaptation, regardless of activation, were linked to performance increases and decreases, respectively.

Ashley Jorgensen, University of Oklahoma

Eric A. Day, University of Oklahoma

Jonathan Huck, University of Oklahoma

Joseph A. Westlin, University of Oklahoma

Kelsey Richels, University of Oklahoma

Christopher Nguyen, University of Oklahoma

Submitted by Ashley Jorgensen, jorgensen@ou.edu

**966. Poster: 3:00PM-3:50PM****Board 23****Relating Proactive Personality and Affect Variability to Adaptive Task Performance**

This lab study involving a complex computer game and a task-change paradigm examined proactive personality and affect variability—spin and pulse—as noncognitive aspects of adaptability. Although proactive personality offered no incremental validity beyond the Big Five personality traits, affect spin and pulse were shown to uniquely but differentially undermine effort and adaptive performance.

Kelsey Richels, University of Oklahoma

Eric A. Day, University of Oklahoma

Ashley Jorgensen, University of Oklahoma

Jonathan Huck, University of Oklahoma

Joseph A. Westlin, University of Oklahoma

Submitted by Kelsey Richels, kelsey.a.richels@ou.edu

**967. Poster: 3:00PM-3:50PM****Board 24****Emotional Intelligence, Affective Forecasting, and Police Recruit Performance**

This study investigated the mediating role of affective forecasting accuracy in the relationship between Emotional Intelligence (EI) and police recruits' performance. Data were collected from 44 police recruits at the training academy of a large metropolitan police department to test the hypotheses.

Carol Mindy Wong, George Mason University

Lydia Craig, George Mason University

Jill Bradley-Geist, University of Colorado Colorado Springs

Seth A. Kaplan, George Mason University

Submitted by Carol Mindy Wong, cwong17@masonlive.gmu.edu

**968. Poster: 3:00PM-3:50PM****Board 25****Surface Acting and Sabotage to Customers: Moderating Roles of Social Exchange Quality**

Authors examined the relationship between employee surface acting and sabotage to customers with 2-wave, time-lagged data from 540 clinical nurses. Findings indicate emotional exhaustion mediated the positive relationship between surface acting and employee sabotage to customers, and CWX and LMX buffered the positive effects, respectively.

Hui Zhang, Huazhong University of Science &amp; Technology

Zhiqing E. Zhou, Baruch College, City University of New York

Submitted by Zhiqing E. Zhou, Zhiqing.Zhou@baruch.cuny.edu

**969. Poster: 3:00PM-3:50PM****Board 26****Winning Employment Misrepresentation Case**

Content analysis of 85 federal cases indicated that employers won more often in pre- rather than post-McKennon (McKennon v. Nashville Banner Publishing Company, 1995) cases where defendants conducted background checks and presented evidence of misrepresentation policy use. Also, defendants were more likely to win the more misrepresentations job applicants made.

Liubov G. Phillips, Hofstra University

Julia Levashina, Kent State University

Comila Shahani-Denning, Hofstra University

Submitted by Liubov G. Phillips, liubov.phillips@gmail.com

**970. Poster: 3:00PM-3:50PM****Board 27****Accommodating Invisible Illnesses and Disabilities in the Workplace**

In-depth interviews with several human resources professionals were conducted to learn about how about organizations provide reasonable accommodations in the workplace to employees who request them, how undue hardship is determined, and what major challenges employers face in addressing these issues as I-Os work to create a more accepting workplace climate and society.

Elizabeth Louise Simmons, Harrison Truck Centers

Russell Guay, University of Northern Iowa

Submitted by Russell Guay, rguay47564@aol.com

**971. Poster: 3:00PM-3:50PM****Board 28****Content Analysis of Adverse Impact Litigation in Selection and Promotion: 2010-2018**

Employment disputes cause organizations to incur enormous legal costs. Notwithstanding psychometric quality, it is useful to know which practices are more likely to be the subject of legal challenge. A content analysis of adverse impact litigation in the U.S. was conducted to assess the rate at which various selection and promotion procedures lead to legal action and the outcomes of such cases.

Chase Winterberg, University of Tulsa

Michael A. Tapia, Hogan Assessment Systems

Kirby Hockensmith, University of Tulsa

Heidi Rene Winterberg, OakTree Staffing &amp; Training

Submitted by Chase Winterberg, caw540@utulsa.edu

MultiDisciplinary

**972. Poster: 3:00PM-3:50PM****Board 29****Predicting Counterproductive Work Behaviors With an SJT Measuring Self-Control**

A situational judgment test (SJT) was developed using Bledow and Frese's (2009) model of a construct driven approach and tested in a

sample collected through Mechanical Turk. The SJT had statistically significant correlations with self-control and Conscientiousness. The SJT accounted for unique variance in counterproductive work behaviors over and above self-control and Conscientiousness.

Michael F. Brady, Wright State University

Suzanne Dean, Wright State University

Corey E. Miller, Wright State University

Submitted by Michael F. Brady, brady.53@wright.edu

**973. Poster: 3:00PM-3:50PM****Board 30****Impact of Expert Qualifications on Situational Judgment Test Scoring Keys**

Although subject matter experts (SMEs) are commonly used in scoring key development for situational judgment tests (SJTs), there has been limited research exploring the impact of SME qualifications on scoring keys. This paper examines SJT scoring key differences produced by 3 different expert groups that systematically differ in terms of their qualifications.

Jonathan F. Kochert, U.S. Army Research Institute

Michelle Martin-Raugh, Educational Testing Service

Submitted by Jonathan F. Kochert, jkochert@gmail.com

**974. Poster: 3:00PM-3:50PM****Board 31****Are Vocational Interests Susceptible to Faking?**

This study investigated the issue of faking on a vocational interest measure. Using an experimental design, participants were instructed to fake good, and scores were compared to an honest condition. Results showed that faking had only negligible effects on interest scores and the validity of the measure for predicting a range of academic outcomes.

Sergio Miguel Marquez, Michigan State University

Christopher D. Nye, Michigan State University

Serena Wee, University of Western Australia

Submitted by Sergio Miguel Marquez, Marquezs@msu.edu

**975. Poster: 3:00PM-3:50PM****Board 32****Using Personality to Predict Stress Tolerance in Sales Personnel**

Stress tolerance differs from person to person and is an important component of sales performance. Using synthetic meta-analyses of job components, authors investigated personality relationships with stress-related competencies rated important for performance. They provide practical implications and discuss areas for future research on personality's impact on how sales people handle job stress.

Michael A. Tapia, Hogan Assessment Systems

Matthew R. Lemming, Hogan Assessment Systems

Kimberly S. Nei, Hogan Assessment Systems

Karen M. Fuhrmeister, Hogan Assessment Systems

Submitted by Michael A. Tapia, michaelalbertotapia@gmail.com

**976. Poster: 3:00PM-3:50PM****Board 33****Multitasking as a Predictor of Performance in an Unmanned Aircraft Simulation**

Authors evaluated multitasking (MT) as a predictor of simulated unmanned aircraft vehicle (UAV) pilot performance (N = 368) based on a MT assessment requiring concurrent memorization, math, visual monitoring, and listening. Trainees were assessed on preflight mission planning, information recall during Lost Link conditions, and success in rescuing allies during a search and rescue mission.

John D. Trent, United States Air Force

Laura G. Barron, U.S. Air Force

Submitted by John D. Trent, john.trent.1@us.af.mil

**977. Special Event: 4:30PM-5:20PM****Potomac A/B****Closing Plenary**Scott Tonidandel, University of North Carolina-Charlotte, *Chair*Talya N. Bauer, Portland State University, *Presenter*Eden B. King, Rice University, *Presenter*

Submitted by Scott Tonidandel, scott.tonidandel@uncc.edu





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**Careers/Mentoring/Socialization/Onboarding/Retirement**

- 100 I'd Tell You, But Then I'd Have to... Peek Behind the Curtain of I-O Government Jobs, Potomac 1-2, 12:00PM  
 104 The Impact of E-Mentoring on the Attitudes of Information Technology Professionals, P. George's Exh. Hall D, 12:30PM  
 105 How Living a Calling Influences Employees' Work Continuity Intentions, P. George's Exh. Hall D, 12:30PM  
 106 Reexamining the Base Rate of Demand for HR Certifications in the United States, P. George's Exh. Hall D, 12:30PM  
 107 Two-Year Psychological and STEM Outcomes of a University STEM Summer Bridge Program, P. George's Exh. Hall D, 12:30PM  
 108 Protean Career Development and Ignatian Spirituality: Evidence for Age-Old Practice, P. George's Exh. Hall D, 12:30PM  
 109 Career Plateaus Threatening Well-Being: The Moderating Role of Core Self-Evaluations, P. George's Exh. Hall D, 12:30PM  
 110 Linking POS, Mentoring Motivation, and Mentoring: The Roles of OCB and Self-Efficacy, P. George's Exh. Hall D, 12:30PM  
 111 Mentoring, Stressors, and Strains: A Blind Spot, P. George's Exh. Hall D, 12:30PM  
 112 Grass Roots of Occupational Change: Understanding Mobility in Vocational Careers, P. George's Exh. Hall D, 12:30PM  
 113 The Role of Transfer in Newcomer Adjustment: Socialization Following Orientation, P. George's Exh. Hall D, 12:30PM  
 114 Stereotype Content and Trustworthiness During Professional Relationship Initiation, P. George's Exh. Hall D, 12:30PM  
 115 Calling and Job Engagement: The Roles of Occupational Commitment and Meaningful Work, P. George's Exh. Hall D, 12:30PM  
 116 Is This Job a POS? Mentoring, Perceived Organizational Support, and Turnover, P. George's Exh. Hall D, 12:30PM  
 117 Antecedents and Outcomes of Job Search Quality: A Longitudinal Study, P. George's Exh. Hall D, 12:30PM  
 118 Developing a Successful Aging at Work Scale, P. George's Exh. Hall D, 12:30PM  
 119 As I Say or as I Do? Mentors and Work-Life Balance, P. George's Exh. Hall D, 12:30PM  
 120 Latent State-Trait Models of Trust Propensity in Two Transitional Populations, P. George's Exh. Hall D, 12:30PM  
 121 Seeking Quality Mentors: Designing Programs to Increase Mentor Participation, P. George's Exh. Hall D, 12:30PM  
 122 Help-Seeking Logics Moderating the Effects of Newcomer Feedback Seeking Behavior, P. George's Exh. Hall D, 12:30PM  
 123 Mentor-Protégé Self-Disclosure and Career Attitudes, P. George's Exh. Hall D, 12:30PM  
 141 The SIOP 2019 Living History Series Presents: Benjamin Schneider, Chesapeake D-F, 1:30PM  
 273 Bored With Onboarding? Take New Hire Strategies Further Though Data, Maryland D, 5:00PM  
 306 Off-Label I-O: Alternative Career Paths With an I-O Background, National Harbor 1, 8:00AM  
 310 Career Transitions: Perspectives on How to Make the Leap, Potomac 3-4, 8:00AM  
 358 Being a Sole Practitioner Part 2: How the Journey Continues, National Harbor 2-3, 10:00AM  
 437 Practical Advice From Lone I-O Practitioners: A Focused Discussion, Maryland 1-3, 11:30AM  
 548 Challenges Faced by the Testing Industry: Current Trends and Looking Into the Future, Potomac 1-2, 3:00PM  
 589 SIOP Select: Becoming a SIOP Fellow—As a Practitioner, Chesapeake G-I, 4:00PM  
 642 Moving and Grooving: Promoting Internal Mobility Processes, Programs, and Results, Maryland 1-3, 5:00PM  
 643 Tales of Betrayal II: Insights From I-O Professionals With Nontraditional Careers, Maryland 4-6, 5:00PM  
 656 Recruiting and Retaining Veterans, Reservists, and Military Spouses: A Master Tutorial, Chesapeake 4-6, 8:00AM  
 717 Newcomer Socialization Programs: Cumulative, Experimental, and Longitudinal Evidence, Maryland 4-5, 10:00AM  
 799 Silicon Valley Is Swiping Right on I-Os, Chesapeake D-F, 11:30AM  
 815 Have Your Research Cake and Eat It, Too: Nontraditional Careers in I-O Psychology, Potomac D, 11:30AM  
 867 Networking at SIOP 101: Understanding the Basics, Potomac 5-6, 12:30PM  
 909 The Road to Work: Understanding College-to-Career Transitions, Chesapeake J-L, 1:30PM  
 930 What Do You Do? Determinants of Job Choice and Career Trajectories, Chesapeake J-L, 3:00PM

**Coaching/Leadership Development**

- 19 Leading Boundary-Spanning Employees: A Job Demands-Resources Perspective, P. George's Exh. Hall D, 10:30AM  
 20 RAD Managers: Managerial Coaching Behaviors and Work-Related Attitudes, P. George's Exh. Hall D, 10:30AM  
 21 Catalytic Leadership: How a President's Language Influences National Outcomes, P. George's Exh. Hall D, 10:30AM  
 22 A Multistudy Examination of Leadership Developmental Templates, P. George's Exh. Hall D, 10:30AM  
 23 Developing Millennials: Generational Differences Versus Developmental Stages, P. George's Exh. Hall D, 10:30AM  
 24 Leadership Development in Higher Education: A Meta-Analysis and Systematic Review, P. George's Exh. Hall D, 10:30AM  
 25 Leadership Coach Effectiveness as Fostering Self-Determined, Sustained Change, P. George's Exh. Hall D, 10:30AM  
 26 Using Natural Language Processing to Understand Leader Challenges, P. George's Exh. Hall D, 10:30AM  
 195 Using Developmental Assessments to Strengthen the Leadership Pipeline, Chesapeake D-F, 3:30PM  
 590 Challenges and Solutions in Selecting and Developing Junior Organizational Leaders, Chesapeake J-L, 4:00PM  
 650 Managers Matter: Driving Manager Effectiveness at Fortune 1000 Companies, National Harbor 10-11, 5:00PM  
 661 Leadership Coaching Curveballs: What Would You Do?, Chesapeake J-L, 8:00AM  
 795 How to Coach as an I-O Psychologist (and Whether You Should), Chesapeake 4-6, 11:30AM  
 848 Developing Internal Coaching Capability as a Strategic Talent Lever, Chesapeake 1-3, 12:30PM  
 931 Advancing the Field of Coaching Through Supporting Ongoing Coach Self-Development, Maryland 1-3, 3:00PM

**Consulting Practices/Ethical Issues**

- 14 Conducting Research in a Brave New World of Data Privacy and Transparency, Potomac 1-2, 10:30AM  
 027 Antecedents of Professional Misconduct: Situational Constraints and Personal Biases, P. George's Exh. Hall D, 10:30AM  
 28 Ethical Issues Are Closer Than They Appear: A Pilot Training on Ethical Blindspots, P. George's Exh. Hall D, 10:30AM  
 29 Fighting Dirty: Whistleblowing in an Era of Market Dominance and Corporate Corruption, P. George's Exh. Hall D, 10:30AM  
 30 Compensatory Effects of Justice and Goal Setting on Proactive Prevent Behavior, P. George's Exh. Hall D, 10:30AM  
 277 Data Privacy in a GDPR World: Tips and Tricks, Potomac 1-2, 5:00PM  
 296 Practitioner Survey Results: Now What?, Chesapeake A-C, 8:00AM  
 448 How to Be a Good Reviewer: Reviewer Development Workshop, Potomac 5-6, 11:30AM  
 499 Understanding Ethical Dilemmas: A Taxonomy of Forms, With Incidents From SIOP Members, Potomac C, 1:00PM  
 538 Airing Today: The Good, Bad, and Ugly of University Based Consulting Rated PG-13, Chesapeake G-I, 3:00PM  
 545 The I-O's Ethical Role in Algorithm-Driven Decision Making, National Harbor 1, 3:00PM  
 551 Calling Dr. MacGyver: Innovative Strategies for Completing Client Work, Potomac D, 3:00PM

- 588 Honestly, I Have Made Mistakes. But I Have Learned From My Mistakes, Chesapeake D-F, 4:00PM  
 648 Popular Beliefs in Talent Management: Truth or Myth?, National Harbor 1, 5:00PM  
 675 Learning About Ethics and Ethical Decision Making: Time for Some BINGO!, Potomac D, 8:00AM  
 803 Think Before You Act: Making the Tough Decisions in I-O Psychology, Maryland 4-5, 11:30AM  
 813 Dirty Psychology: Adapting on the Fly When Work Gets Messy, Potomac 5-6, 11:30AM  
 851 Small Business, Big Challenge: Applying Big Business Consulting to Small Business, Chesapeake 10-12, 12:30PM  
 921 Presentation + Mashup: Side Effects in I-O Psychology Research and Practice, Potomac 5-6, 1:30PM  
 934 Tricky Tradeoffs: The Balancing Act of Science and Practice, Maryland B, 3:00PM

### **Counterproductive Behavior/Workplace Deviance**

- 190 Important Discussions Regarding Sexual Harassment of Teenage Workers, Chesapeake 1-3, 3:30PM  
 283 The Relationship Between Family Motivation and Unethical Pro-Family Behavior, Potomac A/B, 6:00PM  
 451 Effects of a Hostile Work Environment on Production Deviance, P. George's Exh. Hall D, 12:00PM  
 452 Give an Inch, and They Take a Mile: The Downside of Idiosyncratic Deals, P. George's Exh. Hall D, 12:00PM  
 453 Reexamining the Workplace Support-Harassment Relationship: A Latent Profile Approach, P. George's Exh. Hall D, 12:00PM  
 584 SIOP Select: Sexual Harassment Science and Practice, Chesapeake 1-3, 4:00PM  
 603 Justice Sensitivity and Its Relation to Counterproductive Work Behaviors, P. George's Exh. Hall D, 4:00PM  
 604 Adolescent Mental Health and Later Adult Non-Task Work Behavior, P. George's Exh. Hall D, 4:00PM  
 605 Linking Supervisor Psychopathy to Abusive Supervision: The Role of Compassion, P. George's Exh. Hall D, 4:00PM  
 606 Reactions to Incivility at Work: Gender of the Instigator, Target, and Observer, P. George's Exh. Hall D, 4:00PM  
 607 Easing Observers to Confront Abusive Supervisors Through Facilitated Feedback, P. George's Exh. Hall D, 4:00PM  
 608 Linking Intra-behavioral Severity and CWBs: The Development of Minor and Severe Measures, P. George's Exh. Hall D, 4:00PM  
 609 Contextualizing Workplace Mistreatment: New Directions in Research on Masculinity, P. George's Exh. Hall D, 4:00PM  
 610 The Devil You Think You Know: Political Leader Personality and Misbehavior, P. George's Exh. Hall D, 4:00PM  
 611 Workplace Cyberloafing as a Respite From Understimulation and Conflict, P. George's Exh. Hall D, 4:00PM  
 612 Using the Dark Triad to Predict Property-Based and Productivity-Based CWBs, P. George's Exh. Hall D, 4:00PM  
 613 The Antecedents and Outcomes of Ostracism: A Meta-Analysis, P. George's Exh. Hall D, 4:00PM  
 614 To Serve and To Protect: Servant Leadership Buffers the Harmful Effects of Incivility, P. George's Exh. Hall D, 4:00PM  
 615 Culture and Academic Entitlement Predict Perceptions of Incivility Toward Faculty, P. George's Exh. Hall D, 4:00PM  
 616 Aggression, Incivility, Forgiveness, and Deviant Behavior, P. George's Exh. Hall D, 4:00PM  
 617 But I Still Feel Guilty: A Test of Moral Disengagement Theory, P. George's Exh. Hall D, 4:00PM  
 618 Enjoying the Trees: An Item Level Meta-Analysis of Bennett and Robinson's CWB Scale, P. George's Exh. Hall D, 4:00PM  
 619 Why Are the Capable Hiding Their Knowledge? A Dyadic-Level Investigation, P. George's Exh. Hall D, 4:00PM  
 620 Cyber Counterproductive Work Behaviors: A Scale Validation Study, P. George's Exh. Hall D, 4:00PM  
 621 Explain Yourself: Dark Personality, Moral Disengagement, Justice Perceptions, and CWB, P. George's Exh. Hall D, 4:00PM  
 622 Clarifying the Relationship Between Neuroticism and Workplace Mistreatment, P. George's Exh. Hall D, 4:00PM  
 623 Personal and Job-Level Predictors of Employee Time Banditry Behavior, P. George's Exh. Hall D, 4:00PM  
 624 "Sure I'll Do That, but the Joke's On You." Trait Aggression and Malicious Compliance, P. George's Exh. Hall D, 4:00PM  
 625 Validation of an Overt and Covert Retaliation Against Customers Scale, P. George's Exh. Hall D, 4:00PM  
 626 Development of the Intentional Workplace Aggression Scale (IWAS), P. George's Exh. Hall D, 4:00PM  
 627 Responding to Incivility: Exploring Revenge and Incivility Climate, P. George's Exh. Hall D, 4:00PM  
 628 Interactive Effects of Leadership, Conscientiousness, and Exhaustion on Safety, P. George's Exh. Hall D, 4:00PM  
 629 Calculative Mindset and Bottom-Line Mentality: Predicting CWB, P. George's Exh. Hall D, 4:00PM  
 630 Inside the Workplace Incivility Spiral: Moderating Roles of Gender and Civility Norms, P. George's Exh. Hall D, 4:00PM  
 631 Job Characteristics as Moderators of the Cyberloafing-Job Performance Relationship, P. George's Exh. Hall D, 4:00PM  
 632 Investigating Perceptions of Misconduct in the Healthcare Learning Environment, P. George's Exh. Hall D, 4:00PM  
 633 Dark Personality Gets Darker: Dark Personality and Moral Disengagement Interactions, P. George's Exh. Hall D, 4:00PM  
 634 Examining Mechanisms in the Sleep-Counterproductive Work Behavior Relation, P. George's Exh. Hall D, 4:00PM  
 646 From #MeToo to #WhatNow: Practitioner Approaches to Sexual Harassment Prevention, Maryland C, 5:00PM  
 716 Using Micro to Macro Perspectives to Advance Mistreatment Research and Practice, Maryland 1-3, 10:00AM  
 796 Letting You in on a Secret: New Perspectives of Workplace Gossip, Chesapeake 7-9, 11:30AM  
 859 SIOP Select: Why "Good" People Do "Bad" Things in Organizations, Maryland B, 12:30PM  
 903 When Gossip Is Functional and When It Is Not? The Bright and Dark Sides of Gossip, Chesapeake 4-6, 1:30PM

### **Emotions/Emotional Labor**

- 3 Discrete Emotions at Work: An Array of Forms and Functions, Chesapeake 4-6, 10:30AM  
 204 Interpersonal Emotion Management: Managing Others' Emotions at Work, National Harbor 1, 3:30PM  
 284 How Personally Held Values Shape Emotional Expressions in American Nurses, Potomac A/B, 6:00PM  
 285 Authenticity at Work: Elishing a Nomological Net Using Meta-Analysis, Potomac A/B, 6:00PM  
 307 Who Is the Target? Expanding Emotional Labor Beyond Customer Interactions, National Harbor 2-3, 8:00AM  
 961 Developing the Nomological Network of Emotional Labor: Exploring Noncompliance, P. George's Exh. Hall D, 3:00PM  
 962 Development and Validation of Implicit Measures of Emotional Intelligence Attributes, P. George's Exh. Hall D, 3:00PM  
 963 The Role of Cognitive Distortions and Emotion Regulation in Leaders' Work Outcomes, P. George's Exh. Hall D, 3:00PM  
 964 From Social Burden to Support Elicitation Behaviors: Measuring a Social Phenomenon, P. George's Exh. Hall D, 3:00PM  
 965 A Dynamic, Self-Regulatory Examination of Emotions and Complex Task Learning, P. George's Exh. Hall D, 3:00PM  
 966 Relating Proactive Personality and Affect Variability to Adaptive Task Performance, P. George's Exh. Hall D, 3:00PM  
 967 Emotional Intelligence, Affective Forecasting, and Police Recruit Performance, P. George's Exh. Hall D, 3:00PM  
 968 Surface Acting and Sabotage to Customers: Moderating Roles of Social Exchange Quality, P. George's Exh. Hall D, 3:00PM

**Employee Withdrawal (e.g., absence, turnover)/Retention**

- 804 It's Not You, It's Me: Practitioner Adventures in Tackling Turnover Issues, Maryland A, 11:30AM  
 893 The Influence of Living a Calling on OFTP via Perceived Job Fit and Work Meaning, P. George's Exh. Hall D, 1:00PM  
 894 We Build Then We Break: Sexual Trauma's Impact on Commitment in the U.S. Military, P. George's Exh. Hall D, 1:00PM  
 895 Effects of Turnover Contagion and Organizational Processes on Collective Turnover, P. George's Exh. Hall D, 1:00PM  
 896 Investigating the Relationship Between Relational Authenticity and Intention to Leave, P. George's Exh. Hall D, 1:00PM  
 897 Challenges and Benefits for Healthcare Professionals Providing Rural Cancer Care, P. George's Exh. Hall D, 1:00PM  
 898 Are People Embedded Differently? A Person-Centered Approach to Embeddedness., P. George's Exh. Hall D, 1:00PM  
 899 Climate Avoidance: A Study Across Indian, East Asian, and Western Cultures, P. George's Exh. Hall D, 1:00PM  
 900 Comparative Utility of Workplace Commitment Measures in Predicting Turnover, P. George's Exh. Hall D, 1:00PM  
 901 Understanding When Overqualified Employees Engage in Job Searching Behaviors, P. George's Exh. Hall D, 1:00PM  
 932 What's Next for Turnover Research and Practice? Where We Are and Where We Should Go, Maryland 4-5, 3:00PM

**Global/International/Cross-Cultural Issues**

- 31 When Experts (& Novices) Meet Intercultural Conflict: Protocol and Comparative Analyses, P. George's Exh. Hall D, 10:30AM  
 32 Cross-Cultural Training Effectiveness and Moderating Factors: A Meta-Analysis, P. George's Exh. Hall D, 10:30AM  
 33 Global Effect Size Benchmarks: Assessing Culture, Region, and Country Differences, P. George's Exh. Hall D, 10:30AM  
 34 An International Meta-Analysis of Entrepreneurs' Core Self-Evaluations, P. George's Exh. Hall D, 10:30AM  
 35 Differences in North America: Applicant Reactions and Test Environment, P. George's Exh. Hall D, 10:30AM  
 36 Cultural Intelligence: The Role of Individual Differences, P. George's Exh. Hall D, 10:30AM  
 37 Cultural influences on Digital Transformation and User Adoption: A Multilevel Study, P. George's Exh. Hall D, 10:30AM  
 38 Conflict Avoidance: A Study Across Indian, East Asian, and Western Cultures, P. George's Exh. Hall D, 10:30AM  
 449 Alliance Special Session: Pay-for-Performance Issues in the Global Context, Potomac C, 11:30AM  
 586 Negotiating Globally: Insights for Intra- and Intercultural Negotiations, Chesapeake 10-12, 4:00PM  
 863 The World Is Not Flat: Applicant Faking and Cultural Differences, National Harbor 2-3, 12:30PM

**Groups/Teams**

- 86 Advancing the Science of Team Dynamics, Chesapeake 10-12, 12:00PM  
 149 Unpacking the Influence of Intragroup Factors in Healthcare Teams, Maryland D, 1:30PM  
 197 Longitudinal Team Research: Lessons Learned and Moving Forward, Chesapeake J-L, 3:30PM  
 271 Unpacking Team Adaptation and Team Resilience, Maryland B, 5:00PM  
 301 Frontiers of Team Cognition Research: Empirical and Computational Approaches, Maryland 4-6, 8:00AM  
 436 Understanding and Improving Within-Team Processes and Perceptions, Chesapeake J-L, 11:30AM  
 534 Friday Seminar 5: Error Message: I-O Tools Not Yet Applied to Improve Cybersecurity, Chesapeake 7-9, 3:00PM  
 536 Team Composition: Exploring the Changing Landscape of Both Science and Practice, Chesapeake A-C, 3:00PM  
 597 SIOP Select: I Am SIOP" Local I-O Group Incubator Session, National Harbor 1, 4:00PM  
 762 Dyadic Effects of Stress on Task Workload and Teamwork Quality, P. George's Exh. Hall D, 11:00AM  
 763 Assessing the Uptake of TeamSTEPPS in Healthcare: A Survey of Master Trainers, P. George's Exh. Hall D, 11:00AM  
 764 Multiple Team Memberships (MTM's) and Performance: Examining Curvilinear Links, P. George's Exh. Hall D, 11:00AM  
 765 Influence of Coworker Support on Other Employees' Voice Behavior, P. George's Exh. Hall D, 11:00AM  
 766 Psychological Safety and Team Personality Composition, P. George's Exh. Hall D, 11:00AM  
 767 Examining the Relationship Between Psychological Ownership and Knowledge Sharing, P. George's Exh. Hall D, 11:00AM  
 768 Cognitive Complexity in Teams: Antecedents and Outcomes, P. George's Exh. Hall D, 11:00AM  
 769 The Relationship Between Team Processes and Team and Individual-Level Outcomes, P. George's Exh. Hall D, 11:00AM  
 770 When U Can Be Creative: U-Shaped Pacing Style and Shared Temporal Cognition, P. George's Exh. Hall D, 11:00AM  
 771 Let Larks Sing and Hummingbirds Hum: Selective Participative Decision Making in Teams, P. George's Exh. Hall D, 11:00AM  
 772 Personality and Perceptions of Psychological Safety, P. George's Exh. Hall D, 11:00AM  
 773 Individual Difference Predictors of Peer Evaluations in Classroom Teams, P. George's Exh. Hall D, 11:00AM  
 774 Interactive Effects of Hierarchy and Task Demand on Team Effectiveness Within a Firm, P. George's Exh. Hall D, 11:00AM  
 775 Conflicting Views: A Practitioner or Researcher's Guide to Conflict Resolution, P. George's Exh. Hall D, 11:00AM  
 776 Testing a New Model of Team Interdependence, P. George's Exh. Hall D, 11:00AM  
 777 Nontechnical Skills in Collaborative Problem-Solving Teams, P. George's Exh. Hall D, 11:00AM  
 778 Perceived Subgroups, TMS, and Team Performance: The Moderating Role of Guanxi Climate, P. George's Exh. Hall D, 11:00AM  
 779 Team Diversity-Performance Relation From a Positive Psychology Lens, P. George's Exh. Hall D, 11:00AM  
 780 Faultline-Performance Relationships in International Top Management Teams, P. George's Exh. Hall D, 11:00AM  
 781 Indirect Effects of Hazing and Bullying on Trust in Leadership via Connectedness, P. George's Exh. Hall D, 11:00AM  
 782 How Multiteam Systems Learn, P. George's Exh. Hall D, 11:00AM  
 783 Objective Measurement of Conversational Interactions in Design Teams, P. George's Exh. Hall D, 11:00AM  
 784 Leveraging Longitudinal Network Analysis to Evaluate Interdisciplinary Collaboration, P. George's Exh. Hall D, 11:00AM  
 785 Influence of Employee Voice Style on the Managerial Voice Responses, P. George's Exh. Hall D, 11:00AM  
 786 Group Potency: Emergence, Dynamics, and Team Effectiveness Implications, P. George's Exh. Hall D, 11:00AM  
 853 Failure Is Not an Option: Discovering the Dynamics of Space Teams, Chesapeake D-F, 12:30PM  
 868 From Act to Interact: Interaction-Based Approaches to Advance Team Process Research, Potomac C, 12:30PM  
 919 Strategic HRM Practices for High Performance Teamwork, Potomac 1-2, 1:30PM

**Human Factors/Ergonomics**

- 552 The Impact of Employee Experience and Warning Quality on Allocations of Blame, P. George's Exh. Hall D, 3:00PM

**Inclusion/Diversity (e.g., sexual orientation, race, gender)**

- 10 Authentically Different: Merging Authenticity With Diversity Management, Maryland D, 10:30AM  
 12 Strategies to Support the Integration and Success of Workers With Disabilities, National Harbor 2-3, 10:30AM



- 16 Ignoring the Elephant (and Donkey) in the Room: Political Ideology in Organizations, Potomac 5-6, 10:30AM  
 90 Gender and Racial Disparities in STEM: Finding and Addressing the Pipeline Leaks, Chesapeake J-L, 12:00PM  
 91 The Neurodiversity Phenomenon: A Research Blind Spot Limiting Systemic Inclusion, Maryland 1-3, 12:00PM  
 92 Building Better Workplace Allies: Where Are We Lacking and How Can We Get There?, Maryland 4-6, 12:00PM  
 94 The Struggle Is Real: What It Really Means to "Have It All" in I-O Psychology, Maryland B, 12:00PM  
 153 From Pregnancy to Motherhood: Experiences of New and Expectant Mothers in the Field, Potomac 1-2, 1:30PM  
 154 Panel + Fishbowl Session Combo: D&I Training Best Practices and Lessons From the Field, Potomac 3-4, 1:30PM  
 193 Speaking While Female: Gender and Workplace Communication, Chesapeake 10-12, 3:30PM  
 194 Novel Perspectives on Leveraging Diversity in Organizations, Chesapeake A-C, 3:30PM  
 199 Challenges, Pitfalls, and Opportunities of Applying Diversity and Inclusion Research, Maryland 4-6, 3:30PM  
 201 SIOP Select: Politics at Work: What Role Should Political Affiliation Play at Work?, Maryland B, 3:30PM  
 207 New Perspectives on Diversity and Inclusion, Potomac 1-2, 3:30PM  
 208 Women Inclusion Network: Marketplace of Ideas, Research and Support, Potomac 3-4, 3:30PM  
 263 Boots on the Ground: I-O Psychology's Impact on Veteran Transition, Chesapeake 10-12, 5:00PM  
 265 Diversity Through Access: Building Diverse Applicant Pools Using Mobile Assessments, Chesapeake D-F, 5:00PM  
 274 Leveraging I-O Research to Increase Gender Equity in Organizations, National Harbor 1, 5:00PM  
 293 From #MeToo to What Now: The Problem of Sex Harassment, Chesapeake 4-6, 8:00AM  
 302 We're Here, We're Queer, and We're On Your Team: Studying LGBT Issues in Teams, Maryland A, 8:00AM  
 347 From #MeToo to What Now: Search for Solutions, Chesapeake 4-6, 10:00AM  
 348 Ethnic Minorities in I-O Careers: Pathfinders for Diversity, Chesapeake A-C, 10:00AM  
 357 Reducing Discrimination and Encouraging Inclusion in Practice and Research, National Harbor 1, 10:00AM  
 359 Keeping Up With Workplace Demographics: Preparing for Gen Z, National Harbor 10-11, 10:00AM  
 365 Diversity and Need for Critical Mass: Scale Development and Validation, P. George's Exh. Hall D, 10:00AM  
 366 Exploring the Relationship Between Inclusion and Engagement, P. George's Exh. Hall D, 10:00AM  
 367 Employee Resource Groups, Occupational Health Outcomes, and Intent to Quit, P. George's Exh. Hall D, 10:00AM  
 368 Graphic Novels in Diversity Management: A Pilot Study, P. George's Exh. Hall D, 10:00AM  
 369 Closing the Gender Gap in the Executive Search Process, P. George's Exh. Hall D, 10:00AM  
 370 Examining the Relationship Among Socialization, Inclusion, and P-O Fit, P. George's Exh. Hall D, 10:00AM  
 371 Transgender Inclusion in Online Job Application Forms at Forbes 450 Largest Companies, P. George's Exh. Hall D, 10:00AM  
 372 Intersecting Identities and Work Outcomes for Faculty in Stem, P. George's Exh. Hall D, 10:00AM  
 373 Perceptions of Age and Occupational Safety: Can Generational Labels Play a Role?, P. George's Exh. Hall D, 10:00AM  
 374 Unexpected Findings in the Body Weight and Work Performance Relationship, P. George's Exh. Hall D, 10:00AM  
 375 Forgiving Religious Offenders for Workplace Transgressions, P. George's Exh. Hall D, 10:00AM  
 376 Acceptance of Accommodations for Mental Disabilities, P. George's Exh. Hall D, 10:00AM  
 377 The Effects of Same-Gender Partners' Disclosure on Work-Family Facilitation, P. George's Exh. Hall D, 10:00AM  
 378 Predictors of Sexual Orientation Disclosure in Employee Climate Surveys, P. George's Exh. Hall D, 10:00AM  
 379 A Computational Study of Gender Stratification, P. George's Exh. Hall D, 10:00AM  
 380 Do Women Dream of Computer Science Careers?, P. George's Exh. Hall D, 10:00AM  
 381 Black Women's Worry of Being Judged by Stereotypes Linked to Negative Work Outcomes, P. George's Exh. Hall D, 10:00AM  
 382 Marriage Equality: Blessing Employees and Organizations Alike?, P. George's Exh. Hall D, 10:00AM  
 383 The Role of Interpersonal Discrimination in the Development of STEM Students, P. George's Exh. Hall D, 10:00AM  
 384 Media (Mis)Representation of Transgender Employee Experiences, P. George's Exh. Hall D, 10:00AM  
 385 Understanding the Impact of Linguistic Efforts Toward Inclusion, P. George's Exh. Hall D, 10:00AM  
 386 The Influence of Faculty Sex on Student Evaluations of Teaching, P. George's Exh. Hall D, 10:00AM  
 387 Interracial Romances in the Workplace, P. George's Exh. Hall D, 10:00AM  
 388 Do Perceived Career Opportunities for Executive Parents Differ by Race or Gender?, P. George's Exh. Hall D, 10:00AM  
 389 (Modern) Sexism in STEM: Gender Differences in Academia, P. George's Exh. Hall D, 10:00AM  
 390 Organizational Impact of Workplace Inclusion, P. George's Exh. Hall D, 10:00AM  
 391 Perceptions of Justice Across Gender: Are Our Measures Appropriate?, P. George's Exh. Hall D, 10:00AM  
 392 Effects of Gender, Self-Objectification, and Body Image on Job Outcomes, P. George's Exh. Hall D, 10:00AM  
 393 Reactions to Age Metastereotypes in the Workplace, P. George's Exh. Hall D, 10:00AM  
 394 LG Versus B: How Differences in Sexuality Disclosure Explain Outcome Discrepancies, P. George's Exh. Hall D, 10:00AM  
 395 The Effect of Race-Based Shifting Standards on Compensation Decisions, P. George's Exh. Hall D, 10:00AM  
 396 The Impact of Race and Social Class on Applicant Reactions to Website Diversity, P. George's Exh. Hall D, 10:00AM  
 397 Understanding Stigmatized Occupations: A Qualitative Study, P. George's Exh. Hall D, 11:00AM  
 433 Putting Science Into Action: Creating a Culture of Inclusion, Chesapeake A-C, 11:30AM  
 434 Advancing the Literature on Workplace Mistreatment: Why They Do It and Why It Hurts, Chesapeake D-F, 11:30AM  
 487 Overlooked Differences in Women's Experiences in the Workplace, Chesapeake G-I, 1:00PM  
 490 The Trump Effect: Has the Trump Presidency Influenced the Work of Diversity Scholars?, Maryland 4-6, 1:00PM  
 492 Changing Face of Diversity: A Call for Integrated Research and Practice, Maryland B, 1:00PM  
 497 Emerging Technology and Predictive Analytics: Fairness Concerns and Opportunities, Potomac 1-2, 1:00PM  
 539 Advancing the Women of I-O: Allies in Action, Chesapeake J-L, 3:00PM  
 587 Beyond Neurotypical: Maximizing Performance Through Diverse Talent Management, Chesapeake A-C, 4:00PM  
 636 What To Do About Gender Inequality: Solutions and Career Advice in the "Me Too" Era, Chesapeake 4-6, 5:00PM  
 670 Intersecting Identities: Examining Workplace Experiences of Women of Color, National Harbor 10-11, 8:00AM  
 672 I'm Sorry, But I Think I Just Want to Be a Woman Leader, If Possible :), Potomac 3-4, 8:00AM  
 676 Gender Differences in Career Interests: Evidence From Schein's Career Anchors, P. George's Exh. Hall D, 8:30AM  
 677 The Makings of a Glass Cliff: Women Leaders Preferred When There Are People Problems, P. George's Exh. Hall D, 8:30AM  
 678 Identity Management and Sexism at Work: An ESM Study, P. George's Exh. Hall D, 8:30AM

- 679 Managing Identity and Managing Impressions in the Face of Occupational Stigmatization, P. George's Exh. Hall D, 8:30AM  
 680 #metoo? Organizational Failure to Ethically Manage Sexual Harassment, P. George's Exh. Hall D, 8:30AM  
 681 Do Perceptions of Safe Spaces Differ Depending on Who They Are Designed For?, P. George's Exh. Hall D, 8:30AM  
 682 Does Age Influence Judgments of Workplace Electronic Multitasking?, P. George's Exh. Hall D, 8:30AM  
 683 A Cross-Cultural Meta-Analytic Examination of Sexual Harassment, P. George's Exh. Hall D, 8:30AM  
 684 Effects of Diversity Climate on Emotional Exhaustion, P. George's Exh. Hall D, 8:30AM  
 685 Social Identity Theory and Feedback Seeking: A Race Perspective, P. George's Exh. Hall D, 8:30AM  
 686 The Effect of Child Gender on a CEO's Top Management Team Composition, P. George's Exh. Hall D, 8:30AM  
 687 What's In It for You? Demographics and Self-Interest in Diversity Program Promotion, P. George's Exh. Hall D, 8:30AM  
 688 Do Gender Paradigms Affect Organizational Attraction?, P. George's Exh. Hall D, 8:30AM  
 689 Lez Be Honest: Gender Expression Impacts Workplace Disclosure Decisions, P. George's Exh. Hall D, 8:30AM  
 690 The Role of Attitudes in Predicting Sexual Harassment Proclivity, P. George's Exh. Hall D, 8:30AM  
 691 Developing a Measure of Identity Expression in the Workplace, P. George's Exh. Hall D, 8:30AM  
 692 Invisibility in Academia: Expectations and Experiences of Contingent Faculty, P. George's Exh. Hall D, 8:30AM  
 693 The Weight of It All: The Impact of Stigma Consciousness on Workplace Outcomes, P. George's Exh. Hall D, 8:30AM  
 694 Gender of an Abusive Leader: A Role Congruity and Attributional Perspective, P. George's Exh. Hall D, 8:30AM  
 695 Leadership and Followership Stereotypes of Asian Americans, P. George's Exh. Hall D, 8:30AM  
 696 Enhancing Femininity: The Effect of Taking a Paternity Leave on Men's Career Outcomes, P. George's Exh. Hall D, 8:30AM  
 697 Falling Off the Glass Cliff? Black Women Head Coaches in NCAA Women's Basketball, P. George's Exh. Hall D, 8:30AM  
 698 Work Experiences of Older Workers in Turkey: The Role of Culture and Values, P. George's Exh. Hall D, 8:30AM  
 699 A Transformational and an Authentic Leader Walk Into a Bar: Who Feels Included?, P. George's Exh. Hall D, 8:30AM  
 700 Making Room for Everyone: Development of a Measure of Inclusive Leadership, P. George's Exh. Hall D, 8:30AM  
 701 The Effects of Ambient Benevolent Sexism and Its Implications in the Workplace, P. George's Exh. Hall D, 8:30AM  
 702 Do Similarity, Inclusion, and Intersectionality Impact Team Outcomes?, P. George's Exh. Hall D, 8:30AM  
 703 Grandma Got Passed Over by a Manager: The Intersection of Age and Gender in Hiring, P. George's Exh. Hall D, 8:30AM  
 704 Believe to Achieve? When and Why Achievement Motives Influence Negotiation Propensity, P. George's Exh. Hall D, 8:30AM  
 705 Reducing Discrimination for Pregnant Job Applicants Seeking Professional Jobs, P. George's Exh. Hall D, 8:30AM  
 706 Say It Loud, I'm Black and I'm Proud: Acknowledging Race at Work, P. George's Exh. Hall D, 8:30AM  
 707 Addressing Questions About Gender Differences in Social Support: A Meta-Analysis, P. George's Exh. Hall D, 8:30AM  
 708 Research Incubator: Studying the Early Career Experiences of People With Disabilities, Chesapeake 1-3, 10:00AM  
 715 Autism and Work: Creating a Neurodiverse Workplace, Chesapeake J-L, 10:00AM  
 719 Women Leaders: Challenges and Opportunities in Attaining and Maintaining Leadership, Maryland B, 10:00AM  
 800 Diverse Perspectives on Diversity and Inclusion: Mashup Panel and Roundtable Discussion, Chesapeake G-I, 11:30AM  
 860 Current Research on the Measurement of Diversity-Related Constructs, Maryland C, 12:30PM  
 912 What Do You Mean We're Not Inclusive? Communicating D&I Strategy in Organizations, Maryland A, 1:30PM  
 927 Advances in Measuring Gender Bias, Chesapeake A-C, 3:00PM  
 929 Beyond The Binary: Extending I-O Research for Trans and Nonbinary Workers, Chesapeake G-I, 3:00PM  
 936 Women in STEM: Insights and Best Practices, Maryland D, 3:00PM  
 937 The Challenge of Being Inclusive in Polarizing Times: An Interactive Forum, National Harbor 1, 3:00PM  
 943 Breaking Glass Barriers at Work: Advancing Women in Leadership Roles, Potomac D, 3:00PM

### ***Innovation/Creativity***

- 39 How Does Preventative and Expansionary Territoriality Matter in Employee Creativity?, P. George's Exh. Hall D, 10:30AM  
 40 Personal Factors Predict Creativity via Motivation and Creative Process Engagement, P. George's Exh. Hall D, 10:30AM  
 41 Gender Differences in Self-Report Creativity and Creative Performance, P. George's Exh. Hall D, 10:30AM  
 42 Implicit and Explicit Creativity: Further Evidence of the Integrative Model, P. George's Exh. Hall D, 10:30AM  
 43 Strategic Planning for Firm Innovation: Strategic Planning Processes and Constraints, P. George's Exh. Hall D, 10:30AM  
 44 Resolving the Originality Paradox via Signaling Theory: The Role of "Pitch" Quality, P. George's Exh. Hall D, 10:30AM  
 45 Development and Validation of a Videogame-Based Task for Creativity, P. George's Exh. Hall D, 10:30AM  
 46 Effects of Time and Material Constraints on Creativity, P. George's Exh. Hall D, 10:30AM  
 438 In Pursuit of Innovative Cultures and Climates: A Multimethod and Multilevel View, Maryland 4-6, 11:30AM  
 540 Innovate or Die! Cultivating Innovation in Organizations, Maryland 1-3, 3:00PM  
 668 Viva la I-O Revolution!, National Harbor 1, 8:00AM  
 861 Toothless Shark Tank for I-O Psychologist Entrepreneurs IV, Maryland D, 12:30PM

### ***Job Analysis/Job Design/Competency Modeling***

- 2 I'm Not Dead Yet: Applying ML/NLP Tech to Resuscitate and Streamline Job Analysis, Chesapeake 1-3, 10:30AM  
 430 Demonstrating the Impact of Competency Modeling in Organizations, Chesapeake 4-6, 11:30AM  
 592 The Future Is Now: Critical Competencies in the New World of Work, Maryland 4-6, 4:00PM  
 712 Innovative Approaches to Job Analysis: A Practitioner-Focused Symposium, Chesapeake A-C, 10:00AM  
 856 Setting the Foundation: Leveraging Competencies Across Human Capital Functions, Maryland 1-3, 12:30PM  
 944 Does the Format Matter? Job Task Survey Formats and Rating Quality, P. George's Exh. Hall D, 3:00PM  
 945 Building a Competency Taxonomy: A Personality-Based Cluster Analytic Approach, P. George's Exh. Hall D, 3:00PM  
 946 Cheaper, Faster, Higher Validity, and Lower d: How Did This Happen?!, P. George's Exh. Hall D, 3:00PM  
 947 Estimating the Equivalence of Treadmill and On-Track Running Times, P. George's Exh. Hall D, 3:00PM  
 948 Revising a Physical Ability Test: A Simulation, P. George's Exh. Hall D, 3:00PM  
 949 When Do Employees Negotiate I-Deals? The Role of Individual Power Distance, P. George's Exh. Hall D, 3:00PM  
 950 Interaction Effect of Dispositional and Workplace Goals on Occupational Self-efficacy, P. George's Exh. Hall D, 3:00PM  
 951 The Missing Factor in Scope of Practice Debates, P. George's Exh. Hall D, 3:00PM



**Job Attitudes/Engagement**

- 282 Unveiling Variance: Comparing Likert and Conjoint Job Satisfaction Measurement, Potomac A/B, 6:00PM  
 314 Employee Attitudes and Sexual Diversity: The Potential Role of Cultural Empathy, P. George's Exh. Hall D, 8:30AM  
 315 Leader-Member Exchange, Workaholism, and Strain: A Longitudinal Study, P. George's Exh. Hall D, 8:30AM  
 316 Do Engaged Leaders Enrich Their Followers' Engagement? Role of LMX and Power Distance, P. George's Exh. Hall D, 8:30AM  
 317 How Does Political Skill Drive Engagement? The Role of Self-Esteem and Identification, P. George's Exh. Hall D, 8:30AM  
 318 Outcomes of Meaningful Work: A Meta-Analysis, P. George's Exh. Hall D, 8:30AM  
 319 Trust as a Mediator Between the Psychological Contract and Organizational Commitment, P. George's Exh. Hall D, 8:30AM  
 320 You Gotta Pray Just to Make It Today: Revealing Atheism at Work, P. George's Exh. Hall D, 8:30AM  
 321 Values Affirmation or Perspective Taking: An Intervention With Contrary Findings, P. George's Exh. Hall D, 8:30AM  
 322 Existing Support Measures Aren't Satisfactory: Workplace Support Satisfaction Scale, P. George's Exh. Hall D, 8:30AM  
 323 Revisiting the Genetic Correlation of Job Satisfaction and Personality, P. George's Exh. Hall D, 8:30AM  
 324 Interactive Effects of Perceptions of Fairness on Employee Connectedness and Engageme, P. George's Exh. Hall D, 8:30AM  
 325 Creating a Sense of Connection at Work: The Mediating Role of Organizational Identity, P. George's Exh. Hall D, 8:30AM  
 326 Job Satisfaction and Productivity: Is a Happy Workforce More Productive?, P. George's Exh. Hall D, 8:30AM  
 327 Effective Meetings, Engaged Employees, and Performance: Meeting Size Matters, P. George's Exh. Hall D, 8:30AM  
 328 Discovering the Language of Meaningful Work, P. George's Exh. Hall D, 8:30AM  
 329 Work-rRelated Flow: Factors Influencing Perceptions of Usefulness and Prevalence, P. George's Exh. Hall D, 8:30AM  
 330 Effects of Ethical Leadership and Organizational Trust on Work Engagement, P. George's Exh. Hall D, 8:30AM  
 331 Engaged and Committed? An Investigation of the Relative Importance of Commitment, P. George's Exh. Hall D, 8:30AM  
 332 Voice and Job Satisfaction: Supervisor's Power Distance Orientation as Moderator, P. George's Exh. Hall D, 8:30AM  
 333 How Coworker Competence and Support Influence Engagement and Contextual Performance, P. George's Exh. Hall D, 8:30AM  
 334 Are We on the Same Side? Effects of Leader-Follower Congruence in Overqualification, P. George's Exh. Hall D, 8:30AM  
 335 The Effects of Leader-Follower Relationship and Humor Style on Job Satisfaction, P. George's Exh. Hall D, 8:30AM  
 435 Seeking the Real Deal: Advancing the Authenticity Literature, Chesapeake G-I, 11:30AM  
 547 Know When to Renew Your Vows: Re-IGNITE the Fire of Your Engagement (Survey), National Harbor 10-11, 3:00PM  
 598 IGNITE + Panel Discussion: When Is My Break? Engaging the Hourly Workforce, National Harbor 10-11, 4:00PM  
 814 IGNITING the Future of Employee Engagement, Potomac C, 11:30AM  
 864 Survey Ponderables Answer Questions About Managers, National Harbor 10-11, 12:30PM  
 917 Cultural Fit: Are We Just Trying to Predict Engagement?, National Harbor 2-3, 1:30PM

**Job Performance/Citizenship Behavior**

- 174 Going at Your Own Pace: The Effects of Pacing Style on Performance Ratings, P. George's Exh. Hall D, 1:30PM  
 175 How Supervisor Liking of an Employee Affects the Judgment of Working Overtime, P. George's Exh. Hall D, 1:30PM  
 176 Change of Plans: The Impact of Backup Plan Use on Task Performance Growth, P. George's Exh. Hall D, 1:30PM  
 177 Voice Solicitation and Employee Voice: The Moderating Role of Trust, P. George's Exh. Hall D, 1:30PM  
 178 Fostering Employee Adaptation and Well-Being in Turbulent Times, P. George's Exh. Hall D, 1:30PM  
 179 When Do Job Insecure Employees Adapt to Change?, P. George's Exh. Hall D, 1:30PM  
 180 Development and Validation of the Receipt of Task-Related Help (ROTH) Scale, P. George's Exh. Hall D, 1:30PM  
 181 An Investigation of Naturally Occurring Golem Effects in Workgroups, P. George's Exh. Hall D, 1:30PM  
 182 Meta-Analysis of Team Affiliation- and Change-Oriented OCB's Effects on Performance, P. George's Exh. Hall D, 1:30PM  
 183 Being Oneself and Doing Great: The Effect of Self-Authenticity on Job Performance, P. George's Exh. Hall D, 1:30PM  
 184 Withdraw or Work Harder? Proactive Behavior in the Ostracized Employee, P. George's Exh. Hall D, 1:30PM  
 185 Above and Beyond to Down and Out: The Progression of OCB to Citizenship Fatigue, P. George's Exh. Hall D, 1:30PM  
 186 The Relationship Between Work Engagement and Work Interfering With Family, P. George's Exh. Hall D, 1:30PM  
 187 Predicting Performance Behaviors: Does Humility Matter?, P. George's Exh. Hall D, 1:30PM  
 188 Negative Motivations as a Facet of OCB Withdrawal, P. George's Exh. Hall D, 1:30PM  
 189 How Narcissism Shapes Responses After Receiving OCBs, P. George's Exh. Hall D, 1:30PM  
 198 Performing and Enduring in Extreme Work Environments, Maryland 1-3, 3:30PM  
 287 How and When Good Soldiers Become Bad Apples: A Resource-Based Model, Potomac A/B, 6:00PM  
 297 Conceptual and Methodological Innovations in Criterion Measurement, Chesapeake D-F, 8:00AM  
 667 Leaders' and Coworkers' Reactions to Voice and Why They Matter, Maryland D, 8:00AM  
 722 What's New in Goal Setting/Goal Striving? Moving Beyond SMART, National Harbor 1, 10:00AM

**Judgment/Decision Making**

- 303 Individual Differences in Risk Propensity in Organizations, Maryland B, 8:00AM  
 654 Blind Spots That Derail Decisions, Potomac D, 5:00PM  
 870 Decentering the Self: Implications of Service-Learning Pedagogy on Ethics, P. George's Exh. Hall D, 1:00PM  
 871 Do Emotional Individuals Make Less Ethical Decisions?, P. George's Exh. Hall D, 1:00PM  
 872 Conforming to the Majority: Role of Social Influence in Sexual Harassment Punishment, P. George's Exh. Hall D, 1:00PM  
 873 Regulatory Fit and a Selection Task: Examining Fit Sensitivity and Task Performance, P. George's Exh. Hall D, 1:00PM  
 874 Measuring Achievement Striving via a Situational Judgment Test, P. George's Exh. Hall D, 1:00PM  
 875 Decoy Effects Improve Diversity Hiring, P. George's Exh. Hall D, 1:00PM  
 876 Heuristic or Analytic? Styles of Goal Choice Over Time, P. George's Exh. Hall D, 1:00PM  
 877 The Ethics of Supervisors' I-Deal Secrecy Versus I-Deal Transparency Decisions, P. George's Exh. Hall D, 1:00PM  
 878 Predicting Cooperative Decision Making in Workplaces: Person-Situation Interactions, P. George's Exh. Hall D, 1:00PM  
 879 Expanding Our Understanding of Antiscience Attitudes Into the Workplace, P. George's Exh. Hall D, 1:00PM  
 880 Hands Up, Don't Shoot: Decision Factors Underlying the Use of Deadly Force, P. George's Exh. Hall D, 1:00PM  
 881 To Voice or Not to Voice? Anticipated Regret Mediates Risk and Employee Voice, P. George's Exh. Hall D, 1:00PM  
 882 Pushing the Limits of Judgmental Consistency: Random Weighting Versus Expert Judgment, P. George's Exh. Hall D, 1:00PM



**Leadership**

- 1 Opening Plenary, Potomac A/B, 8:30AM  
 93 Toxic Leadership and Culture, Maryland A, 12:00PM  
 146 A Funny Thing Happened on the Way to SIOP...Humor and Leadership at Work, Maryland A, 1:30PM  
 196 Leader Dyads: Impacts on Creativity and Leader Relationships, Chesapeake G-I, 3:30PM  
 264 Activating the Digital Organization: The Role of the HR Leader, Chesapeake A-C, 5:00PM  
 312 Advancing the Science of Intrapersonal and Interpersonal Leader Identity Dynamics, Potomac C, 8:00AM  
 336 How Leader-Follower Attributes and Extreme Context Influence Leadership Ratings, P. George's Exh. Hall D, 8:30AM  
 337 Can You See the Real Me? Examining the Authenticity of Ethical Leadership, P. George's Exh. Hall D, 8:30AM  
 338 Mistakes Matter: Exploring Follower Response to Leader Error Characteristics, P. George's Exh. Hall D, 8:30AM  
 339 Structured Interviews for Assessing Leadership Behavior Constructs, P. George's Exh. Hall D, 8:30AM  
 340 Leadership, Dominant Personality, and Gender: The Role of Normality Evaluations, P. George's Exh. Hall D, 8:30AM  
 341 Leader's Vision Communication: Development and Validation of a Questionnaire (VCQ), P. George's Exh. Hall D, 8:30AM  
 342 Predictive Validities of Personality Facets for Leadership Across Leadership Levels, P. George's Exh. Hall D, 8:30AM  
 343 Sounds Like a Leader: Another Way to Judge Leadership Ability?, P. George's Exh. Hall D, 8:30AM  
 344 A Taxonomy of What Employees Most Want From Their Immediate Manager, P. George's Exh. Hall D, 8:30AM  
 345 Making Sense of Leader Reward and Punishment: A Social Exchange Framework, P. George's Exh. Hall D, 8:30AM  
 350 Emerging Trends in Leadership Research, Teaching, and Practice, Chesapeake J-L, 10:00AM  
 440 Capturing Complexity: Methodological Advancements for Collective Leadership, Maryland B, 11:30AM  
 446 SIOP Select: Rains Wallace Award Winner Poster Presentation, Potomac 1-2, 11:30AM  
 485 Paradoxes: Leadership as an Emergent Property of a Complex Adaptive System, Chesapeake A-C, 1:00PM  
 501 Investigating Leader Role Congruity and Counterproductive Work Behavior, P. George's Exh. Hall D, 1:00PM  
 502 Where Do Implicit Followership Theories Come From? An Investigation of Antecedents, P. George's Exh. Hall D, 1:00PM  
 503 Predicting Turnover: The Impact of Dark Leader Traits and Employee Engagement, P. George's Exh. Hall D, 1:00PM  
 504 Machiavellians' Leadership Effectiveness: The Protective Role of Social Astuteness, P. George's Exh. Hall D, 1:00PM  
 505 Antecedents and Consequences of Leaders' Implicit Followership Theories, P. George's Exh. Hall D, 1:00PM  
 506 Leadership or Personality? What Fosters Followers' Innovative Behavior, P. George's Exh. Hall D, 1:00PM  
 507 Fantasy and Responsiveness: The Impact of Charismatic and Pragmatic Leadership, P. George's Exh. Hall D, 1:00PM  
 508 Exploring the Process of LMX From the Perspective of Attachment Style, P. George's Exh. Hall D, 1:00PM  
 509 The Effects of Leader Humility Level, Dispersion, and Leader Gender in Teams, P. George's Exh. Hall D, 1:00PM  
 510 The Role of Perceived Leader Status and TMX on the LMX-Commitment Relationship, P. George's Exh. Hall D, 1:00PM  
 511 A Mediating Role of Job Crafting in the Empowering Leadership, P. George's Exh. Hall D, 1:00PM  
 512 Leaders Empower Positive Thinking via Employee Engagement, Spilling Over to the Home, P. George's Exh. Hall D, 1:00PM  
 513 The Ties That Lead: Leader Role Identity Promotes Social Integration Over Time, P. George's Exh. Hall D, 1:00PM  
 514 How Leader Boundary Spanning Behavior Affects OCB: A Moderated Mediation Model, P. George's Exh. Hall D, 1:00PM  
 515 Intrinsic Motivation Process of Inclusive Leadership: A Sequential Mediation Model, P. George's Exh. Hall D, 1:00PM  
 516 Seeking Refuge: How LMX Helps Weather Abusive Behavior of Dark Triad Leaders, P. George's Exh. Hall D, 1:00PM  
 517 Speaking Time and Leader Emergence in Initially Leaderless Groups, P. George's Exh. Hall D, 1:00PM  
 518 Network Communication as a Predictor for Collective Leadership, P. George's Exh. Hall D, 1:00PM  
 519 Direction, Alignment, Commitment: Measuring the Collective Outcomes of Leadership, P. George's Exh. Hall D, 1:00PM  
 520 When Learning Orientation Relates to Leadership Emergence: A Multilevel Investigation, P. George's Exh. Hall D, 1:00PM  
 521 Informational Diversity, Team Identity, and Leadership Decentralization, P. George's Exh. Hall D, 1:00PM  
 522 Avoiding Personalized Charismatics: The Incremental Value of Humility Over the FFM, P. George's Exh. Hall D, 1:00PM  
 523 Confirming the Conservation of Resources Theory Through Examining Developmental Work, P. George's Exh. Hall D, 1:00PM  
 524 The Effects of the Model Minority Stereotype on South Asian Leadership Perceptions, P. George's Exh. Hall D, 1:00PM  
 525 Charisma and Destructive Leadership: Election Effects on Racial Attitudes, P. George's Exh. Hall D, 1:00PM  
 526 Planning as a Predictor of Effective Collective Leadership, P. George's Exh. Hall D, 1:00PM  
 527 Successful Psychopathic Leaders: Evidence for a Differential Configuration Model, P. George's Exh. Hall D, 1:00PM  
 528 Motivation to Lead and Burnout: Moderating Role of Supervisor Status, P. George's Exh. Hall D, 1:00PM  
 529 When Do Leaders Empower Followers? Leader Regulatory Focus and Empowering Leadership, P. George's Exh. Hall D, 1:00PM  
 530 Nonlinear Relationship Between Abusive Supervisor and Employee Knowledge Hiding, P. George's Exh. Hall D, 1:00PM  
 531 CEO Leadership and Gender Predict Error Aversion Culture and Firm Performance, P. George's Exh. Hall D, 1:00PM  
 532 Leader Influence and Restorative Behavior, P. George's Exh. Hall D, 1:00PM  
 594 Worries About Leadership: A New Construct for Leadership Emergence and Effectiveness, Maryland B, 4:00PM  
 649 Developing Leader and Leadership Capacity for the Future of Health and Healthcare, National Harbor 2-3, 5:00PM  
 669 Learning Agility in Action: How Leading Companies Build Agile Leaders, National Harbor 2-3, 8:00AM  
 718 Challenges and Successes With C-Level Assessment for Selection and Development, Maryland A, 10:00AM  
 797 Advancing Women Leaders, Chesapeake 10-12, 11:30AM  
 854 SIOP Select: A Conversation With SIOP Leadership, Chesapeake G-I, 12:30PM  
 855 Identifying Emerging Leaders and Their Potential and Readiness in the Digital Age, Chesapeake J-L, 12:30PM  
 907 How to Spot an Ethical Leader: Perspectives on Defining Ethical Leadership, Chesapeake D-F, 1:30PM  
 942 Abusive Supervision at Work, Potomac C, 3:00PM  
 977 Closing Plenary, Potomac A/B, 4:30PM

**Legal Issues/Employment Law**

- 6 The Adverse Impact of Adverse Impact: What Do We Do?, Chesapeake A-C, 10:30AM  
 136 2019 EEOC/OFCCP Practitioner Update: Will 2019 Bring Stormy Seas or Smooth Sailing?, Chesapeake 1-3, 1:30PM  
 152 Big Data and Predictive Analytics in Practice: Learning From Those Leading the Charge, National Harbor 10-11, 1:30PM  
 432 Grasping at Straw Men: Implications of Novel Title VII Allegations, Chesapeake 10-12, 11:30AM

- 858 Opening the Black Box: Legal Defensibility of Machine Learning in Assessment, Maryland A, 12:30PM  
 969 Winning Employment Misrepresentation Case, P. George's Exh. Hall D, 3:00PM  
 970 Accommodating Invisible Illnesses and Disabilities in the Workplace, P. George's Exh. Hall D, 3:00PM  
 971 Content Analysis of Adverse Impact Litigation in Selection and Promotion: 2010–2018, P. George's Exh. Hall D, 3:00PM

### **Measurement/Statistical Techniques**

- 4 Using More Precise Distribution-Fitting Procedures to Advance I-O Theory and Practice, Chesapeake 7-9, 10:30AM  
 17 Person-Centered Research: Conceptual, Methodological, and Empirical Contributions, Potomac C, 10:30AM  
 85 Item Response Theory II: New Developments in Research and Applications, Chesapeake 7-9, 12:00PM  
 88 Contemporary Issues in Pay Equity Analysis: A Cross-Disciplinary Discussion, Chesapeake D-F, 12:00PM  
 148 It's About Time: Using Survival Analysis to Gain Time-Based People Insights, Maryland C, 1:30PM  
 157 SIOP Select: Translating Complexity: From Science to Practice, Potomac D, 1:30PM  
 202 Machine Learning for I-O: Techniques and Real-World Applications, Maryland C, 3:30PM  
 269 360 Isn't Just for Performance: The Value of Other Ratings in I-O Psychology, Maryland 4-6, 5:00PM  
 298 Scale Adaptation and Reliability in I-O Research: The Good, the Bad, and the Ugly, Chesapeake G-I, 8:00AM  
 308 Measurement: New Methods for Classic Problems, Classic Methods for New Problems, National Harbor 10-11, 8:00AM  
 354 SIOP Select: The Second SIOP Machine Learning Competition, Maryland B, 10:00AM  
 398 Innovative Equating Designs for Small Sample Sizes in High-Stake Assessments, P. George's Exh. Hall D, 11:00AM  
 399 Using Mixture Discriminant Analysis to Improve the Prediction of Job Performance, P. George's Exh. Hall D, 11:00AM  
 400 Studying Group-Level Relationships: The Accuracy of Meta-Analytic Parameter Estimates, P. George's Exh. Hall D, 11:00AM  
 401 Application of Bifactor Model to Theoretical-Based Situational Judgment Tests, P. George's Exh. Hall D, 11:00AM  
 402 Negative Wording Effect Through the Lens of Local Structural Equation Modeling, P. George's Exh. Hall D, 11:00AM  
 403 Stress Coping at Work: Psychometric Analysis of the Cybernetic Coping Scale, P. George's Exh. Hall D, 11:00AM  
 404 Black Box ≠ Magic Box: Testing Machine Learning Approaches to Leader Performance, P. George's Exh. Hall D, 11:00AM  
 405 Development of the Mental Toughness Situational Judgment Test, P. George's Exh. Hall D, 11:00AM  
 406 Susceptibility to and Detection of Person-Centric Faking Under Ideal Point Modeling, P. George's Exh. Hall D, 11:00AM  
 407 Promoting a Focus on Preventing Poor Measurement: Examining the GRFQ and RFQ, P. George's Exh. Hall D, 11:00AM  
 408 Increasing Situational Judgement Test Prediction Using Response-Specific Variance, P. George's Exh. Hall D, 11:00AM  
 409 The Sandia Matrices: Psychometric Review of Free Intelligence Item Sets, P. George's Exh. Hall D, 11:00AM  
 410 But Will it Replicate? Effect Size and P-Values Predict Study Replication, P. George's Exh. Hall D, 11:00AM  
 411 Multilevel Analysis in Organizational Research: A Review and Future Directions, P. George's Exh. Hall D, 11:00AM  
 412 A Relative Weights Analysis Algorithm for Ill-Conditioned Problems, P. George's Exh. Hall D, 11:00AM  
 413 A Monte-Carlo Analysis of Parallel Analysis Factor Identification Criteria, P. George's Exh. Hall D, 11:00AM  
 414 Heterogeneity of Variance: From Nuisance to Novel Research Questions, P. George's Exh. Hall D, 11:00AM  
 415 Improving Power to Detect Moderation, P. George's Exh. Hall D, 11:00AM  
 416 Testing the Circumplex Structure of a Work Motivation Scale: Continuum or Types?, P. George's Exh. Hall D, 11:00AM  
 417 Uncovering the Dynamic OCB–CWB Interplay: A Psychometric Network Analysis, P. George's Exh. Hall D, 11:00AM  
 418 Preparing for the Future of Work: Critical Aptitudes and Traits for Cyber Employees, P. George's Exh. Hall D, 11:00AM  
 419 Differing Numbers of Scale Points and the Implications for Reliability and Validity, P. George's Exh. Hall D, 11:00AM  
 420 Self-Control Strategies: A Measure Development, P. George's Exh. Hall D, 11:00AM  
 421 Deep Learning Applications to I-O: Forecasting U.S. Work Attitudes on Twitter, P. George's Exh. Hall D, 11:00AM  
 422 Bootstrapping, Sobel, and Mediation: Small Samples Inaccuracies and Low Power, P. George's Exh. Hall D, 11:00AM  
 423 Application of Qualitative Comparative Analysis (QCA) in Team Composition Research, P. George's Exh. Hall D, 11:00AM  
 424 Test–Retest and Internal Consistency Reliability and Analysis of Experimental Design, P. George's Exh. Hall D, 11:00AM  
 425 Sensitivity to Moral Intensity: Development and Validation of a Moral Intensity Scale, P. George's Exh. Hall D, 11:00AM  
 426 Assessment of Curiosity Measures for Use in Organizational Settings, P. George's Exh. Hall D, 11:00AM  
 427 Measuring an Ambiguous Competency: Developing a Measure of Thriving in Ambiguity, P. George's Exh. Hall D, 11:00AM  
 428 Improving the Performance of Bifactor Predictive Model: One More Item Suffices, P. George's Exh. Hall D, 11:00AM  
 431 Friday Seminar 4: A Tour of I-O Relevant AI/ML Developments, Chesapeake 7-9, 11:30AM  
 441 Web Scraping With R, Maryland C, 11:30AM  
 549 Friday Seminar 6: Applied NLP in Organizational Research, Potomac 3-4, 3:00PM  
 666 #Talktome: Using Text Analytics and NLP to Enhance Employee Listening Programs, Maryland C, 8:00AM  
 720 Effective Data Wrangling and Visualization With R, Maryland C, 10:00AM  
 862 Advances in Computer Adaptive Testing, National Harbor 1, 12:30PM  
 908 The Pros and Cons of Very Short Scales for Personnel Selection and Development, Chesapeake G-I, 1:30PM  
 935 Implementing Deep Learning Models in I-O Research, Maryland C, 3:00PM

### **Motivation/Rewards/Compensation**

- 98 Pay Equity Research: Instruction in the Legal and Statistical Frameworks, National Harbor 2-3, 12:00PM  
 158 Expanding Identities at Work: The Performance Benefits of Work–Self Integration, P. George's Exh. Hall D, 1:30PM  
 159 Temporal Depth and Reward Size Influence Temporal Discounting of Monetary Rewards, P. George's Exh. Hall D, 1:30PM  
 160 Employee Needs, Motivation, and Identification, P. George's Exh. Hall D, 1:30PM  
 161 Perceiving the Trend: How Task Construal Shapes Performance Perceptions and Effort, P. George's Exh. Hall D, 1:30PM  
 162 Distinctions Between Goal Setting and Self-Efficacy Effects in Skill Acquisition, P. George's Exh. Hall D, 1:30PM  
 163 The Influence of Cognitive Strategies, Goals, and Encouragement on Performance, P. George's Exh. Hall D, 1:30PM  
 164 Multilevel Effects of Goal Orientation During Skill Acquisition and Adaptation, P. George's Exh. Hall D, 1:30PM  
 165 Achievement Goals and Test Performance: Between- Versus Within-Person Effects, P. George's Exh. Hall D, 1:30PM  
 166 Theoretical Refinement of Motivational Trait Constructs, P. George's Exh. Hall D, 1:30PM  
 167 Examining the Nature and Regulation of Job Search Goals, P. George's Exh. Hall D, 1:30PM

- 168 The Role of Affective States in the Process of Goal Setting, P. George's Exh. Hall D, 1:30PM  
 169 Keeping Up at All Costs: Goal Progress Velocity Predicts Shortcut Behaviors, P. George's Exh. Hall D, 1:30PM  
 170 More Money, More Problems? Dynamic Relationships of Income and Work–Family Conflict, P. George's Exh. Hall D, 1:30PM  
 171 An ESM Approach to the Dynamics of Goal Progress, Action Orientation, and Affect, P. George's Exh. Hall D, 1:30PM  
 172 Ignorance Is Bliss? The Effect of Pay Transparency on Satisfaction and Commitment, P. George's Exh. Hall D, 1:30PM  
 595 Employee Recognition: Trends and Impacts on Performance, Engagement, and Turnover, Maryland C, 4:00PM

### **Occupational Health/Safety/Stress & Strain/Aging**

- 51 Why Don't You Leave? An Evaluation of Employees' Willingness to Take Time Off, P. George's Exh. Hall D, 11:30AM  
 52 The Relationship Between Workaholism and Negative Affect: Mindfulness Matters!, P. George's Exh. Hall D, 11:30AM  
 53 Negative Mind Wandering as a Symptom of Incivility in the Workplace, P. George's Exh. Hall D, 11:30AM  
 54 Linking Incivility and Task Performance With Affect and Working Memory, P. George's Exh. Hall D, 11:30AM  
 55 Presenteeism and Employee Well-Being: Moderating Effect of Proactive Personality, P. George's Exh. Hall D, 11:30AM  
 56 Comparing Relaxation Versus Mastery Microbreaks: A Within-Task Recovery Perspective, P. George's Exh. Hall D, 11:30AM  
 57 Trust and Satisfaction in Culturally Diverse PICU Patients: A Mixed-Methods Study, P. George's Exh. Hall D, 11:30AM  
 58 Anticipatory Exhaustion: How Anticipated Workload Shapes The Workload–Exhaustion Link, P. George's Exh. Hall D, 11:30AM  
 59 Effects of a Supervisor Training Intervention on Supervisors, P. George's Exh. Hall D, 11:30AM  
 60 Defining and Applying the Concept of Resilience at Work, P. George's Exh. Hall D, 11:30AM  
 61 Gender Difference in Stress Levels When Self-Employed and Organizationally Employed, P. George's Exh. Hall D, 11:30AM  
 62 Mindfulness, Self-Reported Stress, and Physiological Stress in the Workplace, P. George's Exh. Hall D, 11:30AM  
 63 A Meta-Analytic Investigation of Workplace Mistreatment Spirals, P. George's Exh. Hall D, 11:30AM  
 64 Workplace Ostracism: A Meta-Analysis, P. George's Exh. Hall D, 11:30AM  
 65 Development of Scales for Presenteeism and Presenteeism Pressure, P. George's Exh. Hall D, 11:30AM  
 66 Synergistic Effects of Crafting Job Demands on Employee Well-Being, P. George's Exh. Hall D, 11:30AM  
 67 Safety Climate Dispersion: Assessing Patterned Differences in Safety Perceptions, P. George's Exh. Hall D, 11:30AM  
 68 Examining the Role Stress–Organizational Commitment Relationship: A Meta-Analysis, P. George's Exh. Hall D, 11:30AM  
 69 Motivated to Learn at a Time of Uncertainty: Job Insecurity on Skill Development, P. George's Exh. Hall D, 11:30AM  
 70 Illegitimate Tasks as a Threat to Identity: The Impact on Job Performance, P. George's Exh. Hall D, 11:30AM  
 71 Situational Strength Perceptions of After-Hours Work Demands, P. George's Exh. Hall D, 11:30AM  
 72 Illegitimate Tasks and Relationship Damage: The Moderating Role of Trust, P. George's Exh. Hall D, 11:30AM  
 73 Eldercare Supportive Supervisor Behaviors: A Moderated Mediation Model, P. George's Exh. Hall D, 11:30AM  
 74 Work Events and Employee Health: The Moderating Role of Occupational Commitment, P. George's Exh. Hall D, 11:30AM  
 75 Managers' Sleep and Productivity: Tradeoffs Between Time and Mood as Resources, P. George's Exh. Hall D, 11:30AM  
 76 Scheduling Flexibility and Health: A Meta-Analytic Review, P. George's Exh. Hall D, 11:30AM  
 77 Naturally! Examining Nature's Role in Workplace Strain Reduction, P. George's Exh. Hall D, 11:30AM  
 78 The Bright Side of Stress: Self-Regulation and Academic Outcomes, P. George's Exh. Hall D, 11:30AM  
 79 Make It Your Break! Benefits of Person–Break Fit for Postbreak Affect, P. George's Exh. Hall D, 11:30AM  
 80 Illegitimate Tasks and CWB-O: Psychological Contract Violation as a Mediator, P. George's Exh. Hall D, 11:30AM  
 81 Calling as a Moderator of Challenge–Hindrance Stressor–Outcome Relationships, P. George's Exh. Hall D, 11:30AM  
 82 Why and When Supervisor Work Stress Differentially Influences Abusive Supervision, P. George's Exh. Hall D, 11:30AM  
 97 Are Millennials Ruining Everything? Combating Generational Stereotypes at Work, National Harbor 1, 12:00PM  
 102 Making the Health, Safety, and Well-Being Registry Real: Collaboration Opportunities?, Potomac 5-6, 12:00PM  
 140 Beyond Cross-Sectional Self-Report: Field Research in Occupational Health/Safety, Chesapeake A-C, 1:30PM  
 192 Expanding ESM/Diary Research in I-O: New Constructs and Measurement Approaches, Chesapeake 7-9, 3:30PM  
 260 Surprising and Underexplored Stress Phenomena in the Workplace, Chesapeake 1-3, 5:00PM  
 289 Enactment of Incivility as a Recovery Mechanism for Employees' State Self-Esteem, Potomac A/B, 6:00PM  
 290 W ICTs After Hours and Fatigue: The Double-Edged Effect of Affective Commitment, Potomac A/B, 6:00PM  
 313 Jobs Without Thorns? New Findings in the Field of Economic Stressors, Potomac D, 8:00AM  
 445 The Edge of Eldercare: Research Blitz/Panel Hybrid on the State of the Field, National Harbor 10-11, 11:30AM  
 486 When Age Matters and Why: Crucial Factors for Success and Well-Being at Work, Chesapeake D-F, 1:00PM  
 553 Daily ICT Demands and Work–Family Conflict: Moderating Role of Boundary Control, P. George's Exh. Hall D, 3:00PM  
 554 Mediating Role of Support Between Journalists' Experiences and Outcomes, P. George's Exh. Hall D, 3:00PM  
 555 Assessing the Impact of Memorable Events on Anesthesiology Resident Well-Being, P. George's Exh. Hall D, 3:00PM  
 556 Stressors, Stress Appraisals, and Strains: The Buffering Role of Resilience, P. George's Exh. Hall D, 3:00PM  
 557 Demands, Control, Support: Meta-Analyzing Workforce Racial Diversity as a Moderator, P. George's Exh. Hall D, 3:00PM  
 558 Is Presenteeism Really Detrimental to Productivity? Employee Motives Are Key, P. George's Exh. Hall D, 3:00PM  
 559 Resilience Within the Context of Second Victims: A Proposed Conceptual Model, P. George's Exh. Hall D, 3:00PM  
 560 Experimental Test of Resource Recovery From Physical and Low-Effort Break Activities, P. George's Exh. Hall D, 3:00PM  
 561 Complimentary Intervention Tools: Use of Theory and Process Evaluation, P. George's Exh. Hall D, 3:00PM  
 562 Disconnecting to Detach: Unpacking Negative Consequences of Workplace Telepressure, P. George's Exh. Hall D, 3:00PM  
 563 Is the Working Class Worse Off? The Impact on Financial Satisfaction and Exhaustion, P. George's Exh. Hall D, 3:00PM  
 564 Coworkers' Burnout and Individual Performance, P. George's Exh. Hall D, 3:00PM  
 565 The Validation of the Three-Factor Harmony Scale in China and the United States, P. George's Exh. Hall D, 3:00PM  
 566 Stress Management Climate as a Buffer of Stressor–Strain Relationships, P. George's Exh. Hall D, 3:00PM  
 567 Effect of Longitudinal Workaholism Process on Burnout: Mediating Role of Anxiety, P. George's Exh. Hall D, 3:00PM  
 568 To Take—or Not to Take—a Break? A Qualitative Study of Motives for Taking Breaks, P. George's Exh. Hall D, 3:00PM  
 569 Attitudes and Perceptions of Workplace Napping and Implications for Work Outcomes, P. George's Exh. Hall D, 3:00PM  
 570 Supervisor Conflict, Transformational Leadership, and Shared Mental Model, P. George's Exh. Hall D, 3:00PM  
 571 Motivation and Microbreaks: The Role of Self-Determination in Recovery, P. George's Exh. Hall D, 3:00PM



- 572 Organizational and Work Characteristics That Affect Sleep of Members, P. George's Exh. Hall D, 3:00PM  
 655 What You Need to Know Now: Occupational Health Psychology Updates, Chesapeake 1-3, 8:00AM  
 709 Mental Health Problems Are Workplace Problems: Methodological and Practical Insights, Chesapeake 4-6, 10:00AM

### **Organizational Culture/Climate**

- 212 An Integrated Framework for Safety Culture: A Review and Evidence-Based Propositions, P. George's Exh. Hall D, 3:30PM  
 213 The Interplay Between Organizational and Employee CSR Salience, P. George's Exh. Hall D, 3:30PM  
 214 Organizational Culture in STEM and Non-STEM Disciplines, P. George's Exh. Hall D, 3:30PM  
 215 Negative Outcomes of a Competitive Workplace: The Role of Envy, P. George's Exh. Hall D, 3:30PM  
 216 Forging a Shield From Abusive Supervisors: Positive Psychological Capital, P. George's Exh. Hall D, 3:30PM  
 217 Antecedents, Outcomes, and Moderators of Workplace Diversity Climate: A Meta-Analysis, P. George's Exh. Hall D, 3:30PM  
 218 Investigating Power Distance Perception and Affective Commitment, P. George's Exh. Hall D, 3:30PM  
 219 When Is Workplace Competition Advantageous? Competition Levels and Personality, P. George's Exh. Hall D, 3:30PM  
 220 Validating a New Measure of Workplace Civility, P. George's Exh. Hall D, 3:30PM  
 221 Leader and Culture Influence on Empowerment and Commitment, P. George's Exh. Hall D, 3:30PM  
 222 Turnover and Recommendation Intentions in the Postimplementation Period of Holacracy, P. George's Exh. Hall D, 3:30PM  
 223 Cross-Validation of Three Implementation Context Measures in Nursing, P. George's Exh. Hall D, 3:30PM  
 224 Individual Trait and Failure Learning: Error Management Culture as Double-Edged Sword, P. George's Exh. Hall D, 3:30PM  
 599 Do You Perceive It?: Perceptual Issues Surrounding Organizational Politics, Potomac 1-2, 4:00PM  
 645 Simon Says Act: Practical Tips for Moving from Analytics to Buy-In to Change, Maryland B, 5:00PM  
 727 The Respect Revolution: I-O Psychology in a #MeToo World, Potomac 5-6, 10:00AM  
 801 Got Data? Leveraging Survey Research to Understand and Shape Harassment Prevention, Chesapeake J-L, 11:30AM  
 939 Roundtable Discussion: Gaps and Opportunities in Family Business Research, National Harbor 10-11, 3:00PM  
 941 Culture Change, What Really Works: Tales and Triumphs From the Trenches, Potomac 5-6, 3:00PM

### **Organizational Justice**

- 789 Is Laughter the Best Medicine? The Role of Humor in Response to Workplace Injustice, P. George's Exh. Hall D, 11:00AM  
 790 A Multimethod Study on Justice: Does Organizational Structure Matter?, P. George's Exh. Hall D, 11:00AM  
 791 The Reconceptualization and Measurement of Workplace Interpersonal Distrust, P. George's Exh. Hall D, 11:00AM  
 792 When Should I Be Very Fair? Managers' Fairness Enactment in Response to Volatility, P. George's Exh. Hall D, 11:00AM  
 793 Vigilante Justice: A Study of Makeup Calls in Major League Baseball, P. George's Exh. Hall D, 11:00AM

### **Organizational Performance/Change/Downsizing/OD**

- 173 Volatility, Uncertainty, Complexity, Ambiguity: A Study of Trends and Agility, P. George's Exh. Hall D, 1:30PM  
 225 Change Agent Teams: Review and Recommendations, P. George's Exh. Hall D, 3:30PM  
 278 One Size Doesn't Fit All: Various Approaches to Change Management, Potomac 3-4, 5:00PM  
 299 Organizational Survival of the Fittest: Exploring Adaptability as a Talent Strategy, Chesapeake J-L, 8:00AM  
 454 Examining the Sequential Stages of Planned Organizational Change, P. George's Exh. Hall D, 12:00PM  
 500 Stories of Working in Hypergrowth Companies, Potomac D, 1:00PM  
 535 The Changing Nature of Work and Workers, Chesapeake 10-12, 3:00PM  
 637 Building New Capabilities to Support the Future of Work, Chesapeake 10-12, 5:00PM  
 865 Getting Connected: A Practical Overview of Organizational Network Analysis, Potomac 1-2, 12:30PM  
 928 Going Alternative on Agile, Chesapeake D-F, 3:00PM

### **Performance Appraisal/Feedback/Performance Management**

- 89 I Can See Clearly Now: Transparent Talent Management Practices, Chesapeake G-I, 12:00PM  
 267 Feedback Just Ahead: The Future of Feedback Is Before Us, Chesapeake J-L, 5:00PM  
 292 Advancements in the Measurement of Performance and the Appraisal Context, Chesapeake 1-3, 8:00AM  
 351 Beyond the Rating Scale: Proposal for a Complete Cocktail of Performance Measurement, Maryland 1-3, 10:00AM  
 496 Feedback Culture Eats Performance Management for Lunch, National Harbor 2-3, 1:00PM  
 541 Solving the Performance Management Conundrum Through New Practices and Technology, Maryland 4-6, 3:00PM  
 602 IGNITE Session: I-O Hot Topics Debate, Potomac D, 4:00PM  
 674 Employee-Driven Feedback Tools: Opportunities for HR, Managers, and Employees, Potomac C, 8:00AM  
 711 Why 360 Feedback Processes Fail: Cautionary Tales From the Trenches, Chesapeake 10-12, 10:00AM  
 802 Talent Reviews: Comparing Performance Rating Research to Real-world Rating Methods, Maryland 1-3, 11:30AM  
 852 Advancing Meaning and Value From Performance Assessment and Feedback, Chesapeake A-C, 12:30PM  
 902 Context-Driven Performance Management, Chesapeake 1-3, 1:30PM  
 952 Modeling the Relationship Among Performance Feedback, Affect, Cognition, and Goals, P. George's Exh. Hall D, 3:00PM  
 953 Can Supervisor-Perspective Ratings Substitute for Actual Supervisor Ratings?, P. George's Exh. Hall D, 3:00PM  
 954 Examining Context in Feedback Seeking: Feedback Environment Reactions as a Mediator, P. George's Exh. Hall D, 3:00PM  
 955 Attributions Link Performance to Changes in Feedback: A Policy Capturing Study, P. George's Exh. Hall D, 3:00PM  
 956 Relative Value of Positive and Negative Feedback for Work Engagement, P. George's Exh. Hall D, 3:00PM  
 957 Performance Appraisal Rating Goals: Examining Rater Strategies and Goal Endorsement, P. George's Exh. Hall D, 3:00PM  
 958 A Social Information Processing Theory of Feedback Orientation, P. George's Exh. Hall D, 3:00PM  
 959 Performance Appraisal Politics: Employee Reactions to Perceived Political Motives, P. George's Exh. Hall D, 3:00PM  
 960 Explaining Intraorganizational Mobility: Does Job Embeddedness Apply?, P. George's Exh. Hall D, 3:00PM

### **Personality**

- 47 Game-Like Personality Testing: An Emerging Mode of Personality Assessment, P. George's Exh. Hall D, 10:30AM  
 48 Self- and Other Ratings of Dark Personality: Multiple Academic Outcomes, P. George's Exh. Hall D, 10:30AM  
 49 Making It in the "Bigs": Mental Toughness Differentiates NCAA D1 and Pro Athletes, P. George's Exh. Hall D, 10:30AM

- 50 Validity Evidence of a Bifactor Model of Resilience: An empirical approach, P. George's Exh. Hall D, 10:30AM  
84 Theoretical Advances in Vocational Interest Research: Moving Beyond Holland Theory, Chesapeake 4-6, 12:00PM  
229 Gender and Counterproductive Work Behavior: A Personality-Based Explanatory Model, P. George's Exh. Hall D, 4:30PM  
230 Does Commitment Mediate the Effect of Conscientiousness on Performance?, P. George's Exh. Hall D, 4:30PM  
231 Maladaptive Personality Relations With Intrapersonal and Interpersonal Effectiveness, P. George's Exh. Hall D, 4:30PM  
232 Attached and Interested: Relating Vocational Interests to Adult Attachment, P. George's Exh. Hall D, 4:30PM  
233 Using General and Wording Factors to Predict Academic Performance and Dishonesty, P. George's Exh. Hall D, 4:30PM  
234 I-Deals and UPB: The Role of Perceived Insider Status and Moral Identity, P. George's Exh. Hall D, 4:30PM  
235 Do Noncognitive Skills Predict the Cognitively Unskilled's Success? A 50-Year Study, P. George's Exh. Hall D, 4:30PM  
236 Personality Training and Perceptions of Future Team Dynamics: An Exploratory Study, P. George's Exh. Hall D, 4:30PM  
237 Personality Predicts Residential Preference and Moving Behavior, P. George's Exh. Hall D, 4:30PM  
238 Improving Construct Validity With a Compendium for Cognitive Test Classification, P. George's Exh. Hall D, 4:30PM  
239 What Have You Lied About Lately? A Longitudinal Examination of Applicant Faking, P. George's Exh. Hall D, 4:30PM  
240 Interpersonal Facilitation Predicts Employees' Leader Emergence Through Perceptions, P. George's Exh. Hall D, 4:30PM  
241 Team Conscientiousness and Safety: A Multilevel Perspective, P. George's Exh. Hall D, 4:30PM  
242 A Meta-Analysis of Individual Difference Correlates of Academic Dishonesty, P. George's Exh. Hall D, 4:30PM  
243 The Criterion-Related and Incremental Validity of Honesty-Humility: A Meta-Analysis, P. George's Exh. Hall D, 4:30PM  
244 Using Bright and Dark Side Personality to Predict the Managerial Hierarchy, P. George's Exh. Hall D, 4:30PM  
245 Using Personality to Predict Truck Driver Performance, P. George's Exh. Hall D, 4:30PM  
246 Mentally and Physically Present: Personality, Mindfulness, and Turnover Intentions, P. George's Exh. Hall D, 4:30PM  
247 Careless Responding: The Role of Individual Differences and Perceived Income Adequacy, P. George's Exh. Hall D, 4:30PM  
248 Dark Triad Unleashed: Examining Trait Activators Linking Dark Traits to CWB, P. George's Exh. Hall D, 4:30PM  
249 Darkness Around the Globe: Cultural Differences in Moving Against, Away, and Toward, P. George's Exh. Hall D, 4:30PM  
250 Psychometric Network Analysis and Ideal Points Assessment: Developing Ideal Employees, P. George's Exh. Hall D, 4:30PM  
251 Testing the Rewarding, Ability, and Willingness Framework of Employability, P. George's Exh. Hall D, 4:30PM  
252 Clarifying the Factor Structure of the MACH-IV Using Bass-Ackwards Factor Analysis, P. George's Exh. Hall D, 4:30PM  
253 Proactive Personality: A New Measure for Selection?, P. George's Exh. Hall D, 4:30PM  
254 Awareness of Extreme Traits: Nonlinear Relationship of Actual-Estimated Personality, P. George's Exh. Hall D, 4:30PM  
255 Implicit Versus Explicit Power Motives in Relations With Work Outcomes: A Meta-Analysis, P. George's Exh. Hall D, 4:30PM  
256 A New Approach to Studying Personality-Performance Relations, P. George's Exh. Hall D, 4:30PM  
257 Implicit Creative Personality, Risk Taking, and Creative Performance, P. George's Exh. Hall D, 4:30PM  
258 Two-Week Study on the Relationship Between Sleep and Personality State, P. George's Exh. Hall D, 4:30PM  
259 A Comparison of Personality Factor Structures in China: Applicants Versus Nonapplicants, P. George's Exh. Hall D, 4:30PM  
450 Latest Findings in Conditional Reasoning: A New Scale, New Analyses, and New Samples, Potomac D, 11:30AM  
546 Detecting and Explaining Faking on Personality Tests, National Harbor 2-3, 3:00PM  
665 Alternatives to Traditional Personality Assessment and Application, Maryland B, 8:00AM  
713 Cross-Cultural and Criterion-Related Validity of New Generation Personality Measures, Chesapeake D-F, 10:00AM  
904 Context Matters: Incorporating Work Context Into Organizational Research and Practice, Chesapeake 7-9, 1:30PM

***Prosocial (e.g., humanitarian work psychology, corporate social responsibility, sustainable development)***

- 13 A Multiphase Approach to Targeting Veteran Transition Issues With I-O Psychology, National Harbor 10-11, 10:30AM  
139 Effective Advocacy Strategies for I-O Professionals, Chesapeake 10-12, 1:30PM  
346 SIOP Select: Leveraging a Scientist-Practitioner Model to Help Eradicate Poverty, Chesapeake 1-3, 10:00AM  
361 From Warrior to Civilian: Military Veteran Identity and the Transition Process, Potomac 3-4, 10:00AM  
488 Membership Groups Moving Forward With (GREAT) SIOP Individual-Driven Advocacy, Chesapeake J-L, 1:00PM  
550 Open Fishbowl Session: Making the Most of Your I-O Work: Lessons Learned for Funding, Potomac 5-6, 3:00PM  
659 Living on the Edge: Radical Livelihoods in New Zealand, Chesapeake D-F, 8:00AM  
883 Easing Stress by Helping Others: How Corporate Volunteerism Impact Stress and Job Sat, P. George's Exh. Hall D, 1:00PM  
884 Sustaining Good Samaritans: Evaluating Volunteerism After Crisis, P. George's Exh. Hall D, 1:00PM  
885 CSR Perceptions and Job Crafting via Prosocial Motivation: From a Job Design View, P. George's Exh. Hall D, 1:00PM  
886 Predicting Pro/Antisocial Acts From Proactive Personality, Felt Responsibility, P. George's Exh. Hall D, 1:00PM  
887 Individual Differences, Work Demands, and Workplace Eco-Driving Behaviors, P. George's Exh. Hall D, 1:00PM  
888 The Personality of Social Entrepreneurs: Do Personality Traits Affect Career Choice?, P. George's Exh. Hall D, 1:00PM  
889 Comparing Environmental Initiatives of German and French Companies, P. George's Exh. Hall D, 1:00PM  
890 Reducing the Influence of Constraints on Volunteers' Word of Mouth Communications, P. George's Exh. Hall D, 1:00PM  
891 Robust Importance and Personality Predictors of Ethical Behavior Across the Workforce, P. George's Exh. Hall D, 1:00PM  
892 When Does CSR Lead to Employee Prosocial Behavior? An Integrative Framework, P. George's Exh. Hall D, 1:00PM

***Research Methodology (e.g., surveys)***

- 8 Should We Moderate Our Search for Moderators? A Debate, Maryland 4-6, 10:30AM  
9 Methodological Developments in Research Using Organic Data: An Interdisciplinary View, Maryland C, 10:30AM  
95 AI-Driven Business Trendspotting for Fun and Profit, Maryland C, 12:00PM  
101 Issues in Data Cleaning, Quality, Confidentiality, and Analysis in Survey Research, Potomac 3-4, 12:00PM  
150 Dealing With Issues in Survey Design and Administration, National Harbor 1, 1:30PM  
151 Change Is Good: Challenging Assumptions Through Within-Person Research, National Harbor 2-3, 1:30PM  
211 SIOP Select: Using Design Thinking to Improve Research Relevance, Potomac D, 3:30PM  
288 Why Product Terms in MMR Do Not Represent Multiplicative Functions in Theories, Potomac A/B, 6:00PM  
295 Friday Seminar 2: Translating Research for a Practitioner Audience, Chesapeake 10-12, 8:00AM  
304 MTurk: Abuses, Misuses, and Proper Uses, Maryland C, 8:00AM  
355 Advancing Organizational Research With Computational Modeling, Maryland C, 10:00AM

- 447 Friday Seminar 3: Data Visualization in Practice: Doing, Seeing, and Thinking, Potomac 3-4, 11:30AM  
 493 Modeling Emergent Phenomena: Implementations and Process Insights, Maryland C, 1:00PM  
 662 Advancing Industrial-Organizational Psychology Research Using Agent-Based Modeling, Maryland 1-3, 8:00AM  
 663 In the Mind's Eye: Eye Tracking as a Tool for the Organizational Sciences, Maryland 4-5, 8:00AM  
 671 Changes in the Employee Survey Landscape, Potomac 1-2, 8:00AM  
 725 Research in Unusual Situations: When I-O Takes Us Outside Our Comfort Zone, Potomac 1-2, 10:00AM  
 806 Best of Both Worlds: Integrating Qualitative/Quantitative in Surveys, Maryland C, 11:30AM  
 810 Rigor Versus Real Life: Navigating Conducting High-Quality Research in Applied Settings, National Harbor 10-11, 11:30AM  
 839 Comparing the Validity of Frequently Used Engagement Survey Metrics, P. George's Exh. Hall D, 12:00PM  
 840 Bridging Direct and Indirect Measures of Vocational Fit Through a Mediation Model, P. George's Exh. Hall D, 12:00PM  
 841 A Neglected Aspect of the Reproducibility Crisis: Reproducing Monte Carlo Research, P. George's Exh. Hall D, 12:00PM  
 842 Agent-Based Modeling: Current and Future Directions in Organizational Psychology, P. George's Exh. Hall D, 12:00PM  
 843 Identifying and Preventing Insufficient Effort Responding in MTurk Samples, P. George's Exh. Hall D, 12:00PM  
 844 Longitudinal Mediation Analysis Using Autoregressive Cross-Lagged (ARCL) Panel Models, P. George's Exh. Hall D, 12:00PM  
 845 The Impact of Extreme Responding on Sliding Scales, P. George's Exh. Hall D, 12:00PM  
 846 Undergraduate Research Procrastination Is Not Related to Careless Survey Responding, P. George's Exh. Hall D, 12:00PM  
 847 My Voice Sprinkled With Emotion: Using AI to Extract Personality From Voice Recording, P. George's Exh. Hall D, 12:00PM  
 925 Cloud-Based Semiautomated Meta-Analytic Article Coding, Chesapeake 4-6, 3:00PM  
 926 From the Editors: Discussing Publishing, the State of the Field, and the Future, Chesapeake 7-9, 3:00PM

**Staffing (e.g., recruitment, applicant reactions, selection system design, succession planning, workforce planning)**

- 205 Sending Out an SOS: Hiring in a Tight Labor Market, National Harbor 2-3, 3:30PM  
 275 Go Big or Go Mobile: When and How to Implement Mobile Assessments, National Harbor 2-3, 5:00PM  
 455 The Irrational Job Seeker: Job Choice Decisions in Separate Versus Joint Evaluations, P. George's Exh. Hall D, 12:00PM  
 456 The Initial Effects of Recreational Marijuana Legalization on Industry Turnover, P. George's Exh. Hall D, 12:00PM  
 457 The Impact of Promotion Practices on Org. Attraction: The Role of Cultural Values, P. George's Exh. Hall D, 12:00PM  
 458 Causes and Consequences of Ghosting in the Employee Recruitment Process, P. George's Exh. Hall D, 12:00PM  
 459 Why Does Honest Impression Management Improve Interview Ratings?, P. George's Exh. Hall D, 12:00PM  
 460 Regulatory Fit Between Explanation Framing and Regulatory Focus on Applicant Reaction, P. George's Exh. Hall D, 12:00PM  
 461 Costs and Benefits of Verification as a Measure to Reduce Faking in Interviews, P. George's Exh. Hall D, 12:00PM  
 462 Job Applicants' Perceptions and Reactions of Hiring Companies' Social Media Policies, P. George's Exh. Hall D, 12:00PM  
 463 Suitable for All Ages?: Gamified Assessment Reactions, Performance and Age, P. George's Exh. Hall D, 12:00PM  
 464 Who Is Talented? A Model of Talent Identification Based on Implicit Theories, P. George's Exh. Hall D, 12:00PM  
 465 Attracting and Repelling: A Framework of Managerial Job Assignment Preferences, P. George's Exh. Hall D, 12:00PM  
 466 The Powerful Effect of Organization Personality on Organizational Attraction, P. George's Exh. Hall D, 12:00PM  
 467 Selection Feedback Derived From Biodata Correlates of Long Term Strategic Perspective, P. George's Exh. Hall D, 12:00PM  
 468 Rage Against the Machine: Reactions to Artificial Intelligence in Selection Systems, P. George's Exh. Hall D, 12:00PM  
 469 You Want the Sexist Recruiter or the Unbiased Recruiter, But Not In-Between, P. George's Exh. Hall D, 12:00PM  
 470 The Effects of Other Candidates and Social Networks on Resume Fraud Over Time, P. George's Exh. Hall D, 12:00PM  
 471 We Don't Hire Job Hoppers: Hiring Managers' Perceptions of Frequent Job Change, P. George's Exh. Hall D, 12:00PM  
 472 The Impact of Interest in Physical Sciences Over Time: Applying Latent Growth Models, P. George's Exh. Hall D, 12:00PM  
 473 Comparing the Accuracy of Decision Trees and Logistic Regression, P. George's Exh. Hall D, 12:00PM  
 474 Can I Trust My Recruiter? Factors Influencing Job Pursuit Intentions, P. George's Exh. Hall D, 12:00PM  
 475 Can Explanations Improve Test Takers' Perceptions of a GMA test? Yes, They Can!, P. George's Exh. Hall D, 12:00PM  
 476 Stepping Stone or Stumbling Block? The Impact of Military Service on Employment, P. George's Exh. Hall D, 12:00PM  
 477 Employee Selection: Don't Let the Machines Take Over, P. George's Exh. Hall D, 12:00PM  
 478 Will They or Won't They? Factors Affecting Compliance With Reference Check Requests, P. George's Exh. Hall D, 12:00PM  
 479 The Effect of Feedback on Decision Aid Utilization, P. George's Exh. Hall D, 12:00PM  
 480 Reducing Disparity and Increasing Diversity in Law Enforcement Hiring, P. George's Exh. Hall D, 12:00PM  
 481 Job Analytic Comparisons of Sales, Sales Managers, and Leaders Competencies, P. George's Exh. Hall D, 12:00PM  
 482 Applicant Attraction to Organizations: A Meta-Analytic Path Analysis, P. George's Exh. Hall D, 12:00PM  
 483 Formal and Informal Recruitment Sources: Comparing Applicant and New Hire Quality, P. George's Exh. Hall D, 12:00PM  
 489 Person-Environment Fit in the 21st Century: Exploring Future Research Directions, Maryland 1-3, 1:00PM  
 533 Practically Improving Candidate Experience: Aligning Research and Reality, Chesapeake 1-3, 3:00PM  
 542 SIOP Select: Horse-Sized Duck? Pros and Cons of Odd-Ball Interview Questions, Maryland B, 3:00PM  
 601 IGNITE Panel with Data: Myth Versus Reality in Candidate Reactions: What Really Matters, Potomac C, 4:00PM  
 635 The War for Talent: Managing Applicant Reactions in the Age of Technology, Chesapeake 1-3, 5:00PM  
 639 Development Programs for Future Leaders: How to Select for Success, Chesapeake D-F, 5:00PM  
 651 Symposium + Panel Session Combo: Candidate Feedback: Has the Time Come?, Potomac 1-2, 5:00PM  
 658 Job Interview Technology: Effects on Applicants, Evaluators, and Adverse Impact, Chesapeake A-C, 8:00AM  
 729 Employee Selection: Insights From Behavioral Decision Making, Potomac D, 10:00AM  
 805 SIOP Select: Too Legit to Quit or Pay to Quit: Innovative Recruitment and Retention, Maryland B, 11:30AM  
 811 We Have Liftoff: Launching and Sustaining Assessment Programs, Potomac 1-2, 11:30AM  
 849 Identifying the Mullet Candidate: Should We Use Social Media in Employee Selection?, Chesapeake 4-6, 12:30PM  
 911 Anxious Job Applicants: Unravelling Nature, Effects, Implications of Job Interviews, Maryland 4-5, 1:30PM  
 938 Candidates Want Feedback, What Should Organizations Do in the US and Globally?, National Harbor 2-3, 3:00PM

**Strategic HR/Utility/Changing Role of HR**

- 18 SIOP Select: Communicating Results in a Complex World, Potomac D, 10:30AM  
 99 Using Design Thinking to Reshape the Role of HR: An Interactive Session, National Harbor 10-11, 12:00PM



- 281 SIOP Select: Disruptions Big and Small: The Future of Science–Practice in I-O, Potomac D, 5:00PM
- 286 Using the SCT to Explain Why a Manager Should Remain Secret About Talent Status, Potomac A/B, 6:00PM
- 305 Talent Hackathon: Crowdsourcing Solutions for Thorny Organizational Issues, Maryland D, 8:00AM
- 311 Data Storytelling for I-Os: Let's Get Creative and Give It a Try, Potomac 5-6, 8:00AM
- 349 SIOP Select: Overcoming Missed Opportunities for a Seat at the People Analytics Table, Chesapeake G-I, 10:00AM
- 356 The Quantified Employee: Analytics That Transform Behavior and the Employee Experience, Maryland D, 10:00AM
- 439 Reskilling Talent to Be Future Ready: A Design Thinking Workshop, Maryland A, 11:30AM
- 484 Are We Closing the Science–Practice Gap in Talent Management?, Chesapeake 4-6, 1:00PM
- 494 Town Hall: CHRO Perspectives on How I-Os Can Better Serve Organizations, Maryland D, 1:00PM
- 544 Powerful Multidisciplinary Approaches in People Analytics, Maryland D, 3:00PM
- 596 Pulling Back the Curtain: What Do I-Os on People Analytics Teams Actually Do?, Maryland D, 4:00PM
- 647 Changing Nature of Work: Implications for Organizations, Maryland D, 5:00PM
- 657 Hop in the DeLorean: Adapting for the Workforce of Tomorrow, Chesapeake 7-9, 8:00AM
- 714 SIOP Select: Positioning SIOP as the Premier and Trusted Authority: Leaders IGNITE, Chesapeake G-I, 10:00AM
- 787 Talent Management Practices and Organizational Outcomes: A Bundling Approach, P. George's Exh. Hall D, 11:00AM
- 788 The Interaction of High Performance Work System and Managers' Values, P. George's Exh. Hall D, 11:00AM
- 857 Guerilla OD: New World for I-O Psychologist in Both Private and Public Sector, Maryland 4-5, 12:30PM
- 940 Solving Big Problems With Small Data: The Value of User-Centered Design for I-O, Potomac 3-4, 3:00PM

### ***Teaching I-O Psychology/Student Affiliate Issues/Professional Development***

- 103 SIOP Select: The Science–Practice Partnership: Action and Education, Potomac D, 12:00PM
- 147 SIOP Select: Making I-O Visible to Students and Helping Students Learn About I-O, Maryland B, 1:30PM
- 155 Current and Former I-O International Students Share Their Experiences, Potomac 5-6, 1:30PM
- 206 How to Leverage Internships for both Organizational and Personal Success, National Harbor 10-11, 3:30PM
- 209 From Student to Intern: Advice and Networking With Professionals, Potomac 5-6, 3:30PM
- 210 SIOP Select: Distinguished Professional Contribution and M. Scott Myers, Potomac C, 3:30PM
- 226 Do I-O Psychologists Use Causal Language to Describe Noncausal Results?, P. George's Exh. Hall D, 3:30PM
- 227 Student Preferences About How Group Projects Are Designed, P. George's Exh. Hall D, 3:30PM
- 228 A Text Analysis of 70 Years of Personnel Psychology, P. George's Exh. Hall D, 3:30PM
- 262 IGNITE + Panel Session Combo: Data Driven Communication Across Disciplines, Chesapeake 7-9, 5:00PM
- 268 Traditional Versus Online I-O Graduate Programs: Can They Coexist?, Maryland 1-3, 5:00PM
- 270 Ins and Outs of University-Based Consulting Centers, Maryland A, 5:00PM
- 272 Rethinking the Impact of the Science of I-O Psychology, Maryland C, 5:00PM
- 279 Professional Pioneers: Navigating Your Role as the Only I-O, Potomac 5-6, 5:00PM
- 291 Twenty Years of Technology at SIOP: Are I-O Psychologists Lagging?, Potomac A/B, 6:00PM
- 360 SIOP Select: Early Career Award Winners, Potomac 1-2, 10:00AM
- 362 Running the Lab (Or Not): Best Practices for Student–Faculty Research Collaborations, Potomac 5-6, 10:00AM
- 363 SIOP Select: Distinguished Scientific and Teaching Award Winners, Potomac C, 10:00AM
- 585 I-O Psychology Master's Program Issues and Challenges: Program Director Perspectives, Chesapeake 4-6, 4:00PM
- 640 So You Want to Be a Data Scientist: A Self-Guided Curriculum, Chesapeake G-I, 5:00PM
- 652 Hit Me With Your Best Plot: Presenting Science With Impact, Potomac 5-6, 5:00PM
- 653 Leaving the Nest: Surviving the Academic Job Hunt and Your First Year, Potomac C, 5:00PM
- 723 Design Thinking: A Crash Course for I-O Psychologists, National Harbor 2-3, 10:00AM
- 798 Open Science, Open Practice: Future Reality or Pipedream?, Chesapeake A-C, 11:30AM
- 918 Surviving Obstacles and the Imposter Syndrome in Graduate School, National Harbor 10-11, 1:30PM
- 920 Whose World Is It Anyway? Life of a Female Practitioner With a Master's Versus PhD, Potomac 3-4, 1:30PM

### ***Technology (e.g., gamification, social media, simulations)***

- 5 AI and EI Meet IO: Trust or Regulate?, Chesapeake 10-12, 10:30AM
- 96 Inside Out AI: Pitfalls, Challenges, and Successes in Implementing AI in HR, Maryland D, 12:00PM
- 137 Human Capital Management in Cybersecurity: Keeping Pace With Exponential Change, Chesapeake 4-6, 1:30PM
- 143 Beyond AI and VR: Top Technology Trends Disrupting the Future of Work, Chesapeake J-L, 1:30PM
- 145 Leveraging Data Science to Facilitate Insightful, Reproducible, and Trustworthy I-O, Maryland 4-6, 1:30PM
- 156 One-Way Video Interviews: Bridging the Research–Practice Gap, Potomac C, 1:30PM
- 203 Creating Reproducible and Interactive Analyses With JupyterLab and Binder, Maryland D, 3:30PM
- 276 Excel Can Do That? Maximizing I-O Projects Through Excel, National Harbor 10-11, 5:00PM
- 294 Friday Seminar 1: Fad to Fixture: Social Media in the Workplace, Chesapeake 7-9, 8:00AM
- 364 Interactive Data: Modern Visuals and Dashboards That Make a Difference, Potomac D, 10:00AM
- 443 Statistics Plus Data Visualizations: How Technology Brings Power to the People, National Harbor 1, 11:30AM
- 495 Technology “Addictions” at Work? Finding the Right Balance, National Harbor 1, 1:00PM
- 573 Employee Attitudes Toward Wearable Technologies in the Workplace, P. George's Exh. Hall D, 3:00PM
- 574 Gender and Age Impact Perceptions of Video Interviewing and Artificial Intelligence, P. George's Exh. Hall D, 3:00PM
- 575 An Interaction Between Anthropomorphism and Personality on Trust in Automated Systems, P. George's Exh. Hall D, 3:00PM
- 576 Me or My Friends? Examining SNS Friend Activity's Impact on Applicant Perceptions, P. George's Exh. Hall D, 3:00PM
- 577 The Viability of Virtual Reality: Assessing Risk Taking and Emotional Intelligence, P. George's Exh. Hall D, 3:00PM
- 578 Unpack Impact of Information and Communication Technologies: Advancing a Dynamic View, P. George's Exh. Hall D, 3:00PM
- 579 The Development of a Social Media Assessment of Personality, P. George's Exh. Hall D, 3:00PM
- 580 Effect of Age and Game Experience on Candidates' Reactions to Game-Based Assessment, P. George's Exh. Hall D, 3:00PM
- 581 Cultural Differences in Applicant Faking on Game-Based Assessments: The Role of Flow, P. George's Exh. Hall D, 3:00PM
- 582 Who's Afraid of AI? Factors Affecting Attitudes Toward Artificial Intelligence, P. George's Exh. Hall D, 3:00PM

- 583 The Failed Pursuit of Happiness: The Role of Job Crafting in Job Connectedness, P. George's Exh. Hall D, 3:00PM  
 593 Remote Proctoring: A Solution to Unproctored Testing Challenges?, Maryland A, 4:00PM  
 641 Leveling on Game Thinking: Research Trends in Gamification and Game-Based Assessments, Chesapeake J-L, 5:00PM  
 673 Strategic Foresight for I-O: What the World of Work Might Look Like in 2030, Potomac 5-6, 8:00AM  
 726 Assessment Innovation and Diversity in Talent Acquisition, Potomac 3-4, 10:00AM  
 728 Cybersecurity and I-O: Opportunities and Challenges for Practitioners and Academics, Potomac C, 10:00AM  
 794 AI Is Beginning to Impact Work Today, How Will It Impact Work in the Future?, Chesapeake 1-3, 11:30AM  
 807 Everything You Ever Wanted to Know About Data Science (But Were Afraid to Ask), Maryland D, 11:30AM  
 923 Technology and the Future of I-O Psychology, Potomac D, 1:30PM  
 933 Vetting With the Program: Examining Cybervetting Techniques for Applicant Screening, Maryland A, 3:00PM

**Testing/Assessment (e.g., selection methods, validation, predictors)**

- 7 Why Don't You Just Meet Me in the Middle? Practical Experiences in Talent Assessment, Maryland 1-3, 10:30AM  
 83 Situational Judgment Tests: Making Them Work Globally, Chesapeake 1-3, 12:00PM  
 87 Understanding Curvilinear Relationships in Selection Research and Practice, Chesapeake A-C, 12:00PM  
 138 Mobile Assessments: Big Considerations for Small Screens (Demo & Discussion), Chesapeake 7-9, 1:30PM  
 142 Modern Challenges in Establishing Assessment Strategies in Organizations, Chesapeake G-I, 1:30PM  
 144 Assessment Strategies for Selection of Cyber/Information Technology Professionals, Maryland 1-3, 1:30PM  
 191 Bridging the Mobile Divide: Innovative Design to Support Mobile Cognitive Testing, Chesapeake 4-6, 3:30PM  
 200 Symposium + Panel Session: Large-Scale Selection System Case Studies, Maryland A, 3:30PM  
 261 Candidate Experiences Matter: Navigating New Frontiers in Assessment Technologies, Chesapeake 4-6, 5:00PM  
 266 Keeping It Real: How Technology Is Shaping the Future of Assessment, Chesapeake G-I, 5:00PM  
 280 What Really Drives Candidate Reactions to Assessments? Perspectives From the Field, Potomac C, 5:00PM  
 300 Science, Not Stamps: Unitarian Perspectives of Validating Situational Judgment Tests, Maryland 1-3, 8:00AM  
 309 Atypical Applications of Work Analysis and Content-Oriented Validation Research, Potomac 1-2, 8:00AM  
 352 Test Validation Challenges: What Would You Do?, Maryland 4-6, 10:00AM  
 429 In the Trenches: Use of SJTs in High-Stakes, High-Volume Testing Programs, Chesapeake 1-3, 11:30AM  
 444 Has Candidate Delight Become a More Important Criterion Than Performance?, National Harbor 2-3, 11:30AM  
 491 Using Machine and Deep Learning in Hiring: Ethical, Legal, and Practical Concerns, Maryland A, 1:00PM  
 543 Innovative Talent Assessment Practices: Adoption, Trends, and Predictions, Maryland C, 3:00PM  
 591 Combining I-O and UX: Usability Testing in Simulation-Based Assessments, Maryland 1-3, 4:00PM  
 638 Developing High-Quality Assessments With the Reality of Limited Resources, Chesapeake A-C, 5:00PM  
 644 Championing Prehire Assessment Use Internally: Voices From the Field, Maryland A, 5:00PM  
 664 Looking Under the Hood: Making Use of Trace Data, Maryland A, 8:00AM  
 721 Applicant Behavior in Interviews: Structure, Cognitions, Storytelling, and Technology, Maryland D, 10:00AM  
 730 If the Applicant Fits, Hire Them: Person–Organization Fit, Engagement, and Performance, P. George's Exh. Hall D, 10:00AM  
 731 Plausible Corrections for Indirect Range Restriction in Personnel Selection, P. George's Exh. Hall D, 10:00AM  
 732 Development of the Social Shape Test: A New Ability Measure of Social Intelligence, P. George's Exh. Hall D, 10:00AM  
 733 A Neuroscience Method to Elucidate Sources of Score Differences on Ability Tests, P. George's Exh. Hall D, 10:00AM  
 734 Generalizability of Predictive Bias in Selection Systems With Multiple Predictors, P. George's Exh. Hall D, 10:00AM  
 735 Predictors of Standardized Test-Score Growth Trajectories, P. George's Exh. Hall D, 10:00AM  
 736 Understanding Machine Learning Assessments: Does the Reality Match the Hype?, P. George's Exh. Hall D, 10:00AM  
 737 Development of a State Regulatory Focus Scale, P. George's Exh. Hall D, 10:00AM  
 738 Scale It Up! Culture and Multianchor Forced-Choice Personality Assessments, P. George's Exh. Hall D, 10:00AM  
 739 Measuring Moral Disengagement at Work: Development and Validation of a New SJT, P. George's Exh. Hall D, 10:00AM  
 740 Don't Rush Me! How Time Limits Affect Candidates' Testing Experience and Scores, P. George's Exh. Hall D, 10:00AM  
 741 You Say Tomato? Semantic Similarity and Assessor Reliability, P. George's Exh. Hall D, 10:00AM  
 742 General Mental Ability and Job Performance: A Comprehensive Meta-Analytic Update, P. George's Exh. Hall D, 10:00AM  
 743 Using Social-Categorization Theory and Methods to Study Faking Behavior, P. George's Exh. Hall D, 10:00AM  
 744 Fast Versus Slow Intelligence as Predictors of Job Performance: A Test of the Worst Perf, P. George's Exh. Hall D, 10:00AM  
 745 Generalizability Theory Estimates of Interview Reliability, P. George's Exh. Hall D, 10:00AM  
 746 Comparing the Prediction of Implicit and Explicit Measures of the Dark Triad, P. George's Exh. Hall D, 10:00AM  
 747 Cadet Training and Personality Metrics Predict Officer Performance Ratings:  $R = .33$ , P. George's Exh. Hall D, 10:00AM  
 748 The Impact of Probing on Faking, Fairness, and Applicant Evaluation in Interviews, P. George's Exh. Hall D, 10:00AM  
 749 The Relationship between Participant Anxiety and Assessment Center Performance, P. George's Exh. Hall D, 10:00AM  
 750 Readability Indices and Subgroup Differences in Written Structured Interviews, P. George's Exh. Hall D, 10:00AM  
 751 Simulating the Impact of GDPR on Norm Estimation, P. George's Exh. Hall D, 10:00AM  
 752 Examining Nonlinear Relationships Between Conscientiousness and Job Performance, P. George's Exh. Hall D, 10:00AM  
 753 Establishing Minimum Aptitude Standards: Benchmarking Task Learning Difficulty, P. George's Exh. Hall D, 10:00AM  
 754 Operationalizing Occupational "Fit" For Optimal Scoring of Vocational Interest Assess, P. George's Exh. Hall D, 10:00AM  
 755 Examining the Impact of Context and Country on Forced-Choice Scores, P. George's Exh. Hall D, 10:00AM  
 756 Potential Linguistic Cues to Faking in Computer-Mediated Employment Interviews, P. George's Exh. Hall D, 10:00AM  
 757 Predictor Weighting With Adverse Impact and Shrinkage: Reply to Sackett et al. (2017), P. George's Exh. Hall D, 10:00AM  
 758 Revisiting Ability Test Versus Interview Validity Using Head-to-Head Comparisons, P. George's Exh. Hall D, 10:00AM  
 759 Validating a Measure of Strategic Thinking, P. George's Exh. Hall D, 10:00AM  
 760 Design and Validation of a Short Free Test of General Intelligence, P. George's Exh. Hall D, 10:00AM  
 761 Moving Beyond the Brag Sheet: Predicting Student Outcomes With Biodata Measures, P. George's Exh. Hall D, 10:00AM  
 808 Keys to Successful Implementation of a Large-Scale Structured Interview Process, National Harbor 1, 11:30AM  
 809 Predicting Prediction: A Discussion of Technology in Assessment and Selection, National Harbor 2-3, 11:30AM

- 812 Disrupting Talent Assessment: Emerging Technologies and Innovative Designs, Potomac 3-4, 11:30AM
- 850 Validation Roadblocks and Solutions: Challenges Not Covered in Textbooks, Chesapeake 7-9, 12:30PM
- 866 Future of Fitness in Combat: From Pentagon Policy to Frontline Implementation, Potomac 3-4, 12:30PM
- 869 Use Your Words: Text Analysis in Selection and Assessment, Potomac D, 12:30PM
- 905 Computer-Based Test Security Protocols at the United States Secret Service, Chesapeake 10-12, 1:30PM
- 906 Very Much More Than g: Further Evidence for the Importance of Specific Abilities, Chesapeake A-C, 1:30PM
- 913 Examining the Effectiveness of MFC Personality Assessments From Diverse Perspectives, Maryland B, 1:30PM
- 914 Criterion Validation in the Real World, Maryland C, 1:30PM
- 915 Assessment Centers: Status of the Science and the Practice, Maryland D, 1:30PM
- 922 Messy Validation V: Practitioner Perspectives on Validating AI Selection Systems, Potomac C, 1:30PM
- 924 Video Interviewing and Artificial Intelligence: To AI or Not to AI?, Chesapeake 1-3, 3:00PM
- 972 Predicting Counterproductive Work Behaviors With an SJT Measuring Self-Control, P. George's Exh. Hall D, 3:00PM
- 973 Impact of Expert Qualifications on Situational Judgment Test Scoring Keys, P. George's Exh. Hall D, 3:00PM
- 974 Are Vocational Interests Susceptible to Faking?, P. George's Exh. Hall D, 3:00PM
- 975 Using Personality to Predict Stress Tolerance in Sales Personnel, P. George's Exh. Hall D, 3:00PM
- 976 Multitasking as a Predictor of Performance in an Unmanned Aircraft Simulation, P. George's Exh. Hall D, 3:00PM

### **Training**

- 11 Applied Informal Learning: Knowns and Unknowns, National Harbor 1, 10:30AM
- 124 What Doesn't Kill You Makes You Stronger: Resiliency and PTG in the Military, P. George's Exh. Hall D, 12:30PM
- 125 Self-Regulation Interventions in a Self-Directed Learning Environment, P. George's Exh. Hall D, 12:30PM
- 126 Within-Learner Affective Changes and Relationships With Skill Learning, P. George's Exh. Hall D, 12:30PM
- 127 Reducing Violence Against First Responders Through Enacting a SAFE-T Training, P. George's Exh. Hall D, 12:30PM
- 128 Comparing Outcomes of Error-Related Trainings: An Experimental Lab Study, P. George's Exh. Hall D, 12:30PM
- 129 A Longitudinal Examination of How Learning Agility Impacts Future Career Success, P. George's Exh. Hall D, 12:30PM
- 130 The Malleability of Workplace-Relevant Noncognitive Constructs, P. George's Exh. Hall D, 12:30PM
- 131 A Long Road to Competence: Effects of Leadership, Climate, and Engagement on Transfer, P. George's Exh. Hall D, 12:30PM
- 132 Learning Not to Take the Bait: Comparing Training Methods on Phishing Susceptibility, P. George's Exh. Hall D, 12:30PM
- 133 Goal Orientation, Deep Processing, and Learning Outcomes: The Role of Task Difficulty, P. George's Exh. Hall D, 12:30PM
- 134 Predicting Self-Regulation Failures in Training, P. George's Exh. Hall D, 12:30PM
- 135 Effects of Training Delivery Features on Employee Training Outcomes: A Meta-Analysis, P. George's Exh. Hall D, 12:30PM
- 600 Extending Learning Program Design: From Deliberate Practice to Disciplined Reflection, Potomac 5-6, 4:00PM
- 724 Maximizing Training Investments: The Effects of Contextual Influences on Training, National Harbor 10-11, 10:00AM
- 910 The Ripple Effect: Building I-O Capabilities in Nontechnical Audiences, Maryland 1-3, 1:30PM

### **Work and Family/Nonwork Life/Leisure**

- 15 Episodic Work-Family Research Incubator: Lessons Learned and Best Practices, Potomac 3-4, 10:30AM
- 353 Advances in Predicting Employee Recovery at Home and Work, Maryland A, 10:00AM
- 498 Navigating Troubled Waters: A Forum to Advance Research on Motherhood and Work, Potomac 5-6, 1:00PM
- 537 Examining Identity Management Through a Work-Family Lens, Chesapeake D-F, 3:00PM
- 660 Support Is a Two-Way Street: How Supervisors Affect the Work-Family Interface, Chesapeake G-I, 8:00AM
- 710 I-O Feud: Scientists Versus Practitioners and Fellows Versus Grad Students, Chesapeake 7-9, 10:00AM
- 816 Crossover of Work Attitude Between Dual Incomers and Personality, P. George's Exh. Hall D, 12:00PM
- 817 The Impact of Family Leave on Coworker Support and Incivility, P. George's Exh. Hall D, 12:00PM
- 818 Eldercare and Work: A Multidisciplinary Review and Recommendations for Future Research, P. George's Exh. Hall D, 12:00PM
- 819 Show and Tell: Integrating Impression Management With the Work-Nonwork Interface, P. George's Exh. Hall D, 12:00PM
- 820 Validating the Work and Life Balance Scale: All Roles Measure, P. George's Exh. Hall D, 12:00PM
- 821 A Review of Work-School Conflict: What Do We Know and Where Do We Go From Here?, P. George's Exh. Hall D, 12:00PM
- 822 Investigating the Work-Family Balance in the Dyadic Context, P. George's Exh. Hall D, 12:00PM
- 823 Fathers' Work to Adolescent Interaction Spillover: The Role of Partner Involvement, P. George's Exh. Hall D, 12:00PM
- 824 A Latent Profile Analysis of Couples' Work-Family Interactions and Their Correlates, P. George's Exh. Hall D, 12:00PM
- 825 Explaining Employee Vacation-Taking Intentions Using the Theory of Planned Behavior, P. George's Exh. Hall D, 12:00PM
- 826 A Self-Compassion Intervention for Improving Work-Family Management, P. George's Exh. Hall D, 12:00PM
- 827 Engagement and Work-Family Conflict: A Study of Mechanisms and Boundary Conditions, P. George's Exh. Hall D, 12:00PM
- 828 Workaholism and Work-Family Conflict: The Effects of Boundary Management, P. George's Exh. Hall D, 12:00PM
- 829 Work-Family Conflict and Physical Health: The Role of Resource Depletion, P. George's Exh. Hall D, 12:00PM
- 830 The Exhausted Imposter: How Feeling Like a Fake Harms Our Roles at Work and Home, P. George's Exh. Hall D, 12:00PM
- 831 O\*NO they Didn't: Climate, Supervisor, and Job Influences on Work-School Conflict, P. George's Exh. Hall D, 12:00PM
- 832 Development and Validation of a Work-Family Management Situational Judgment Test, P. George's Exh. Hall D, 12:00PM
- 833 How Do Employees Feel About Telework?: An Interdisciplinary Approach, P. George's Exh. Hall D, 12:00PM
- 834 Does Individuals' PTSD Following a Layoff Predict Spouses' Secondary PTSD?, P. George's Exh. Hall D, 12:00PM
- 835 Work-Family Balance and Well-Being Among Couples: A Latent Profile Approach, P. George's Exh. Hall D, 12:00PM
- 836 Beyond Just Resilience: The Important Role of Work-Family Resources for Soldiers, P. George's Exh. Hall D, 12:00PM
- 837 Fighting for Time: Health and Well-Being Among Dual-Earning Couples, P. George's Exh. Hall D, 12:00PM
- 838 Family Salience Moderating LMX's Effects on Work-Family Conflict and Enrichment, P. George's Exh. Hall D, 12:00PM
- 916 Blending the Boundaries Between Work and Home: New Research on Boundary Theory, National Harbor 1, 1:30PM



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