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SIOP 2019 Conference and Program Committee Members
Scott Tonidandel, Conference Chair
Daisy Change, Past Conference Chair
Tracey Rizzuto, Program Chair
Elizabeth McCune, Incoming Program/Theme Track Chair
Tracy Kantrowitz, Past Program Chair
Gavan O’Shea, Workshop Chair
Rob Michel, Incoming Workshop Chair
Talya Bauer, SIOP President
Leanne Caudill, Volunteer Coordinator
Tim McGonigle, Placement Center Co-Chair
Jackie Spencer, Placement Center Co-Chair
Wendy Bedwell, Consortia Chair
Debbie DiazGranados, Consortia Chair-in-Training
Jessica Nicklin, Conference Evaluations Chair
Julie Olson-Buchanan, Site Selection Chair
Samantha Holland, Local Arrangements
Program Subcommittee Chairs:
Wendy Bedwell, Dustin Jundt, Meghan Thorton-Lugo, and Katina Sawyer

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.

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.

Questions? Visit the SIOP Hospitality Desk near conference registration.

Access the searchable version of this program at
my.siop.org/Meetings/ProgramSearch19

Persons With Disabilities
If you require special assistance, please inform the SIOP Administrative Office of any needs. We will endeavor to meet these requests. Please notify us as early as possible by calling (419) 353-0032 or emailing siop@siop.org.
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Platinum Partners

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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 in 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 reproductive 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.

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
HOTEL MAPS

National Harbor Level

Placement Center

Note: National Harbor Rooms are on their own level, accessible via escalator.

Atrium Level

Prince George's Exhibition Hall

Exhibit Hall, Registration, Posters, Coffee Breaks, Lunches

To Hotel, Restaurants and Retail
### Event Hours and Locations

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<tr>
<th>REGISTRATION HOURS:</th>
<th>SPECIAL EVENTS</th>
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<tr>
<td>Prince George’s Exhibit Hall (Atrium Level)</td>
<td>Newcomer Reception: presented by PTCMW</td>
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<tr>
<td>WEDNESDAY NOON TO 8:00PM</td>
<td>National Harbor 10</td>
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<td>THURSDAY 7:30AM TO 6:00PM</td>
<td>WEDNESDAY, 5:00PM TO 6:00PM</td>
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<td>FRIDAY 8:00AM TO 5:00PM</td>
<td>Welcome Reception, presented by SHRM</td>
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<td>SATURDAY 8:00AM TO 3:00PM</td>
<td>Potomac 1-6 Foyer (Ballroom Level)</td>
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<td>EXHIBIT HALL HOURS:</td>
<td>WEDNESDAY, 6:00PM TO 8:00PM</td>
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<tr>
<td>Prince George’s Exhibit Hall (Atrium Level)</td>
<td>Opening Plenary Session: Potomac A/B (Ballroom Level)</td>
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<tr>
<td>THURSDAY 10:00AM TO 5:30PM</td>
<td>THURSDAY, 8:30AM TO 10:00AM</td>
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<td>FRIDAY 8:30AM TO 5:00PM</td>
<td>Speed Benchmarking**: National Harbor 14</td>
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<td>SATURDAY 8:00AM TO NOON</td>
<td>THURSDAY, 4:30PM TO 6:00PM</td>
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| PLACEMENT CENTER HOURS: presented by APA psycCareers | INTERNATIONAL RECEPTION: National Harbor 12-13 |
| National Harbor 8 | THURSDAY, 6:30PM TO 7:30PM |
| WEDNESDAY 3:00PM TO 5:00PM | Committee on Ethnic and Minority Affairs Social Hour |
| THURSDAY 8:00AM TO 5:30PM | Lower Atrium |
| FRIDAY 8:00AM TO 5:30PM | THURSDAY, 6:00PM TO 7:00PM |
| SATURDAY 8:00AM TO NOON | Professional Practice Reception, presented by Quintela |
| Mock interview room: National Harbor 6 | National Harbor 4-5 |
| Interview room: National Harbor 7 | THURSDAY, 6:00 PM TO 7:30 PM |
| Placement Center Open House: National Harbor 4 | Networking Reception & Top Poster Display, presented by SHL |
| Thursday: 10:00-11:00AM | Potomac A/B (Ballroom Level) |
| CONTINENTAL BREAKFASTS: presented by SHL | THURSDAY, 6:00PM TO 8:00PM |
| Ballroom Foyers (Ballroom Level) | Women’s Inclusion Network Reception, presented by University of Oklahoma |
| THURSDAY, FRIDAY, SATURDAY | Potomac 3/4 (Ballroom Level) |
| 7:30AM TO 8:30AM | THURSDAY, 6:30PM TO 8:00PM |

| COFFEE BREAKS: Exhibit Hall (Atrium Level) | Speed Mentoring**: |
| THURSDAY 10:00AM TO 10:30AM | FRIDAY, 4:30 PM-6:00 PM |
| 3:00PM TO 3:30PM | Practice: National Harbor 4 |
| FRIDAY 9:30AM TO 10:00AM | Science Funding: National Harbor 5 |
| 2:30PM TO 3:00PM | Latin America Networking Event |
| SATURDAY 9:30AM TO 10:00AM, presented by PDRI | National Harbor 15 |
| 2:30PM TO 3:00PM, presented by Amazon | FRIDAY, 5:00 PM-6:00 PM |

| CONCESSION LUNCHES*: Exhibit Hall (Atrium Level) | Lesbian, Gay, Bisexual, and Transgender Committee and Allies Social Hour Potomac 2 (Ballroom Level) |
| THURSDAY, FRIDAY, SATURDAY | FRIDAY, 6:00PM TO 7:30PM |
| 11:30AM TO 1:00PM | Closing Plenary, featuring Megan Smith, CEO of shift7; 3rd U.S. Chief Technology Officer, Obama Administration |

| COMMITTEE MEETINGS | Potomac A/B (Ballroom Level) |
| THURSDAY | SATURDAY, 4:30PM TO 5:30PM, |
| Ambassador Meeting, 10:00 AM-10:30 AM, National Harbor 12-13 | Closing Reception |
| Program Chair Meeting, 10:00 AM-11:00 AM, National Harbor 9 | SATURDAY, 5:30PM TO 8:00PM, Maryland A&C |
| 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 | |

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*Available for purchase, not part of conference registration.

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**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

**"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

**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

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At Capella, we offer affordable, flexible, online degree programs in Industrial/Organizational Psychology that can help you become an effective scholar-practitioner and a valuable leader in creating a dynamic, successful organization.

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Stop by our booth to chat with us and meet the Dean of Psychology, Dr. Elizabeth Riley, and Industrial/Organizational Psychology Program Chair, Dr. 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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A FEW PARTICULAR ASPECTS OF
BUT LATELY IT’S BEEN SO TEDIOUS
AND MY
FORMER INTERN JUST GOT PROMOTED TO
MANAGER

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traditional methods to uncover real emotions and provide insights
to make meaningful improvements to your business.

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BY ULTIMATE SOFTWARE
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. Pultka, HumRRO, Panelist
Submitted by Robbie C. Brusso, rcbrusso@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, Yoichi Cohen-Charash, Baruch College & The Graduate Center, CUNY, Unphased by Unfairness: An Investigation Into Reactions to Envy
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 Ellenbein, 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 El 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

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
Bharali 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.Philips@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. Ginthner, Thermo Fisher Scientific, Panelist
Laura C. Lomeli, sweetgreen, Panelist
James Scriveri, 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
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 Bishop, 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,

Society for Industrial and Organizational Psychology
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<td>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.</td>
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<td>Jennifer L. Wessel, University of Maryland-College Park, <strong>Chair</strong></td>
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<td>Michelle (Mikki) Hebl, Rice University, <strong>Panelist</strong></td>
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<td>Patrick F. McKay, Rutgers University, <strong>Panelist</strong></td>
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<td>Belle Rose Ragins, University of Wisconsin-Milwaukee, <strong>Panelist</strong></td>
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<td>Laura Morgan Roberts, Antioch University, <strong>Panelist</strong></td>
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<td>Brian Welle, Google, <strong>Panelist</strong></td>
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<tr>
<td>Submitted by Jennifer L. Wessel, <a href="mailto:jwessel@umd.edu">jwessel@umd.edu</a></td>
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<td>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.</td>
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<tr>
<td>Christopher P. Cerasoli, UnitedHealth Group, Inc., <strong>Host</strong></td>
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<td>Mikhail A. Wolfson, American University, Kogod School of Business, <strong>Host</strong></td>
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<td>Jason G. Randall, University at Albany, SUNY, <strong>Coordinator</strong></td>
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<tr>
<td>Submitted by Jason G. Randall, <a href="mailto:jrandall@albany.edu">jrandall@albany.edu</a></td>
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<tr>
<th>12. Symposium/Forum: 10:30AM-11:50AM</th>
<th>National Harbor 2-3</th>
<th>Strategies to Support the Integration and Success of Workers With Disabilities</th>
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<tr>
<td>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.</td>
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<tr>
<td>Brent J. Lyons, York University, <strong>Co-Chair</strong></td>
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<td>Alexia M. Santuzzi, Northern Illinois University, <strong>Co-Chair</strong></td>
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<tr>
<td>Alexia 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 Schultz, Purdue University, <strong>Identity Protection Strategies Reported by Workers With Concealable Disabilities</strong></td>
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<td>Dan Samson, Queen's University, <strong>Leadership Beyond Barriers: Exploring the Careers of Leaders With Disabilities</strong></td>
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<td>Toschia M. Hogan, Georgia Institute of Technology, Joseph Liu, California State University, Chico, <strong>Disability and Social Integration: The Mediating Effect of Global Fairness</strong></td>
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<tr>
<td>Christine L. Nittouer, Rice University, Eden B. King, Rice University, Michelle (Mikki) Hebl, Rice University, <strong>Ally Strategies That Promote Hiring With Intellectual Disabilities</strong></td>
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<td>David C. Baldwin, Oregon State University, <strong>Discussant</strong></td>
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<tr>
<td>Adrienne J. Coella, Tulane University, <strong>Discussant</strong></td>
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<tr>
<td>Submitted by Brent J. Lyons, <a href="mailto:blyons@schulich.yorku.ca">blyons@schulich.yorku.ca</a></td>
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|呈terners 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. |
| 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 DFBL, 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** |
| Shalane Allen, Oregon Health & Science University, Jacqyelen 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 |

| 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, Formentis, **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, clerkinc@ccl.org |

| 15. Alternative Session Type with multiple papers: 10:30AM-11:50AM | Potomac 3-4 | Epidemic Work–Family Research Incubator: Lessons Learned and Best Practices |
| Five research briefs will be presented describing novel epidemic designs utilized in work-family research, followed by break-out groups to discuss how these epidemic 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 Epidemic Work–Family Research** |
| Kimberly A. French, Georgia Institute of Technology, Tammy D. Allen, University of South Florida, **Understanding Why “When” Is Theoretically Important** |

34th Annual Conference
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 Fetem, Université du Québec à Trois-Rivières, Affective Occupational Commitment Trajectories Among School Principals
Martin Edwards, King’s Business School, Michael 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.
Madhu 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

20. Poster: 10:30AM-11:20AM  Board 2
RAD Managers: Managerial Coaching Behaviors and Work-Related Attitudes
This paper 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. Cospio, Seattle Pacific University
Audrey M. Kinase Kolb, Seattle Genetics
Joey Collins, Seattle Pacific University
Submitted by Justin F. Cospio, cospioj@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, dehaaso@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.
Ethical Issues Are Closer Than They Appear:

Submitted by Tristan J. McIntosh, tristan.mcintosh@outlook.com
Kelsey E. Medeiros, University of Texas, Arlington
Logan L. Watts, Baruch College, CUNY
Tristan J. McIntosh, Washington University in St. Louis

occurrences of professional misconduct.

Explicit and implicit restrictions on the actions of professionals activate

organizations. It is theorized that personal biases mediate the rela-

Antecedents of Professional Misconduct: Situational Constraints and

Personal Biases

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 identi-

fied 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 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

Using Natural Language Processing to Understand Leader Challenges

Drawing upon self-determination theory (SDT; Deci & Ryan, 2002; Ryan

& Deci, 2017) and intentional change theory (ICT, Boyatzis, 2008), au-

thors 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
Terri Brandeis, Babson College
Phill Schatz, Babson College
Submitted by Scott N. Taylor, staylor@babson.edu

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 relation-

ship 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.m McIntosh@outlook.com

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
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. Uggerson, 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

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. McGlochlin, PSI Services LLC
Amy Gammon, PSI Services LLC
Submitted by Trevor D. McGlochlin, tmcglochlin@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 was also 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
Jin Liu, Renmin University of China
Submitted by Xingwen Chen, chenxingwen@connect.ithku.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. Jagaciak, 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, anosale@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 predictable 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 Cushmanberg, 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 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, xiaolingamyshaw@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, xiaolingamyshaw@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.

Jason L. Harman, Louisiana State University
Justin D. Puri, 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 positively related to nonclassroom performance.

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Mariah Moore, University of Minnesota
Deniz S. Ones, University of Minnesota

Submitted by Mariah Moore, moomo1291@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

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.
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, lemelasak@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.
Natascha Haight, St. Mary’s University
Gregory J. Pool, St. Mary’s University
Submitted by Natascha 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.
Natascha Haight, St. Mary’s University
Gregory J. Pool, St. Mary’s University
Submitted by Natascha 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.
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 × strength interaction.

Nathanal 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 Nathanal 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 2016 examines the relationship between role stress and organizational commitment. Results revealed a corrected mean correlation of r = -.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 Morрисette, Morрисette Consulting
Submitted by Jennifer L. Kisamore, jkisamore@ou.edu
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

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

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

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

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

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

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
Zhijing E. Zhou, Baruch College, City University of New York
Wiston Rodriguez, The Graduate Center/Baruch College
Submitted by Danielle R. Wald, DanielleRWald@gmail.com

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@clemson.edu

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.
Souhyun Yoon, Seoul National University
Jihye Lee, Seoul National University
Jeewon Gwak, Seoul National University
Seokhwa Yun, Seoul National University
Submitted by Souhyun Yoon, shxyoon@gmail.com

Photo Booth-Headshots
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Prince George's Exhibit Hall
FRIDAY: 8:30 AM-5:00 PM

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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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<td>83.</td>
<td>12:00PM-12:50PM</td>
<td>Chesapeake 1-3</td>
<td>Situational Judgment Tests: Making Them Work Globally</td>
<td>Hanyi Min, University of Central Florida, Jordan Dovel, Bowling Green State University, Christopher M. Gallagher, Bowling Green State University, Georgi P. Yankov, Tianjun Sun, University of Illinois at Urbana-Champaign, Bo Zhang, University of Illinois at Urbana-Champaign</td>
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<td>84.</td>
<td>12:00PM-1:20PM</td>
<td>Chesapeake 4-6</td>
<td>Theoretical Advances in Vocational Interest Research: Moving Beyond Holland Theory</td>
<td>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 science. Therefore, this symposium challenges and extends existing theory on vocational interests at work. Bart Wille, Ghent University, Brenton M. Wierink, University of South Florida, Why Interests Predict Performance: Reconceptualizing Conative Traits in Work Behavior</td>
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<td>85.</td>
<td>12:00PM-1:20PM</td>
<td>Chesapeake 7-9</td>
<td>Item Response Theory II: New Developments in Research and Applications</td>
<td>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</td>
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<td>86.</td>
<td>12:00PM-1:20PM</td>
<td>Chesapeake 10-12</td>
<td>Advancing the Science of Team Dynamics</td>
<td>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</td>
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<td>87.</td>
<td>12:00PM-1:20PM</td>
<td>Chesapeake A-C</td>
<td>Understanding Curvilinear Relationships in Selection Research and Practice</td>
<td>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</td>
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<td>88.</td>
<td>12:00PM-1:20PM</td>
<td>Chesapeake D-F</td>
<td>Contemporary Issues in Pay Equity Analysis: A Cross-Disciplinary Discussion</td>
<td>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</td>
</tr>
<tr>
<td>98.</td>
<td>12:00PM-1:20PM</td>
<td>Chesapeake D-F</td>
<td>Pay Equity Research: Instruction in the Legal and Statistical Frameworks</td>
<td>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</td>
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and I-O research lags behind. This masterclass will provide an empiri-

cial approach, highlighting the experiences of women and URM students 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, Evaya S. Pietri, Indiana University-Purdue University Indianapolis, Indiana State 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 Kentucky, 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 Neurolinguistic Phenomenon: A Research Blind Spot Limiting Systemic Inclusion

Despite the popularity of the neurolinguistic phenomenon with stakeholders despite the popularity of neurolinguistic diversity 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 neurolinguistic 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
Issaac E. Sabat, Texas A & M University, Co-Chair
Thomas Sasso, University of Guelph, Our Consent: Consensual Allyship With LGBTQ+ Canadians in the Workplace
Rebecca Lynn Tofta, University of Tennessee at Chattanooga, Alexandria Zulin, 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, Issac 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@tamu.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—impact 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 Epstein, 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 Denying 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? SIOP 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 Whightner, 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 Whightner, lj.whightner@gmail.com
95. Master Tutorial: 12:00PM-1:20PM  
**Al-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  
**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 Santive Souza, 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/KBRWyatt/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

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**
Tatana M. Olson, U.S. Navy, **Panelist**
Dana Broach, FAA, **Panelist**
Donna Doctors, U.S. Army Research Institute, **Panelist**
Peter Hausdorf, University of Guelph, **Panelist**
Jessica Garant, University of Guelph, **Panelist**
Roni Reiter-Palmon, University of Nebraska at Omaha, **Panelist**
Marissa L. Shuffler, Clemson University, **Panelist**
Shonna D. Waters, BetterUp, **Panelist**
Submitted by Elizabeth A. McCune, elizabeth.mccune@microsoft.com
### 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-$r^2 = .17$) 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, brittanycailllin@gmail.com

### 108. Poster: 12:30PM-1:20PM | Board 5
**Protein Career Development and Ignatian Spirituality: Evidence for Age-Old Practice**
Given its promise for protein 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, sscampanario@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 mount 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, kkaot@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

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### 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 Icic, 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, meredrj317@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, gargsawhney85@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
Viloshanakumar Veeramani, Southern Illinois University Carbondale
Submitted by Viloshanakumar 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 Hoye, 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.
Stanimir Koleva Taneva, Loughborough University,
Georg P. Yankov, Bowling Green State University
Submitted by Stanimir Koleva Taneva, sktaneva@gmail.com

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 showing 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
Yseut 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, Scoetrino-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
Multiwave 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.
Kimberly E. O'Brien, Central Michigan University
Submitted by Kristen Voetmann, kristen.voetmann@gmail.com
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 Nassrelngrgawi, 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 Garett 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

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 Lueneburg
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-Related 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
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 Hofmeister, 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
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
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 Uslug, Koç University
Yasemin Kısbo-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

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 McAlley, Booz Allen Hamilton, Co-Chair
Sarah Scholl, Booz Allen Hamilton, Co-Chair
Brooks Bojanowski, TEKsystems, Panelist
Michael D. Covert, 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_ann@bah.com

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
Betsi 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, Hollew Assessment Partners, Presenter
Jennifer E. Lowe, Hogan Assessment Systems, Presenter
Sonia Cristina Coorden, 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, gbblackman@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 four 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.

Nicholas A. Smith, Quinnciap University, Co-Chair
Whitney Vogel, Portland State University, Jennifer K. Dimoff, Portland State University, Nicholas A. Smith, Quinnciap University, To Call or Not to Call?
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, Yinm He, Texas A&M University, Mindy E. Bergman, Texas A&M University, Low Cost Interventions to Reduce Repetitive Strain Injury Symptoms
Philip 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 Presenters: 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., Presenter
W. Robert Lewis, Pfizer Inc., Panelist

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**Technology Professionals**

**Assessment Strategies for Selection of Cyber/Information**

Per and 2 empirical papers regarding leaders’ use of positive or negative accounts. This session presents a series of papers examining various aspects of leadership and cybersecurity.

**Examining the Incremental Value 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

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**Master Tutorial: 1:30PM-2:50PM**

**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.

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

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

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

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**Symposium/Forum: 1:30PM-2:50PM**

**The Impact of Operating Room Team Familiarity on Patient Outcomes**

Roseanne J. Foti, Virginia Tech, Co-Chair

Submitted by Roseanne J. Foti, foti007@vt.edu

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**Panel Event: 1:30PM-2:20PM**

**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. 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

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

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**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.

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

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**Master Tutorial: 1:30PM-2:50PM**

**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. 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

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

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**MultiDisciplinary**

**37**
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

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. Bulton, 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
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, baacton@vt.edu

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
Emilie B. Tison, DCI Consulting Group, Inc., Co-Chair
Tanner Bateman, FTI Consulting, Panelist
David Morgan, Micron Technology, Inc., Panelist
Eric J. Sydell, Shaker International, Panelist
Kelly Trindel, pymetrics, Panelist
Submitted by Emilie B. Tison, etison@dciconsult.com

From Pregnancy to Motherhood: Experiences of New and Expectant Mothers in the Field
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. Hinjosa, Howard University, The Critical Role of Maternity Benefit Comparison in Perceptions of Pregnancy Discrimination
Lunxia Ng, Rice University, Shannon Cheng, Rice University, Christine L. Nitrourer, 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

Panel + Fishbowl Session Combo: D&I Training Best Practices and Lessons From the Field
This session resumes the 2016 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. Lindsay, University of Memphis, Presenter
Fred G. Macoukij, 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

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
Eugeniya 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

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. This session explores the use of one-way video interviews and their impact on candidate pool diversity.

Society for Industrial and Organizational Psychology
### 157. Special Event: 1:30PM-2:20PM

**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.

**Presenters**

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, Kom Ferr, Panelist
Steve W. J. Koslowski, Michigan State University, Panelist

**Poster Session (Performance/Motivation): 1:30PM-2:20PM**

**Prince George's Exhibit Hall D**

| Board 1 | 158. Poster: 1:30PM-2:20PM | Expanding Identities at Work: The Performance Benefits of Work–Self Integration |
| Board 1 | | 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. |
| Board 1 | | Jeffrey R. Bentley, California State University, Long Beach |
| Board 2 | 159. Poster: 1:30PM-2:20PM | Temporal Depth and Reward Size Influence Temporal Discounting of Monetary Rewards |
| Board 2 | | 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. |
| Board 2 | | Erick Briggs, Saint Louis University, Kristi N. Lavigne, Saint Louis University, Andrea Cornelius, Saint Louis University, Dustin K. Jundt, Saint Louis University |
| Board 2 | | Submitted by Dustin K. Jundt, dustink.jundt@health.slu.edu |
| Board 3 | 160. Poster: 1:30PM-2:20PM | Employee Needs, Motivation, and Identification |
| Board 3 | | 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. |
| Board 3 | | David Cassell, Hofstra University, Bernard Gorman, Hofstra University |
| Board 3 | | Submitted by David Cassell, davidscassell@gmail.com |
| Board 4 | 161. Poster: 1:30PM-2:20PM | Perceiving the Trend: How Task Construal Shapes Performance Perceptions and Effort |
| Board 4 | | 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. |
| Board 4 | | Christopher Dishop, Michigan State University |
| Board 5 | 162. Poster: 1:30PM-2:20PM | Distinctions Between Goal Setting and Self-Efficacy Effects in Skill Acquisition |
| Board 5 | | 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. |
| Board 5 | | 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 |
| Board 5 | | Submitted by Kent Cooper Etherton, kent.etherton1@gmail.com |
| Board 6 | 163. Poster: 1:30PM-2:20PM | The Influence of Cognitive Strategies, Goals, and Encouragement on Performance |
| Board 6 | | 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. |
| Board 6 | | Elizabeth Guth, DePaul University, Goran Kuljanin, DePaul University |
| Board 6 | | Submitted by Elizabeth Guth, egorski1@depaul.edu |
| Board 7 | 164. Poster: 1:30PM-2:20PM | Multilevel Effects of Goal Orientation During Skill Acquisition and Adaptation |
| Board 7 | | 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. |
| Board 7 | | Jonathan Huck, University of Oklahoma, Eric A. Day, University of Oklahoma, Ashley Jorgensen, University of Oklahoma, Joseph A. Westlin, University of Oklahoma, Kelsey Richards, University of Oklahoma |
| Board 7 | | Submitted by Jonathan Huck, huck@ou.edu |
| Board 8 | 165. Poster: 1:30PM-2:20PM | Achievement Goals and Test Performance: Between- Versus Within-Person Effects |
| Board 8 | | 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. |
| Board 8 | | Carolyn M. Jagaciak, Purdue University, Melissa G. Keith, Purdue University |
| Board 8 | | Submitted by Melissa G. Keith, keith7@purdue.edu |
| Board 9 | 166. Poster: 1:30PM-2:20PM | Theoretical Refinement of Motivational Trait Constructs |
| Board 9 | | 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 Perazzadian, University at Albany
Submitted by Vahe Perazzadian, 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, Jssabree@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 exenuate himself 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
Voice Solicitation and Employee Voice: The Moderating Role of Trust
Authors examined relationships between voice solicitation and different voice behaviors (i.e., promote, 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, jkim6875@gmail.com

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
Mindk K. Shoss, University of Central Florida
Victoria L. Whitaker, UnityPoint Health
Submitted by Kristi N. Lavigne, kristi.lavigne@slu.edu

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
Mindk K. Shoss, University of Central Florida
Submitted by Kristi N. Lavigne, kristi.lavigne@slu.edu

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
Miodor Nishioka, University of Waterloo
James W. Beck, University of Waterloo
Douglas J. Brown, University of Waterloo
Submitted by Denise Law, d7law@uwaterloo.ca

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

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-
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 OCBIs 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, mrtturner@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-stewart@wiu.edu

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 disadvantaged 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
Tara K. McClure, Aon, John Capman, Aon, Alina Siemssen, cut-e Group, Nicholas R. Martin, Aon, Anthony S. Boyce, Aon, Exploring Equivalence and Applicant Reactions to a Mobile Cognitive Assessment Battery
Darrin Greile, CEB, Improved Measurement Through Interactive Test Design

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
Rachel M. Saef, Purdue University, Sang Eun Woo, Purdue University, Does Personality 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. Jazieh, Houston Methodist Hospital-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, Rice University, 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 Communication 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, Workplace Sexism: Identifying Dimensions and Differential Outcomes
Submitted by Sara Lambert Gutierrez, Sara.Gutierrez@shl.com
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.

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. Gerassoul, United Health 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 Zurich, Welcome Dr. Watson: New Roles and Responsibilities in AI-Supported Healthcare Teams
Ramón Rico, University of Western Australia, Mirko Antino, Instituto Universitario de los Ibiza, 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

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
Ernie Paskey, Aon, Presenter
Deborah DiazGranados, Virginia Commonwealth University, Presenter
Lauren Blackwell Landon, KBRwyle-NASA, Presenter
Katie Elder, Capital One, Presenter
Sarah A. Brock, Johnson & Johnson, Presenter
Michael Blair, U.S. Office of Personnel Management, Presenter
Ramón Rico, University of Western Australia, Presenter
Jay P. Nyein, Florida Institute of Technology, Presenter
Deborah DiazGranados, Virginia Commonwealth University, Presenter
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 Dewnell, 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
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
Sirnath Padmanabhan, Cyborg Inc., Aarti Shyamsunder, Pysmantics 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.

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.
Pamela 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
Charmane Harrison, TimkenSteel Corporation, Panelist
Jaimie Chen, University of Akron, Panelist
Lauren Sidwell, 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) Heli, Rice University, A Helping Hand: How Stereotypically 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
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 Rubio, California State University, Northridge, Co-Chair
Marissa L. Shuffler, Clemson University, Co-Chair
Jacqueline M. Spencer, CSRA, Co-Chair
Joselito C. Luahati, Global Skills X-Change, Presenter
Jake W. Forsman, KPMG, Presenter
Submitted by Tiffany M. Bisbey, Tiffany.M.Bisbey@rice.edu

evaluative, and elegant solutions.

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 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.

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.

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

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
Madelenne J. Ottosen, University of Texas Health Science Center at Houston
Kuojen Tsoa, University of Texas Health Science Center at Houston
Eduardo Salas, Rice University
Submitted by Tiffany M. Bisbey, Tiffany.M.Bisbey@rice.edu

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, gill@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&M University
Sin-Ning Cindy Liu, Texas A&M University
Dan Manh Nguyen, Florida Institute of Technology
Isaac E. Sabat, Texas A&M University
Submitted by Sin-Ning Cindy Liu, sning.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
Johannathan Burnette, Valdosta State University
Jeremy A. Bauer, Valdosta State University
Submitted by Jacob Wesley Highsmith, jacowesmith@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 personality. Perhaps there is no relationship, but authors propose alternatives: (a) the relationship depends on personality, (b) the relationship is curvilinear. Results from 2 samples (n1 = 300, n2 = 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, Justine Feeny, University of Regina
Submitted by Justin Feeny, justine.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.

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, xx46@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.
Sayeedul 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
Shazia 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, tasetz@yahoo.com
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 Klcullen, U.S. Army Research Institute for the Behavioral and Social Sciences
Submitted by Katie L. Guarino, katie.guarino@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.
Nhung T. Hendy, Towson University
Michael Biderman, University of Tennessee-Chattanooga
Submitted by Nhung 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, meiqin2015@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 Oliviera-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 personal 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, j.kisamore@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

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-

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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. Petos, 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
Chooskalingam Visweysaran, Florida International University
Submitted by Danilo Le Sante, dle821@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
Xiaohu 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. Kunoel, 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 Personology 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
Alex Janeiro, Montclair State University
Adrianna Cruz, 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
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<th>Board 22</th>
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<td>250. Poster: 4:30PM-5:20PM</td>
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<tr>
<td>Dan V. Simonet, Montclair State University</td>
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<td>Adrianna Cruz, Montclair State University</td>
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<tr>
<td>Submitted by Dan V. Simonet, <a href="mailto:dvsimonet@gmail.com">dvsimonet@gmail.com</a></td>
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<td>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.</td>
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<td>Daniël Study, California State University</td>
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<td>San Bernardino</td>
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<td>Submitted by Daniël Study, <a href="mailto:daniel_study@yahoo.com">daniel_study@yahoo.com</a></td>
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<td>252. Poster: 4:30PM-5:20PM</td>
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<td>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.</td>
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<td>Margaret Judith Toich, Montclair State University</td>
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<td>Submitted by Margaret Judith Toich, <a href="mailto:toichm1@montclair.edu">toichm1@montclair.edu</a></td>
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<td>253. Poster: 4:30PM-5:20PM</td>
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<td>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.</td>
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<tr>
<td>Khuê Tran, University of Minnesota Twin Cities</td>
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<tr>
<td>Submitted by Khuê Tran, <a href="mailto:tranrn003@umn.edu">tranrn003@umn.edu</a></td>
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<tr>
<td>254. Poster: 4:30PM-5:20PM</td>
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<tr>
<td>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.</td>
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<tr>
<td>Submitted by Luke Treglown, <a href="mailto:luket@thomas.co.uk">luket@thomas.co.uk</a></td>
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<tr>
<td>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.</td>
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<tr>
<td>Yi Wang, Pennsylvania State University</td>
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<tr>
<td>Amanda Moeller, Pennsylvania State University</td>
</tr>
<tr>
<td>Submitted by Yi Wang, <a href="mailto:yuw354@psu.edu">yuw354@psu.edu</a></td>
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<td>256. Poster: 4:30PM-5:20PM</td>
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<tr>
<td>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.</td>
</tr>
<tr>
<td>Andreas Wihler, Frankfurt School of Finance &amp; Management gGmbH</td>
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<tr>
<td>Hanna Aileen Genau, University of Bonn</td>
</tr>
<tr>
<td>Roxanne Merkl, University of Bonn</td>
</tr>
<tr>
<td>Submitted by Andreas Wihler, <a href="mailto:a.wihler@fs.de">a.wihler@fs.de</a></td>
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<td>257. Poster: 4:30PM-5:20PM</td>
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<td>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.</td>
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<tr>
<td>Grace Williams, East Carolina University</td>
</tr>
<tr>
<td>Submitted by Mark C. Bowler, <a href="mailto:bowlerm@ecu.edu">bowlerm@ecu.edu</a></td>
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<td>258. Poster: 4:30PM-5:20PM</td>
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<td>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.</td>
</tr>
<tr>
<td>Submitted by Tetsuhiro Yamada, <a href="mailto:yamad017@umn.edu">yamad017@umn.edu</a></td>
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<td>259. Poster: 4:30PM-5:20PM</td>
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<td>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.</td>
</tr>
<tr>
<td>Submitted by Tetsuhiro Yamada, <a href="mailto:yamada017@umn.edu">yamada017@umn.edu</a></td>
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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
Winni 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, Xin Xuan 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
Bryan 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.

Sayeedu 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 Sayeedu Islam, sayeedu.islam@gmail.com

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. Kabin, Korn Ferry Hay Group, Co-Chair
Peter J. Reiley, U.S. Air Force Academy, Co-Chair
Julia Bayless, Capital One, Affinity Groups for Military Veterans and Families: Invest in Heroes
Philipp Dillulio, Old Dominion University, William P. Jimenez, Old Dominion University, Chad Kenneally, Old Dominion University, Andrew B. Collums, Flex, Kateynel Reynolds, JPI, Konstantin Ciglarov, 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, Warden University, Program Evaluations and Beyond: Applying I-O to Support Veteran Transition
Submitted by Adam H. Kabin, 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
Beiven Zhu, Panelist
Submitted by Kari R. Strobel, kari2000@comcast.net

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 examining the effect on adverse impact for different groups of people based on gender, age, and race/ethnicity.

Jason N. Jaber, SHL, Chair
Boaann 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.
Program FINAL.indd   51

A major challenge organizations are dealing with is how to accelerate the giving and receiving of feedback to drive performance and growth. This symposium explores the potential of feedback from unique sources, such as AI and machine learning, to redefine the feedback process and improve organizational effectiveness. It will feature presentations from experts in the field, including feedback researchers, practitioners, and technology developers, who will discuss the latest trends and innovations in feedback technology and its implications for future feedback practices.

Submitted by Kimberly Acre Adams, kadam6006@gmail.com

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 series 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
Catarina Marques Santos, Maastricht University, Sjir Uitdewilligen, Maasricht 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, Co-Chair

Submitted by Eleni Georganta, eleni.georganta@psy.tamu.edu

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 Kramer, Rutgers University, Panelist
Steven A Miranda, Federal Reserve Board of Governors, Panelist
Tanya C Tippins, The 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 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 & Johnson, Panelist
Michael E. Hoffman, Johnson & Johnson, Panelist
Kyle D. McNeal, Johnson & Johnson, Panelist
Nathanial 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. Dziewczynski, FMP Consulting, Chair
Christine N. Gundermann, FMP Consulting, Co-Chair
Chris Bordeau, 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. Dziewczynski, 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@shi.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.

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. Best, 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

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.
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.

Submitted by Gabi Eissa, San Diego State University
Scott W. Lester, University of Wisconsin–Eau Claire

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

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 attain 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.

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

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
Julan Xie, Central South University

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 Siders, 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

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Gabi Eissa, geissa@sdsu.edu
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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

Beyond Neurotypical: Maximizing Performance Through Diverse Talent Management
Dr. Walter Reichman
April 5 4:00 - 4:50, Chesapeake A-C

Changes in the Employee Survey Landscape
Dr. Scott Brooks
April 6 8:00 - 9:20, Potomac 1-2

Best of Both Worlds: Integrating Qualitative/Quantitative in Surveys
Dr. Victoria Hendrickson
April 6 11:30 - 12:20, Maryland 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
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Org Development | PsyD
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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 Sieu Rauvola, Saint Louis University, Cort W. Rudolph, Saint Louis University, Feedback Environment: A Meta-Analysis
Andrew P. Tenbrinck, 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. Tenbrinck, 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
Alicia 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

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. Landaer, University of Minnesota, Presenter
Daly Vaughn, Shaker International, Presenter
Submitted by Ho Kwan Cheung, hcheung@albany.edu

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, Chair
Por R. Harvey, 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. DeKoeck, 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
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, aleel@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, Kristi Davison, Appalachian State University, Qualities of Perceptual Measures and Measurement Reporting in Organizational Research
Scott Toridandel, University of North Carolina Charlotte, Karoline Sunnerville, University of North Carolina, George C. Banks, University of North Carolina Charlotte, Eric D. Heggstad, University of North Carolina Charlotte, David Scheuf, University of North Carolina Charlotte, A Pareto Optimization Approach for Shortening a Validated Scale
Jose M. Cortina, Virginia Commonwealth University, Zlontg 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
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, University of Maryland/University of Southern California, Presenter
Steve W. J. Kozlowski, Michigan State University, Presenter
Tracy Kantrowitz, PDRI, 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
This symposium consists of 4 studies that take different approaches, including various regression and factor analytic methods, to validate situational judgments tests (SJT). 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, Kall 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
Harold I. Reiter, McMaster University, Christopher Zou, Attus 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 transactional 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 Teader, 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
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 Hightower, 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. Jahanshai, 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 Inter-Sectional Perspective on Illegitimate Tasks on MTurk
Natalie Venelli, Clemson University, Cynthia L.S. Purdy, Clemson University, Time Didn’t Fly: The Experience of Boredom on MTurk
Alice M. Brawley Newlin, Gettysburg College, Seriously?: Estimates of Gig Work Dependence Vari With Question Wordng
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 solution 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 Off-Label I-O 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. Railey, DDI, Host
Katharine R. O’Brien, CUNA Mutual Group, Coordinator
Submitted by Katharine R. O’Brien, katharine.robrein@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 encourages 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. Dieffendorf, University of Akron, Douglas Magill, University of Akron, Rebecca J. Erickson, University of Akron, Surface Acting and Well-Being: Does You Act With Matter?
Robert C. Melloy, Jr., Culture Amp, Alicia A. Grandey, Pennsylvania State University, Latent Profiles of Emotion Regulation in Response to Interpersonal Lability
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
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. McCoy, HumRRO, Co-Chair
Harrison J. Kell, Educational Testing Service, Co-Chair
Shannon L. Marlow, University of Texas at San Antonio, Tiffany M. Bisby, Rice University, Wendy L. Bedwell, PACE Consulting Solutions, LLC, Stephanie A. Zajac, Houston Methodist Hospital-MITIE Simulation Center, Denise L. Reyes, Rice University, Michelle LaMar, Educational Testing Service, Saad Khan, Educational Testing Service, Joseph Loprepiato, Uniformed Services University of the Health Sciences, Teamwork Measurement for Multiple Patient Casuality Scenarios
Jennifer L. Klaefeln, 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
Rodney A. McCoy, HumRRO, Andrea Sinclair, HumRRO, Amanda J. Koch, HumRRO, Justin D. Purl, HumRRO, Reeshad S. Dalal, George Mason University, Fred Oswald, Rice University, Richard N. Landers, University of Minnesota, Game-Like Performance Tests for Assessing Personality
Deniz S. Ones, University of Minnesota, Attil Birkland, University of Minnesota, Stephan Dilchert, Baruch College, Brenda D. Ellis, University of Minnesota-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. McCoy, mccloy@humrro.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.
Emilie B. Tison, DCI Consulting Group, Inc., Chair
Kayo Sady, Amazon, Moderator
Mike G. Aamodt, DICI Consulting Group, Inc., Panelist
Deborah L. Gebhardt, HumRRO, Panelist
Rick R. Jacobs, Pennsylvania State University/PSI, Panelist
Submitted by Emilie B. Tison, etison@dicconsult.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 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 opportunities for community building and branding are shared.
Tiffany R. Peeplesman, LinkedIn, Presenter
Amy DuVernet, Training Industry, Inc, Presenter
Christina I. Gutierrez, Kabbage, Presenter
Melissa M. Harrell, Google, Presenter
Chris Kubisai, PDRI, an SHL Company, Presenter
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, ticker 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

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

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.

Maike E. Debuse, University of Zurich, Chair  
Soner Dumani, American Institutes for Research (AIR), Co-Chair  
Ulte-Christine Klehe, Justus Liebig Universität Giessen, Maximilian Buyken, University of Giessen, Laura Gartner, 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

Submitted by Maike E. Debuse, m.debus@psychologie.uzh.ch

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 Abellanosa, University of Texas at Arlington  
Jared Kenworthy, University of Texas at Arlington

Submitted by Adrian Abellanosa, a.abellanosa93@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 Abota, 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.

Cassondra L. Batz-Barbarich, SAP  
Blake Allan, Purdue University  
Haley Sterling, Purdue University  
Louis Tay, Purdue University

Submitted by Cassondra L. Batz-Barbarich, cbatz@purdue.edu
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, burt1@uwindsor.ca

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

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, pflynn@grad.moore.sc.edu

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 (n1 = 250, n2 = 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
Jami Bertomeu, University of South Florida
Submitted by Cheryl Gray, cgray14@mail.usf.edu

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, rileyhess86@gmail.com

Interactive Effects of Perceptions of Fairness on Employee Connectedness and Engagement
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

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

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@monclair.edu

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
Jaijin (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

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, Augusta University
Submitted by Mike Morrison, mikeamorrison@gmail.com
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

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
Lhau Shi, Guangzhou University
Manuel J. Vaulont, Arizona State University
Submitted by Zhen Zhang, zhen.zhang@asu.edu

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.

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

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

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 (S USS)
Sean Fang, Singapore University of Social Sciences (S USS)
Submitted by Klaus J. Templer, kjtempler@suss.edu.sg

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.

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

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

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
John Schaubroeck, Michigan State University
Steve W. J. Kozlowski, Michigan State University
Submitted by Fong T. Keng-Highberger, fongkeng@ntu.edu.sg
### 2019 SIOP Conference | FRIDAY AM | National Harbor, MD

**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 2x2 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.  
Jiaxu Qu, Assessment Associates International  
Ronald C. Page, Assessment Associates International  
Submitted by Jiaxu 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 simulated 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.  
Margarita Truniger, 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@cccl.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@aptmetrics.com

**347. Symposium/Forum: 10:00AM-11:20AM**  
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, Declan O. Gilmer, University of Connecticut, Tuyen Dinh, Indiana University-Purdue 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
### 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-level perspectives.

- Vivian A. Woo, Mercer | **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

### 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 | **Presenter**
- Qaiser Mehmood, Hamadrd University | **Presenter**
- Ronit Kark, Bar-Ilan University | **Presenter**
- Laura Venz, University of Mannheim | **Presenter**

Submitted by Donna Chrobot-Mason, donna.chrobot-mason@uc.edu

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### 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 measurement is used in their organizations.

- Meisha-Ann Martin, Flex | **Chair**
- Randy Lim, McKinsey & Company | **Co-Chair**
- Andrew Biga, GoHealth Urgent Care | **Panelist**
- Kaitlyn Warter, Nordstrom | **Panelist**
- Marc Vicino, JetBlue | **Panelist**

Submitted by Meisha-Ann Martin, meishaann.martin@flextrons.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**

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 Sonnettag, University of Mannheim | **Presenter**
- Nancy T. Tippins, The Nancy T. Tippins Group | **Presenter**

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, thompsonisaacb@gmail.com
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 Kujanin, 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, chaoq@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.o'brien@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. Bitner, Bitner and Associates, LLC, Panelist
Jodi Himelright, Excellis Leadership Consulting, Inc., Panelist
Marc B. Sokol, Sage Consulting Resources, Panelist
Submitted by Janis M. Ward, janis.ward@jmwardconsulting.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. Schieman, Metrus Group, Inc., Presenter
Maura A. Stevenson, MedVet, Presenter
Submitted by Maria Brown, maria.brown@msg.com
360. Special Event: 10:00AM-11:20AM Potomac 1-2
SIOP Select: Early Career Award Winners
Throughout the pipeline from training student leaders 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, Kom 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

Society for Industrial and Organizational Psychology
363. Poster: 10:00AM-10:50AM
**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.

**Presenters:**
- Ryan L. Derickson, University of Cincinnati, **Presenter**
- Jena Wierwille, VHA National Center for Organization Development, **Presenter**
- Submitted by Ryan L. Derickson, rderickson@gmail.com

364. Master Tutorial: 10:00AM-10:50AM
**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.

**Presenters:**
- Ryan L. Derickson, University of Cincinnati, **Presenter**
- Jena Wierwille, VHA National Center for Organization Development, **Presenter**
- Submitted by Ryan L. Derickson, rderickson@gmail.com

365. Poster: 10:00AM-10:50AM
**Diversity and Need fro 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.

**Presenters:**
- Della Agbeke, Colorado State University
- Analeigh Dao, Colorado State University
- Veronica Scherbak, Colorado State University

**Submitted by Della Agbeke, dagbeke@gmail.com**

366. Poster: 10:00AM-10:50AM
**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.

**Presenters:**
- Corinne Baron Donovan, St. Joseph College
- Steven Huang, Culture Amp

**Submitted by Corrine Baron Donovan, cdonovan9@yahoo.com**

367. Poster: 10:00AM-10:50AM
**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 mult组织izational sample responded to an online survey. This study implies that ERGs may be an effective tool to manage diversity and occupational health.

**Presenters:**
- Kelly Irene Bielokon, 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
**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.

**Presenters:**
- Timothy Carsey, Portland State University
- Lauren Sarah Park, Portland State University
- Larry R. Martinez, Portland State University

**Submitted by Lauren Sarah Park, laurenspark12@yahoo.com**

370. Poster: 10:00AM-10:50AM
**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.

**Presenters:**
- Sydnie 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
**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.

**Presenters:**
- 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
**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,**
among 29 attitudinal and organizational variables in a large, representative 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., bet2104@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 Kujlanin, 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 McCchesney, North Carolina State University
Tara S. Behrend, The George Washington University
Submitted by Jenna Ellen-Marie McCchesney, jemccches@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 Intercultural 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 mediating impact of positive developmental climates may have in reducing intercultural discrimination during students’ graduate training.
Carlos A. Moreno, Rice University
Raymond N. Trau, Curtin University
Submitted by Carlos A. Moreno, carlos.morenoc16@gmail.com

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
Omnia 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 accommodations. 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@inteagroconnect.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, representative 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., bet2104@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 Kujlanin, 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 McCchesney, North Carolina State University
Tara S. Behrend, The George Washington University
Submitted by Jenna Ellen-Marie McCchesney, jemccches@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 Intercultural 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 mediating impact of positive developmental climates may have in reducing intercultural discrimination during students’ graduate training.
Carlos A. Moreno, Rice University
Raymond N. Trau, Curtin University
Submitted by Carlos A. Moreno, carlos.morenoc16@gmail.com

70
largest penalties for White executives. Parenthood sometimes increased policies, and procedures. In an academic institution, it is demonstrated workplace, subtle forms of sexism can affect organizational culture, Although progress has been made in terms of gender equity in the (Modern) Sexism in STEM: Gender Differences in Academia 389. Poster: 10:00AM-10:50AM Desmond W. Leung, The Graduate Center & Baruch College, CUNY Michael K. Judiesch, Manhattan College Karen S. Lyness, Baruch College & The Graduate Center, CUNY Nicolette Ann Rainone, The Graduate Center & Baruch College, CUNY ties for men or women from other racial groups. career opportunities differed by executives’ race and gender parenthood for executives in a study with 778 employees. Perceived Authors investigated perceived career opportunities associated with a person perceives what he or she workplace scenarios were used to examine metastereotype valence, influenced job performance and motivation, with these indirect effects moderated by one’s body image valence. Results showed that older workers reactions’ were influenced by metastereotype valence, 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. 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

Perceptions of Justice Across Gender: Are Our Measures Appropriate? 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 evidence 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, quijadacrisostomo@xavier.edu

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, quijadacrisostomo@xavier.edu

Do Perceived Career Opportunities for Executive Parents Differ by Race or Gender? Authors investigated perceived career opportunities associated with 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

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

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

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.

434. 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... Question: What is the main topic of the document? Answer: The main topic of the document is the examination of various forms of sexism in the workplace, including gender differences in academic settings, and the impact of parental leave on career opportunities. The document also discusses the measurement invariance of justice measures across gender, the effects of gender and self-objectification on job outcomes, and the influence of metastereotypes on workplace scenarios. The document concludes with an investigation of sexual orientation disclosure in the workplace and its outcomes.
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

Poster Session (Statistics/Inclusion):
11:00AM-11:50AM Prince George’s Exhibit Hall D

Understanding Stigmatized Occupations: A Qualitative Study

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
Kaytynn R. Griswold, Pennsylvania State University
Submitted by Kisha S. Jones, kisha.jones@psu.edu

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.

Peihua Chen, National Chiao Tung University
Fritz Drasgow, University of Illinois at Urbana-Champaign
Yueyang Chen, University of Illinois at Urbana-Champaign
Bo Zhang, University of Illinois Urbana-Champaign
Submitted by Yueyang Chen, ychen239@illinois.edu

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 Chelewin, Kansas State University
Christopher J. Lake, Kansas State University
Submitted by Cassandra Chelewin, cassiekt@ksu.edu

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

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

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, peihuam@mail.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.
Garet C. Foster, University of Missouri–St. Louis
Michael J. Zicker, Bowling Green State University
Bhavik Modi, University of Missouri-St. Louis
Submitted by Garet 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. Liszhy, Wyzant
Laura E. Matzen, Sandia National Laboratories
Nathan T. Carter, University of Georgia
Submitted by Alexandra Harris, alexandramichele.harris@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 PsychoFileDrawer 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.
Garet N. Howardson, U.S. Army Research Institute for the Behavioral and Social Sciences
Submitted by Garet N. Howardson, grett.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, justinmjoness23@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
<table>
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<tr>
<th>Board 20</th>
<th>11:00AM-11:50AM</th>
<th>Testing the Circumplex Structure of a Work Motivation Scale: Continuum or Types?</th>
<th>National Harbor, MD</th>
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<tr>
<td>Liwen Liu, SHL</td>
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<td>James C. Meaden, SHL</td>
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<tr>
<th>Board 21</th>
<th>11:00AM-11:50AM</th>
<th>Uncovering the Dynamic OCB–CWB Interplay: A Psychometric Network Analysis</th>
<th>National Harbor, MD</th>
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<td>Megan Lowery, University of Georgia</td>
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<td>Melissa A. Clark, University of Georgia</td>
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<td>Nathan T. Carter, University of Georgia</td>
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<th>Board 22</th>
<th>11:00AM-11:50AM</th>
<th>Preparing for the Future of Work: Critical Attitudes and Traits for Cyber Employees</th>
<th>National Harbor, MD</th>
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<td>Jaclyn Martin, PDRI/University of South Florida</td>
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<td>Sean Poter, University of South Florida</td>
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<td>Mark R. Rose, US Air Force</td>
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<td>Michael D. Coovert, University of South Florida</td>
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<th>Board 23</th>
<th>11:00AM-11:50AM</th>
<th>Differing Numbers of Scale Points and the Implications for Reliability and Validity</th>
<th>National Harbor, MD</th>
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<td>Win T. Matsuda, University of Minnesota</td>
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<th>Board 24</th>
<th>11:00AM-11:50AM</th>
<th>Self-Control Strategies: A Measure Development</th>
<th>National Harbor, MD</th>
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<td>Jasmina Miletovic, Florida Institute of Technology</td>
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<td>Nicholas Aaron Moon, Florida Institute of Technology</td>
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<td>Sherif Al-Qallawi, Florida Institute of Technology</td>
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<th>Board 25</th>
<th>11:00AM-11:50AM</th>
<th>Deep Learning Applications to I-O: Forecasting U.S. Work Attitudes on Twitter</th>
<th>National Harbor, MD</th>
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<td>Brandon Minton, Virginia Tech</td>
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<td>Ivan Hernandez, Virginia Tech</td>
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<th>Board 26</th>
<th>11:00AM-11:50AM</th>
<th>Bootstrapping, Sobel, and Mediation: Small Samples Inaccuracies and Low Power</th>
<th>National Harbor, MD</th>
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<td>Long H. Nguyen, Roosevelt University</td>
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<td>Nicholas A. Baldwin, Roosevelt University</td>
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<td>Shani Fagan, Roosevelt University</td>
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<td>Travis J. Hensersky, McLane</td>
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<th>Board 27</th>
<th>11:00AM-11:50AM</th>
<th>Application of Qualitative Comparative Analysis (QCA) in Team Composition Research</th>
<th>National Harbor, MD</th>
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<td>Weiven Nie, Virginia Tech</td>
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<td>Bryan P. Acton, Virginia Tech</td>
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<td>Roseanne J. Foti, Virginia Tech</td>
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<th>Board 28</th>
<th>11:00AM-11:50AM</th>
<th>Test–Retest and Internal Consistency Reliability and Analysis of Experimental Design</th>
<th>National Harbor, MD</th>
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<td>Jeffrey Olenick, Michigan State University</td>
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<th>Board 29</th>
<th>11:00AM-11:50AM</th>
<th>Sensitivity to Moral Intensity: Development and Validation of a Moral Intensity Scale</th>
<th>National Harbor, MD</th>
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<td>Brett Torrence, University of Oklahoma</td>
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<td>Megan Rene Turner, University of Oklahoma</td>
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<td>Alysha M. Ness, U.S. Army Research Institute for the Behavioral and Social Sciences</td>
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<td>Alexander Brunot, University of Oklahoma</td>
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Society for Industrial and Organizational Psychology
**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, Western Michigan 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 Dragos, 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. Byrum, Human Resources Research Organization, Chair  
Rebecca L. Fraser, Association of American Medical Colleges, Panellist  
Scott H. Oppler, Society for Human Resource Management (SHRM), Panellist  
Fiona Patterson, Work Psychology Group, Panellist  
Taylor Sparks Sullivan, HumRRO, Panellist  

Submitted by Bethany H. Byrum, bbyrum@humro.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.

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| Chris L. Lovato, IBM, Chair  
| John C. Howes, IBM, Co-Chair  
| Kellie Black, ArcBest, Panellist  
| Nora Adams, SunTrust Banks, Inc., Panellist  
| Linda Ginac, TalentGuard, Inc., Panellist  
| Debora D. Mitchell, Sprint, Panellist  
| Alyssa Castillo, Sprint, Panellist  

Submitted by Chris L. Lovato, cllovato@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

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 Harvey, Berkeley Research Group, LLC, Chair  
Julie Frizzell, Resolution Economics, Panellist  
Mark Girouard, Nilan Johnson Lewis PA, Panellist  
Martha E. Hennen, Securities and Exchange Commission, Panellist  
Eric Dunleavy, DCI Consulting Group, Panellist  

Submitted by Kayo Sady, kayosady@amazon.com

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, LGBTI Employees’ Perceptions of Sexual Harassment, Panelist  
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 Giumenti, Quinnipiac University, Stephen F. Young, Center for Creative Leadership, Cyberaggression: Unique Effects on Rumination, Emotion, and Counterproductive Work Behavior
Practical Advice From Lone I-O Practitioners: A MultiDisciplinary Approach

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

435. Symposium/Forum: 11:30AM-12:20PM  Chesapeake G-I

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

436. Symposium/Forum: 11:30AM-12:50PM  Chesapeake J-L

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

438. Symposium/Forum: 11:30AM-12:50PM  Maryland 4-6

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

439. Alternative Session Type with Presenters: 11:30AM-12:50PM  Maryland A

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

440. Symposium/Forum: 11:30AM-12:50PM  Maryland B

Society for Industrial and Organizational Psychology

76
441. Master Tutorial: 11:30AM-12:50PM  
**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/2QjaYRw).

Steven Nydick, Kom Ferrin, **Presenter**  
Ben Wiseman, Kom Ferrin Institute, **Presenter**  
Jeff A. Jones, Kom Ferrin, **Presenter**  

Submitted by Jeff A. Jones, jeff.jones@kornferry.com

442. Panel Discussion: 11:30AM-12:20PM  
**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 presentations and expert panel discussion to provide an effective strategy. 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. Kabin, Korn Ferry Group, **Co-Chair**  
Alexander Alonso, Society for Human Resource Management (SHRM), **Panelist**  
Kristin N. Saboe, Boeing, **Panelist**  
Jesse Poone, Lewis-Burke Associates, LLC, **Panelist**  
Katharine R. O’Brien, CUNA Mutual Group, **Panelist**  

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

443. Community of Interest: 11:30AM-12:20PM  
**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.o'brien@gmail.com

444. Panel Discussion: 11:30AM-12:50PM  
**Has Candidate Delight Become a More Important Criterion Than Performance?**

Candidate experience has become one of the most important features in design 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. Ginthner, Thermo Fisher Scientific, **Panelist**  
Benjamin P. Granger, Qualtrics, **Panelist**  
Sara Lambert Gutierrez, SFL, **Panelist**  
Rick R. Jacobs, Pennsylvania State University/PSI, **Panelist**  
John A. Weiner, PSI Services LLC, **Panelist**  

Submitted by Ted B. Kinney, tedkinney711@gmail.com

445. Alternative Session Type with Presenters: 11:30AM-12:50PM  
**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. Battes, 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

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**Poster Session (POTOMAC 1-2 SESSION H):**

446. Poster: 11:30AM-12:20PM  
**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  
**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**  
Chantalle Wilson Antonik, Shaker International, **Presenter**  
Paul Tsgaroulis, U.S. General Services Administration, **Presenter**  

Submitted by Michael E. Hoffman, mehoffman82@gmail.com

448. Alternative Session Type with Presenters: 11:30AM-12:50PM  
**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 dilemmas.

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

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**
Kristl Davison, Appalachian State University, Susan M. Stewart, Western Illinois University, Bart Garner, University of Mississippi, **Measuring Impression Management Through a Conditional Reasoning Test**
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
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Hear from PDRI at SIOP

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 Revolucion
9:30am  Coffee Connect

PDRI’S COFFEE CONNECT
SATURDAY, 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
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 Holze, 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 Holze, 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 (n²p = 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@gcu.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 focus on applicants' reactions in 4 studies. Findings indicate that promotion-focused recipients reacted to positive framing more positive whereas prevention focus 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
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

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
Brent Anthony Stevenor, Cleveland State University
Submitted by Chieh-Chen Bowen, c.c.bowen@csuohio.edu

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
Tara K. McClure, Michigan State University,
Eleni V. Lobene, Aon,
Nicholas R. Martin, Aon,
Ann Marie Ryan, Michigan State University
Submitted by Nathan Thomas Brucher, bruchern@msu.edu

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

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

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

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

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

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
Richard E. Beyer, Integritas LLC
Travis J. Hensersky, McLane
Submitted by Manuel F. Gonzalez, mgonzalez47@gmail.com

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

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 x tenure interaction influenced job-hopping attributions, leading (directly and indirectly) to negative hiring recommendations.

Christopher J. Lake, Kansas State University
Cassandra Chlevek, Kansas State University
Chi-Leigh Warren, Kansas State University
Nathanial 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 simulated 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, lbar@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 R2 was attenuated considerably, the analog in regression trees was overestimated due to the tendency for regression trees to overfit.

Patricia J. Rosopa, Clemson University
Alexander Francis Moore, Clemson University
Zach P. Klinefelter, Clemson University

Submitted by Patricia 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 Wladiyslaw 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, wxq886@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 study field 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 to 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. Seymor Adler, Azon, 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 Seymor Adler, seymour.adler@azon.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 A. 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@mccchrmgroup.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?
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. Riner, 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 Fleming, Central Michigan University, Hanna E. Hiebasko, 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 McClane, University of Arizona, Effects of Gender and Role Expectations on Voice Endorsement
Michael J. Urick, Saint Vincent College, Gender Issues in Intergenerational Interactions: Perspectives of Younger Workers
Traid 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@omic.edu

488. Alternative Session Type with Presenters: 1:00PM-2:20PM  Chesapeake J-L
Membership Groups Moving Forward With (GREAT) SIOP Individual-Driven Advocacy
This session discusses how participants may contribute their research findings in developing member-driven advocacy. Presenters raise awareness of the importance of I-O psych science and research in policy discussions as well as educating federal and congressional policy makers, and they discuss how SIOP members can use their voice in our nation’s capital.
Lisa S. Moore, Florida Institute of Technology, Co-Chair
Alexandra I Zelin, University of Tennessee at Chattanooga, Co-Chair
Alexander Alonso, Society for Human Resource Management (SHRM), Presenter
Elizabeth O’Hare, Lewis-Burke Associates LLC, Presenter
Bill Ruch, Lewis-Burke Associates, LLC, Presenter
Submitted by Lisa S. Moore, lmoore2009@my.fit.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 interdisciplinary 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, Bingham 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, dussullivan@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 (interpretabiliy, 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, jucicina@gmail.com

### 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. Mairia, 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 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, j.grandall@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, lfgoster@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 Hidajet, 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

434th Annual Conference
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 followership theories (LIFTs) as well as how LIFTs predict 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@salemsstate.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, chal061@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@ou.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 between them. Findings indicated that empowering leadership has a positive influence on job crafting and that job crafting mediates this relationship.
Seohyun Kwon, Seoul National University
Jeewon Gwak, Seoul National University
Soohyun Yoon, Seoul National University
Jihye Lee, Seoul National University
Submitted by Seohyun Kwon, kkkwok@uwatcoerica.ca

512. Poster: 1:00PM-1:50PM  Board 12
Leaders Empower Positive Thinking via Employee Engagement, Spilling Over to the Home
This research examined how follower personality and behaviors influence on job crafting and self-reported positive thinking. Moreover, findings indicated that empowering leadership has a positive influence on job crafting and that job crafting mediates this relationship.
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@uwaterlo.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 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 (R² = 0.27). Male participants received 10% (p < 0.01) more leader emergence votes for the same amount of speaking (R² = 0.57), suggesting influence from diffuse status characteristics.

Neil Maclaren, Binghamton University
Ankit 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
Ankit Kulkarni, SUNY Binghamton
Yiding Cao, Binghamton University
Francis J. Yammarino, Binghamton University
Shelley Dionne, Binghamton University
Hiroki Sayama, Binghamton University
Submitted by Robert Martin, martin8394@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
Philip 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.

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.

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.

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.

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.

534. Friday Seminar: 3:00PM-6:00PM  Chesapeake 7-9
Friday Seminar 5: Error Message: I-O Tools Not Yet Applied to Improve Cybersecurity
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.
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 organiza-
tions 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 high-
lights 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, paceconsultingsolutionslc@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. Saller, 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, man-
agers, 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 ideas have been implemented along with challenges and lessons learned.
Alexander R. Schwall, Rabhit 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
questions during the interview process. However, do these ques-
tions actually yield useful information for selection purposes? This panel
composed of scholars and practitioners will discuss 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, tyreemitchell@aol.com
### 543. Alternative Session Type with Presenters:

**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**, Kom Ferry Institute, **Presenter**
- **Ted B. Kinney**, PSI Services LLC, **Presenter**

Submitted by Ryan S. O’Leary, ryan.olear@pdri.com

### 544. IGNITE! Panel: 3:00PM-3:50PM

**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 results and insights.

- **Geraldine Paul**, Deloitte, **Chair**
- **Tina Burke**, Deloitte, **Presenter**
- **Sijia Li**, PepsiCo, **Presenter**
- **Morgan A. Kranzitz**, Google, **Presenter**

Submitted by Geraldine Paul, gepaul@deloitte.com

### 545. Community of Interest:

**7:00PM-8:00PM**

**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’Ovalley**, 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 Rebum**, Central Michigan University, Bernard E. Voss, T Labs, Hanna E. Hiebasko, 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

Submitted by Gary N. Burns, gburns@fit.edu
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 job site. 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, uahmad@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 mediated 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 Berenholz, Johns Hopkins University
Scott Wright, Johns Hopkins University
Submitted by Lauren E. Benishek, Lebenishek@gmail.com

34th Annual Conference
### 2019 SIOP Conference | FRIDAY PM | National Harbor, MD

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<th>Poster</th>
<th>Time</th>
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<td>561.</td>
<td>3:00PM-3:50PM</td>
<td>Board 10</td>
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<td>Complimentary Intervention Tools: Use of Theory and Process Evaluation</td>
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<td>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.</td>
<td>Kristin A. Horan, University of Central Florida Brandon E. Sholar, University of Central Florida Barbara A. Fritzsche, University of Central Florida</td>
<td>Submitted by Kristin A. Horan, <a href="mailto:Kristin.Horan@ucf.edu">Kristin.Horan@ucf.edu</a></td>
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| 562.  | 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. Sautuzi, Northern Illinois University Larissa K. Barber, San Diego State University | Submitted by XinYu Hu, xu2@niu.edu |

| 563.  | 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, kesslerrs@mail.montclair.edu |

| 564.  | 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.  | 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.  | 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. Ehrtart, 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, wheelnakahara@knights.ucf.edu |

| 567.  | 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.  | 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@uwatertoo.ca |

| 569.  | 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.  | 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.  | 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 | Society for Industrial and Organizational Psychology | |
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 Dumiao, Texas A&M University
Stephanie C. Payne, Texas A&M University
Felix George, Jr., Texas A&M University
Submitted by Stefan Val Dumiao, sdumiao@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, WOXR 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 profile and friend SNS content impacts perceptions, thereby improving our understanding of underlying judgment in cybervetting assessment.

Dustin Hightower, University of Texas at Arlington

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@sfedu.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.

Xiao Lei, University of Minnesota
Jee Young Seo, University of Minnesota
Le Zhou, University of Minnesota
Chenwei Liao, University of Illinois at Chicago
Submitted by Xiao Lei, 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
Caitly 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@artichores.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 differences 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, raja@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

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. Shoplata, 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 Tsa, York University, The Role of Maleable 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, tyreemitchell@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, jorgen.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. Hillier, 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 Steiner, 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. Felzer, CultureFactors, Presenter
Holly S. Payne, Kom 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 C. 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 Aydinin-Karakulak, Bahcesehir University, Salome Shelia, Koc University, Ayse 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 Absent Supervision
Taru Feldt, University of Jyväskylä, Heidi Taupari, 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, Globeforce, 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 and Johnson, Panelist
Sarah G. Semmel, Stripé, Panelist
Eileen C. Toomey, Johnson & Johnson, Panelist

Submitted by Alec H. Munc, alee123707@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
2019 SIOP Conference | FRIDAY PM | National Harbor, MD

Michael H. Chetta, Talent Metrics Consulting, Presenter
Peter J. Rutigliano, Mercer | Sirola, Presenter
M. Peter Scontrino, Scontrino-Powell, Inc., Presenter
Donna Landau Sivan, Sivan & Associates, Presenter
Nazanan Tadjbakhsh, Alliant International University, Presenter
Lynda Zugec, The Workforce Consultants, Presenter
Submitted by Virginia Bryant Whelan, gwhelan@performanceassoc.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. Hochwartier, Florida State University, Gerald R. Ferris, Florida State University, Self-Regulation as a Moderator of the Mediated NA-POPs-CWB Relationship
B. Parker Elen III, Northeastern University, Christopher C. Rosen, University of Arkansas, Philip S. DeOrentinis, 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 Moya, 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.
Program FINAL.indd 102

Society for Industrial and Organizational Psychology
Reactions to Incivility at Work: Gender of the Instigator, Target, and Observer
Authors examined how gender of the instigator, target, and observer influence 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

Easing Observers to Confront Abusive Supervisors Through Facilitated Feedback
Drawing from moral exclusion theory (Opotow, 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

Linking Intrabehavioral 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

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 Rachel Spray, University of Minnesota
Cassandra Rose Varlack, University of Minnesota, Twin Cities
Submitted by Brenda D. Ellis, ellis679@umn.edu

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

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 predicted 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.
Travis J. Hensersky, McLane
Adrian Thomas, Roosevelt University
Submitted by Travis J. Hensersky, thensersky@mail.roosevelt.edu

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 & White Health
Submitted by Emily M. Hunter, emily_m_hunter@baylor.edu

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

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-fam-
ily deviance) and the moderating effects of work hours expectations are tested. Moral disengaging released individuals who engaged in inter-
personal 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 overqual-
ified 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 counterproduc-
tive 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 correlational 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@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
Juseob Lee, University of Central Florida
Steve M. Jex, University of Central Florida
Submitted by Thaddeus B. Rada-Bayne, radabayn@augsburg.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 com-
plicity (MC): to explicitly follow tasks with the knowledge they will not produce desired results. A novel 10-item MC measure was created (α = .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, scanlan16@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
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

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

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

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

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

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

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...
461. 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 Carbay 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. Puri, Human Resources Research Organization, Andrea Sinclair, HumRRO, Rodney A. McCoy, HumRRO, Amanda J. Koch, Human Resources Research Organization, Balta 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

462. 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

463. 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
Boris I. Yanovsky, Facebook, Panelist
Stephen F. Young, Center for Creative Leadership, Panelist
Kathakali Sirca, Deloitte Consulting LLP
Submitted by Matthew D. Pita, mpm1a2@gmail.com

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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
Alsatai Folk, California State University, Long Beach, Co-Chair
Raquel Asencio, Purdue University, Panelist
Amelia Golbodaghi, Live Nation Entertainment, Panelist
Elora 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 Sheehan, 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, ediegoldberg@BHP.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. Fersit, 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. Fersit, kifer@ivyplanningllc.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. Horts, Cargill, Panelist
Veronica S. Harvey, Schmidt Harvey Consulting, LLC, Panelist
Paul E. Glazhofer, 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 attendants 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. Ogood, North Carolina State University, Panelist
Yizhen Eyun Zhu, Panelist
Submitted by Daniel A. Schmerling, daniel.schmerling@capitalone.com

461. 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.

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Cintya Carbay 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. Puri, Human Resources Research Organization, Andrea Sinclair, HumRRO, Rodney A. McCoy, HumRRO, Amanda J. Koch, Human Resources Research Organization, Balta 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

462. Panel Discussion:  5:00PM-5:50PM  Maryland 1-3
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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

463. 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
Boris I. Yanovsky, Facebook, Panelist
Stephen F. Young, Center for Creative Leadership, Panelist
Kathakali Sirca, Deloitte Consulting LLP
Submitted by Matthew D. Pita, mpm1a2@gmail.com

Society for Industrial and Organizational Psychology
644. Alternative Session Type with multiple papers: 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: 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. DeRosiers, 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: 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

647. Symposium/Forum: 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. Glosenberg, Loyola Marymount University, Natalie A. Wright, Florida Gateway College, Tara S. Behrend, George Washington University, Chair

21st Century Skills and Their Relationship With Economic Mobility on a City Level of Analysis
Submitted by Brian J. Hoffman, hoffmanb@uga.edu

648. Alternative Session Type with Presenters: National Harbor 1-2
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 academicians 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
Amada C. Shull, Nike, Inc., Presenter
Krista L. Uigginslev, 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: 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 Koford, Johnson & Johnson, Presenter
Bernard S.H Lim, MOH Holdings, Presenter
Submitted by Alison R. Eyring, areyring@organisationssolutions.com

650. IGNITE! Panel: 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: 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 lessen legal risk and improve outcomes for candidates and employers.

Eric J. Sydell, Shaker International, Chair
Kevin W. Grossman, Talent Board, Presenter
Christina Norris-Watts, Johnson & Johnson, Presenter
Jeffrey D. Facteau, Logi-Serve, Presenter
Tyler J. Slezak, Shaker International, Presenter
Submitted by Eric J. Sydell, eric.sydell@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

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

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

TROUBLE WITH SELECTION?
Don’t do it before talking with BTS
Find and develop the people that are right for your business!
Visit us @ Booth 213 bts.com/ap
PTCMW is the premier regional membership organization for I-O Psychologists and related professions. Established in 1977, PTCMW provides professional development and networking opportunities that enable nearly 400 members—within and outside of the DC area—to connect, share new research and applied approaches, and grow as professionals via online networking platforms, webcasts, and other events.

Join us today to start your member benefits!

Memberships are just $15 for students and $30 for professionals. Through April, receive $5 off membership fees with code: SIOP2019

CONNECT.

Attend one of our many networking or educational events.

Get access to a detailed Membership Directory to help broaden your network.

Make recruiting and job searching easier by connecting with I-O professionals in the DC area on our free job listings platform.

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HUMAN RESOURCE MANAGEMENT
PEOPLE, DATA, AND ANALYTICS

Talya Bauer, Berrin Erdogan, David Caughlin, Donald Truxillo

January 2019 • Price $125 • ISBN: 9781506363127

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Human resources is rapidly evolving into a data-rich field but with big data comes big decisions. The best companies understand how to use data to make strategic workforce decisions and gain significant competitive advantage. Human Resource Management: People, Data, and Analytics introduces students to the fundamentals of talent management with integrated coverage of data analytics.

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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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
Tammey 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/LogiServe, 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
Submitted by Christine R. Smith, christine.rsmith218@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 Resume 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 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.
Greg R. Thrasrer, Oakland University, Chair
Kevin T. Wynne, University of Baltimore, Greg R. Thrasrer, 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. Thrasrer, Oakland University, Boris B. Bailes, 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. Thrasrer, 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!
Submitted by Dale S. Rose, drose@3dgroup.net
<table>
<thead>
<tr>
<th>Symposium/Forum</th>
<th>Time</th>
<th>Location</th>
<th>Chair</th>
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<tr>
<td>662. Master Tutorial</td>
<td>8:00AM-9:20AM</td>
<td>Maryland 1-3</td>
<td>Co-Chair</td>
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<tr>
<td>Advancing Industrial-Organizational Psychology Research Using Agent-Based Modeling</td>
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<td>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.</td>
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<td>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</td>
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<tr>
<td>Submitted by N. Sharon Hill, <a href="mailto:ns.hill@comcast.net">ns.hill@comcast.net</a></td>
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<td>663. Symposium/Forum</td>
<td>8:00AM-9:20AM</td>
<td>Maryland 4-5</td>
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<td>In the Mind’s Eye: Eye Tracking as a Tool for the Organizational Sciences</td>
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<td>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.</td>
<td>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, Alesa Natale, CUNY Graduate Center &amp; Baruch College, Soohyun Lee, The Graduate Center &amp; 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 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</td>
<td></td>
<td>Charles A. Scherbaum, <a href="mailto:charles.scherbaum@baruch.cuny.edu">charles.scherbaum@baruch.cuny.edu</a></td>
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<td>Submitted by Charles A. Scherbaum, <a href="mailto:charles.scherbaum@baruch.cuny.edu">charles.scherbaum@baruch.cuny.edu</a></td>
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<td>664. Symposium/Forum</td>
<td>8:00AM-9:20AM</td>
<td>Maryland A</td>
<td>Chair</td>
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<td>Looking Under the Hood: Making Use of Trace Data</td>
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<td>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.</td>
<td>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. Biaiik, 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</td>
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<td>Submitted by John Capman, <a href="mailto:john.capman@aon.com">john.capman@aon.com</a></td>
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<td>665. Symposium/Forum</td>
<td>8:00AM-9:20AM</td>
<td>Maryland B</td>
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<td>Alternatives to Traditional Personality Assessment and Application</td>
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<td>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.</td>
<td>Jeff Foster, PasaKeys 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, PasaKeys International, LLC, A Multi-Methods Measurement (M3) Approach to Personality</td>
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<td>Submitted by Jeff Foster, <a href="mailto:jfoster@passeysint.com">jfoster@passeysint.com</a></td>
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<td>666. Panel Discussion</td>
<td>8:00AM-9:20AM</td>
<td>Maryland C</td>
<td>#Talktome: Using Text Analytics and NLP to Enhance Employee Listening Programs</td>
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<td>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.</td>
<td>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</td>
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<td>Kalifa Oliver, <a href="mailto:kalifaoliver@yahoo.com">kalifaoliver@yahoo.com</a></td>
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<td>Submitted by Kalifa Oliver, <a href="mailto:kalifaoliver@yahoo.com">kalifaoliver@yahoo.com</a></td>
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<td>667. Symposium/Forum</td>
<td>8:00AM-9:20AM</td>
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<td>Leaders’ and Coworkers’ Reactions to Voice and Why They Matter</td>
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<td>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.</td>
<td>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 Yet-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? Suzi-Han Lin, University of Massachusetts Amherst, Sherreen 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</td>
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<td>Yiduo Shao, <a href="mailto:yiduo.shao@gmail.com">yiduo.shao@gmail.com</a></td>
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<td>Submitted by Yiduo Shao, <a href="mailto:yiduo.shao@gmail.com">yiduo.shao@gmail.com</a></td>
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<td>668. Community of Interest</td>
<td>8:00AM-8:50AM</td>
<td>National Harbor 1</td>
<td>Viva la I-O Revolution!</td>
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<td>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</td>
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<td>34th Annual Conference</td>
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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. Weesel, University of Maryland, College Park, Intersectionality of Employee Voice: Interrupting or Interrupted?
Barmini Bhattacharyya, Sauder School of Business, Camellia Sison Bryan, Schulich School of Business, Brent J. Lyons, York University, Katsiaryna Kekshiba, 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, eruuggs@unc.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. Mac, CultureFactors, Inc., Co-Chair
Paul D. Bilese, 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. Fenliason, 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 Dustin K. Jundt, dustin.jundt@health.slu.edu

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 Ragan, PSI Services LLC, Co-Chair
Alana B. Cober, NASA, Presenter
Rose Keith, Select International, Presenter
Lauren Travis Lambrecht, Verne Leadership, Presenter
Kristen L. Swigart, Pennsylvania State University, Presenter
Submitted by Jessica R. Petor, jpetor@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.
Nazarin Tadjbakhsh, Alliant International University, Presenter
Arman Hamamah, Entertainment Partners, Presenter
Joshua Fuller, California Baptist University, Presenter
Nathan Iverson, Baptist Baptist University, Presenter
Paul H. Richardson, Jr., PersonalCare Physicians, Presenter
Shiksha Shubham, St. Cloud State University, Presenter
Tanya Thampippop, Universal Music Group, Presenter
Submitted by Nazarin Tadjbakhsh, 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
Brian McCrumb, DCP Midstream, Panelist
Anne Scaduto, Capital One, Panelist
Katherine Sullivan, PepsiCo-Frito Lay, Panelist
Submitted by Alexander R. Schwall, alexander.schwall@gmail.com
675. Alternative Session Type with Presenters: 8:00AM-8:50AM  P. George’s Exh. Hall 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

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 Making 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.

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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 inopportune antiharassment policies, ineffective sexual harassment training, and underused reporting mechanisms. This conceptual paper argues that men’s differential perception 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, coll1719@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, lindsaydhanani@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
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

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 Choirot, 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 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

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 Case, 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 Hilbert, Florida Southern College
Kenzie Joy Hurley, Florida Southern College
Charlie Law, Florida Southern College
Submitted by Charlie Law, claw@fscsouthern.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 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’ under-representation in leadership positions. Existing studies found that Asians are...
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**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 Krsitc, Wilfrid Laurier University  
Ivona Hideg, Wilfrid Laurier University  
Submitted by Anja Krsitc, krs1200@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. Atenick, 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 Mehmert Ali Aydinlar University  
Barbara A. Fritzschke, University of Central Florida  
Submitted by Justin Marcus, jmarcus@ku.edu

**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, McChystral 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  
Taniyia 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. Fritzschke, University of Central Florida  
Submitted by Alyssa Maria Perez, alyssamariaperez@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 individualizing 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
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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. Nittouer, Rice University
Ennica 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
Daron 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 Grins, University of British Columbia, Arif Jetha, Institute for Work & Health, Monique A.M. Gignac, Institute for Work and Health, Gary Bich, 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. Gelfaty, 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@telier.ottawa.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 Grangr, 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, PDR, 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

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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. **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.
Brian H. Kuncel, CapitalOne, Co-Chair
Hein Wendt, Kom Ferry, Personality, Engagement, and Commitment: A Cross-Cultural Examination With a New Lens
Michael P. Wilmot, University of Toronto, Brenton M. Wiemik, 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 Dragows, University of Illinois at Urbana-Champaign. **Anchoring Vignette Application on Cross-Cultural Personality Assessment**
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. Pulka, 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.

716. Symposium/Forum: 10:00AM-11:20AM  Maryland 1-3
**Using Micro to Macro Perspectives to Advance Misplacement 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, Obehli 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, Qualcom, 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 Connelly, 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**
The 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**
Susana M. Bruyere, Cornell 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

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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
Charmaine Harrison, TimkenSteel Corporation, Panelist
Andre D. Henning, 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, CEQ 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).
Winny Shen, University of Waterloo, Chair
Samantha E. Hancock, Wilfrid Laurier University, Co-Chair
Christiane Varty, Wilfrid Laurier University, Samantha E. Hancock, Wilfrid Laurier University, Ivona Hideg, Wilfrid Laurier University, Shreyas Krolilkar, 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, Winny 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 Epstein, 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/2OObCoG).
Ben Wiseman, Kom Ferm Institute, Presenter
Steven Nydick, Kom Ferm, Presenter
Jeff A. Jones, Kom Ferm, Presenter
Submitted by Jeff A. Jones, Jeff.Jones@komferry.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. Bourudge, University of Calgary, Co-Chair
Nicolas Roulin, Saint Mary’s University, Joshua S. Bourudge, 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. Kepping, 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
Submitted by Catherine Ott-Holland, c.ottholland@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...
725. Alternative Session Type with multiple papers: 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

727. IGNITE! Panel: 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: 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.

729. Symposium/Forum: 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. Dahleke, 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 Stermic, 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, Aneeqa Thiele, Louisana State University, Debias Hiring Judgments With a Common Decision Bias
Jerel E. Slaughter, University of Arizona, Discussant
Submitted by Don C. Zhang, zhang1@lsu.edu

730. Poster: 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

732. Poster: 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, Board 2
Sean Potter, University of South Florida, Yuejia Teng, University of South Florida
Submitted by Michael T. Brannick, mbrannick@usf.edu

731. Poster: Board 3
Development of the Social Shapes 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 Ratajiska, 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, mbrown9015@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 pupilometry 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

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 vary 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, agodolli@uwaterloo.ca
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
Kinsrey 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 and 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

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 McIlmnon, Southern Illinois University Edwardsville
Lynn K. Bartels, Southern Illinois University Edwardsville
William H. Bommer, California State University-Fresno

Submitted by Meghan McIlmnon, mamcilmnon@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 Stainaker, University of Maryland, College Park
Nia-Imani Heslop, University of Maryland, College Park
Ken Yuso, University of Maryland/College Park
Zaykeria Sandrea 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
Oxlesander 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, jseyberr@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

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 Amodeo, 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 poly chromy 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 employees' outcomes. Findings indicate a positive relation 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
Jihee Lee, Seoul National University
Seokhwa Yun, Seoul National University
Kyung Yul Yoo, Seoul National University
Submitted by Jeewon Gwak, gwj0711@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 relationship 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

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.t.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 Luivison, 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 cognizance was a significant moderator such that shared temporal cognizance raised performance for teams with members low on U-shaped pacing style.
Jacqueline T. Marhefka, Pennsylvania State University
Susan Mohammed, Pennsylvania State University
David Livot, 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
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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
Kristi Davison, Appalachian State University
David F. Arena, Jr., University of Memphis
Submitted by Kristi 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 ROIC-II and MOTE 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 Oulis, University of Western Ontario
Natalie J. Allen, University of Western Ontario
Submitted by Natasha Elena Oulis, nouslis@uwo.ca

777. Poster: 11:00AM-11:50AM Board 16
Non-technical 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. Bishey, 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, University of Central Florida
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 bullying and hazing are both negatively related to connectedness and that each variable is indirectly related to trust via connectedness.
Jessica Sanchez, Wayne State University
Lars U. Johnson, Wayne State University
Tyleen 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
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

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

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,
Nigel R. Guenole, IBM
Karen Niven, University of Manchester
Rashpal Dhensa-Kahlon, University of Surrey
Submitted by Michele N. Medina, 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

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 perceptions of justice, 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
Karen Niven, University of Manchester
Midori Nishioka, 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
Submitted by Midori Nishioka, mnishiok@uwaterloo.ca
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. Lomell, sweetgreen, Presenter
Elyin 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, and how to get started.
Karen M. Fuhrmeister, Hogan Assessment Systems, Co-Chair
Leah S. Tedle, 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, kfuhmeis@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, Yuhan Sun, Xianghong Gongshang University, Kyungui Jo, University of Connecticut, Spilling the Tea: Motives and Consequences of Workplace Gossip
Georg 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 Eigil, YPO, Panelist
Julia M. Fullick-Jagela, Quinnipiac University, Panelist
Caroline Garcia, Deloitte Consulting, Panelist
Chloe Lemelle, AT&T, Panelist
Lisa Wager, IBM, Panelist
Jennifer Ellen Yugo, Convirtus, 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, Panelist
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 Petersbourg 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

**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 regarding 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 Mohesky, HealthStar Partners, LLC, Panelist

Submitted by Deirdre J. Knapp, dknapp@humrro.org

**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
Nicolle 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.

Katia Sawyer, The George Washington University, Co-Chair
Tyree D. Mitchell, Louisiana State University, Co-Chair
Amanda J. Drescher, PepsiCo, Panelist
Peter W. Horn, 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, npetersen13@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.
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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/TSAC, 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.

Tilmans Sheets, Louisiana Tech, Chair
Collin Lee O'lori, 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 Collin Lee O’lori, clolori@latech.edu

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 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@ccolong.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
Sasha Lamberti Gutierrez, SHL, Presenter
Richard Justenhoven, Aon’s Assessment Solutions, Presenter
Nick C. Koenig, Shaker International, Presenter
Submitted by Kristin Sanderson Allen, kristin.allen@shll.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, amydv@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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Why 360 Feedback Processes Fail:
Tales from the Trenches
ROOM: CHESAPEAKE J-L
SATURDAY, APRIL 6 • 8-9:20 AM

Leadership Coaching Curveballs:
What Would You Do?
ROOM: CHESAPEAKE 10-12
SATURDAY, APRIL 6 • 10-11:20 AM

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www.3dgroup.net
Booth #523
**816. Poster: 12:00PM-12:50PM**  
**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, amm@uwstout.edu

**817. Poster: 12:00PM-12:50PM**  
**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&M University  
Rose L. Siuta, Texas A&M University  
Elizabeth D. Jenkins, Texas A&M University  
Isaac E. Sabat, Texas A&M University  
Submitted by Briana Gabriela Capuchino, bgcapuchino@tamu.edu

**818. Poster: 12:00PM-12:50PM**  
**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  
Gwenth 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**  
**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 Brosscot, Colorado State University  
Shalynn Stevens, Colorado State University  
Jacqueline Wong, Colorado State University  
Submitted by Tori L. Crain, Tori.Crain@colostate.edu

**820. Poster: 12:00PM-12:50PM**  
**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**  
**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 Mazzara, 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**  
**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**  
**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

**824. Poster: 12:00PM-12:50PM**  
**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.  
Weimei 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**  
**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

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**2019 SIOP Conference**  
**National Harbor, MD**

**Poster Session (Family/Research Methods):**  
**12:00PM-12:50PM**  
P. George’s Exh. Hall D
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

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 ruminations, 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
Christopher Nohe, Westfaelische Wilhelms-University Muenster
Fabian O. Uguw, Federal University Ndufu-Alike Ikwo,
Lawrence O. Amazue, University of Nigeria
Guido Hertel, University of Muenster
Submitted by Ike E. Onyishi, emest.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

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

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 impostor 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

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

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 experience work–family conflict.

Tatiana H. Toungeva, Aptima, Inc.
Russell A. Matthews, University of Alabama
Submitted by Tatiana H. Toungeva, toungeva@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

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

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, cwwong17@masonlive.gmu.edu
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<th>2019 SIOP Conference</th>
<th>SATURDAY PM</th>
<th>National Harbor, MD</th>
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| 836. Poster: 12:00PM-12:50PM Board 21 | Beyond Just Resilience: The Important Role of Work–Family Resources for Soldiers | Jacqueline Wong, Colorado State University
Torli L. Crain, Colorado State University
Rebecca Marie Brossloit, Colorado State University
Leslie B. Hammer, Portland State University/Oregon Health & 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 | 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 | QinyuN. Zhang, Beijing Normal University
Frank Wang, Beijing Normal University
Ran Bian, Beijing Normal University
Submitted by QinyuN. Zhang, qzycaista@163.com |
| 839. Poster: 12:00PM-12:50PM Board 24 | Comparing the Validity of Frequently Used Engagement Survey Metrics | 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 | 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 | 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 systems into ABMs. Recommendations and future directions for ABM use in organizational psychology are discussed. | Submitted by Trexin Glasgow, trexin@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.
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 nonlongitudal 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. |
| 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. | 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 Vangness, 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 Egyn Zhu, North Carolina State University
Isaac Benjamin Thompson, Shaker International
Submitted by Yizhen Egyn Zhu, yzhu34@ncsu.edu

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, klabarden@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 Weathington, WECO Solutions, Moderator
Shawn Bergman, Appalachian State University, Presenter
Kirsti Davison, Appalachian State University, Presenter
Tunji Oko, Google, Presenter
Kevin B. Tamanini, DDI, Presenter
Jamie L. Winter, APTMetrics, Presenter
Submitted by Kirsti Davison, davisonk@apppstate.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.

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, Marije 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, Birbeck University of London, Chris Dewberry, Birbeck University of London, Ben Schwemcke, 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 Dishon, Michigan State University, Jeffrey Olewine, Michigan State University, Mike Morrison, Michigan State University, Anthony Misisco, 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 ISQCA Across Two Samples
Ilya Gokhman, Northwestern University, Leslie A. DeChurch, Northwestern University, Gabriel K. Plummer, Northwestern University, Suzanne T. Bell, DePaul University, Noshir Contractor, Northwestern University, Team Information Sharing and Decision Making Over Time

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, talya@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 Wagner, 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 that shape and align entire human capital programs. Panelists will discuss challenges, benefits, 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 Pillon, DHS/CBP, Panelist
Scott Davies, PointLeader Predictive Analytics, Inc., Panelist
Michael Kennedy Camburn, FMP Consulting, Panelist
Submitted by Robert F. Calderon, bobbie1969@yahoo.com

857. Panel Discussion: 12:30PM-1:20PM Maryland 4-5
Guerrilla 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 to allow and promote bad behavior in organizations. The goal is to discuss data and best practices to begin building bridges and knowledge sharing across these sectors.

Ben Por, 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, Cohab, Panelist
Submitted by Ben Por, walter.por@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 these challenges by presenting novel approaches to these measurement issues.

Neil M. A. Hauenstein, Virginia Tech, Chair
Timothy Carisey, Portland State University, Kelly Hamilton, Portland State University, Larry R. Martinez, Portland State University, Perceptions of Confrontation: The Creation and Validation of a Scale
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-Baney, 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
Stephen Stark, University of South Florida, Olexandra Chengyshenko, 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 Ahrnhein, Washington University in St. Louis, Angela Lee, HumRRO. Innovating Personality Assessment: New Approaches to Computerized Adaptive Tests
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
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?
Cornelia 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 Pondereables 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, scotty.hines@gmail.com

866. Panel Discussion: 12:30PM-1:20PM National Harbor 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
Neal Baumgartner, U.S. Air Force, Panelist
Deborah L. Gebhardt, HumRRO, Panelist
Chaitra M. Harden, 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

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
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 Advancing 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. Fott, Virginia Tech. Competing Conversations: An Examination of Competition as Intrateam Interactions
Annick De Meirleir, Technische Universität Braunschweig, Clara S. Henshorn de Sánchez, University of Hamburg, Nale Lehmann-Willingenbrock, 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
Safiyya Kazi, Johns Hopkins University, Salar Khaleghizadeh, Johns Hopkins University, Michael A. Rosen, Johns Hopkins University. Capturing Interaction Through Obnuborative Measures in the Field
Submitted by Elsheba K. Abraham, elsheba.ab@gmail.com
869. Symposium/Forum: 12:30PM-1:20PM
Potomac D
Taking SJTs to the Next Level: Leveraging Unstructured Video Interview Data With AI
Robert L. Gray, Michigan State University Graduate Student, Chair
Tara K. McClure, Aon, Eleni V. Lobene, Aon, Ann Marie Ryan, Michigan State University
Essay Word Counts as Reflections of General Cognitive Ability and Broad Abilities
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
Regulatory Fit and a Selection Task: Examining Reactions to Sexual Harassment in the Workplace
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

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.
Zhanha Bagdasarov, California State University, Fresno
Tristan J. McIntosh, Washington University in St. Louis
Alexandra E. MacDougall, Central Michigan University
Submitted by Zhanha Bagdasarov, zhanhaba@caufresno.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 Goodman, Florida Southern College
Charlie Law, Florida Southern College
Submitted by Charlie Law, claw@fssouthern.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 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.
Julia Golubovich. Indeed
Christopher J. Lake, Kansas State University
Cristina Anguiano-Carrasco, ACT
Submitted by Julia 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 compelling 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, dahlik068@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. Vancraven, 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
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 weight and outperformed by random-but-consistent weights.

Martin C. Yu, HumRRO
Nathan R. Kuncel, University of Minnesota

Submitted by Martin C. Yu, myu@humrro.org

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

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.

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

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, shh8@illinois.edu

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

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 TEs on scores of empathy, societal moral obligation, self-efficacy, perceived social support, and extraversion.

Hydie Pavick, Umeå University
Joana Herring, San Francisco State University
Denise Kleinrichert, San Francisco State University
Kevin J. Eschenlam, San Francisco State University

Submitted by Hydie Pavick, hydiee@gmail.com

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

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 = .036, .064), 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 (OFTF), 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
Kerr 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, kuency@msstate.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 Gordan, 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@vance-renz.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 pro-active 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 gossips’ 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 gossips and others are important roles in gossip.

Huiven 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, Huiven Liu, University of Kentucky, Does Gossip Enhance or Hurt Gossips’ 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
Blanca Beersma, Vrije University, How Gossip Shapes Group Functioning: Toward an Integrative Theoretical Framework
Rui Zhou, University of British Columbia, A Daily Investigation on Benefits of Gossiping About the Supervisor
Rebecca J. Bennett, University of Central Florida, Discussant
Submitted by Huiven 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.

Kira Foley, The George Washington University, Chair
Stefanie Plennoms, USA Defense Institute, Co-Chair
Dr. Michael E. Brown, Pennsylvania State University, Panelist
S. Bartholomew Craig, North Carolina State University, Cristina Theriault, Susannah Leigh Ivory, Pennsylvania State University, Chair
Robert P. Tett, University of Tulsa, Nathan A. Hundley, Hogan Assessments, Using Situations to Structure Leadership and Management Competence
Elena Hieb, 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 Boeeman, General 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 Bhatpatkar, 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, Chair
Stefanie Plennoms, USA Defense 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
Damion O’Keefe, Department of National Defence, Panelist
Submitted by Kira Foley, kirafoley@gwu.edu

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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 Mullfinger, Rice University, Co-Chair
Louma Ghandour, Rice University, Margaret E. Beier, Rice University, Michelle Hyun Jin Kim, Rice University, Image Theory as a Model of Vocational Fit
Evan Mullfinger, 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 Mullfinger, 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-I-O audiences.

Sarena Bhatia, Aon, Chair
Win T. Matsuda, University of Minnesota, Co-Chair
Kyle D. McNeal, Johnson & Johnson, Panelist
Brantly J. Marcus-Blank, General Mills, Panelist
Kate LaPort, Amazon, Panelist

Submitted by Kyle D. McNeal, kmcneal1@its.njn.com

911. Symposium/Forum: 1:30PM-2:20PM  
Maryland 4-5
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 Finklestein, Northern Illinois University, Co-Chair

Society for Industrial and Organizational Psychology
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. Kniek, 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 Spitzmkueller, 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 Goeler, 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 Spitzmkueller, University of Houston, Eugene Agboifo Olu, 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 Port, Harver, Chair
Brad A. Chambers, Polaris Assessment Systems, Inc., Panelist
Daniel Kuyucumcu, Google, Panelist
Robert E. Ployhart, University of South Carolina, Panelist
William Shepherd, The Wendy’s Company, Panelist
Submitted by Ben Port, walter.port@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 impostor 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 impostor 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
Eugenia Pavlova Miller, Go Health Urgent Care, Panelist
Eduardo Salas, Rice University, Panelist
Donald Wiper, Greenville Health System, Panelist
Submitted by Thomas A. O’Neill, toneloi7@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
Caillyn Foley, Global Skills Exchange, Presenter
Jenna C. Hooley, IBM, Presenter
Penny Koomme-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 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
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Christopher J. L. Cunningham, The University of Tennessee at Chattanooga/Logi-Serve, Presenter
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-2:00PM
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 Lahlil, 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 Kamovsky, 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-analytical 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 Fariborz, 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
Gildal 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-5:30PM
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
Joshua Elmore, Columbia University, Caryn J. Block, Columbia University, Alex Bowers, Columbia University, Kuhelt Dutl, Columbia University. A Structural Top-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, Quinipiuc 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. Saltar, 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-Spruell, 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
Submitted by Nicholas A. Smith, nicholas.smith.psu@gmail.com

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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.

Kaelen 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 Kaufmann, 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, catlimporter@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, Rachel 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 Nikolaidis, Athens University of Economics & Business, Afroditi Gaitanidou, Athens University of Economics & Business, The Role of Applicants’ Negative Information on Social Media in Employee Selection
Yael Ackgoyoz, Appalachian State University, Brian G. Whittaker, 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 of the 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 Tradeoffs 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
Kelly Dray, Texas A&M University, Kathy 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
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, SHEL, Chair
Jana L. Higdem, Korn Ferry, Co-Chair

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

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 overlooked 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

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

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.

Society for Industrial and Organizational Psychology
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, FSBPPT
Ashley Ray, FSBPPT
Cierra Everette, FSBPPT
Submitted by Nathalie Yerak, nayerak@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 recipients' 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, ichoo83@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.

Chiomia 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 & Baruch College, CUNY
Jason Dahling, The College of New Jersey
Submitted by Kajal Rajan Patel, patel39@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, kimsilva@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, uahmad@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 appraise 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@ccil.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&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 Richards, 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 Richards, 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 Richards, 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 & 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 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, rguy47564@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 & Training  
Submitted by Chase Winterberg, caw540@utulsa.edu

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, marquez@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  
Board 34  
**Potomac A/B Closing Plenary**  
Scott Tonidandel, University of North Carolina-Charlotte, Chair  
Talia N. Bauer, Portland State University, Presenter  
Eden B. King, Rice University, Presenter  
Submitted by Scott Tonidandel, scott.tonidandel@unc.edu
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Society for Industrial and Organizational Psychology
Counterproductive Behavior/Workplace Deviance

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Emotions/Emotional Labor

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- Developing the Nomological Network of Emotional Labor: Exploring Noncompliance, P. George's Exh. Hall D, 3:00PM
- Development and Validation of Implicit Measures of Emotional Intelligence Attributes, P. George's Exh. Hall D, 3:00PM
- The Role of Cognitive Distortions and Emotion Regulation in Leaders’ Work Outcomes, P. George's Exh. Hall D, 3:00PM
- From Social Burden to Support Elicitation Behaviors: Measuring a Social Phenomenon, P. George's Exh. Hall D, 3:00PM
- A Dynamic, Self-Regulatory Examination of Emotions and Complex Task Learning, P. George's Exh. Hall D, 3:00PM
- Relating Proactive Personality and Affect Variability to Adaptive Task Performance, P. George's Exh. Hall D, 3:00PM
- Emotional Intelligence, Affective Forecasting, and Police Recruit Performance, P. George's Exh. Hall D, 3:00PM
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985 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
986 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
988 Are People Embedded Differently? A Person-Centered Approach to Embeddedness., P. George’s Exh. Hall D, 1:00PM
989 Climate Scientist Stress: The Role of Interpersonal Conflict, P. George's Exh. Hall D, 1:00PM
990 Comparative Utility of Workplace Commitment Measures in Predicting Turnover, P. George’s Exh. Hall D, 1:00PM
991 Understanding When Overqualified Employees Engage in Job Searching Behaviors, P. George’s Exh. Hall D, 1:00PM
992 What's Next for Turnover Research and Practice? Where We Are and Where We Should Go, Maryland 4-5, 3:00PM

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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
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863 The World Is Not Flat: Applicant Faking and Cultural Differences, National Harbor 2-3, 12:30PM

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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
538 Team Composition: Exploring the Changing Landscape of Both Science and Practice, Chesapeake A-C, 3:00PM
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999 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

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| 44 Resolving the Originality Paradox via Signaling Theory: The Role of “Pitch” Quality, P. George's Exh. Hall D, 10:30AM |
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<td>213 The Interplay Between Organizational and Employee CSR Salience, P. George’s Exh. Hall D, 3:30PM</td>
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<td>224 Individual Trait and Failure Learning: Error Management Culture as Double-Edged Sword, P. George’s Exh. Hall D, 3:30PM</td>
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<td>225 Do You Perceive It?: Perceptual Issues Surrounding Organizational Politics, Potomac 1-2, 4:00PM</td>
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<td>226 Simon Says Act: Practical Tips for Moving from Analytics to Buy-In to Change, Maryland B, 5:00PM</td>
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<td>227 The Respect Revolution: I-O Psychology in a #MeToo World, Potomac 5-6, 10:00AM</td>
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<td>228 Got Data? Leveraging Survey Research to Understand and Shape Harassment Prevention, Chesapeake J-L, 11:30AM</td>
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<td>229 Roundtable Discussion: Gaps and Opportunities From Family Business Research, National Harbor 10-11, 3:00PM</td>
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<td>790 A Multimethod Study on Justice: Does Organizational Structure Matter?, P. George’s Exh. Hall D, 11:00AM</td>
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<td>793 Vigilante Justice: A Study of Makeup Calls in Major League Baseball, P. George’s Exh. Hall D, 11:00AM</td>
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<td>278 One Size Doesn’t Fit All: Various Approaches to Change Management, Potomac 3-4, 5:00PM</td>
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<td>299 Organizational Survival of the Fittest: Exploring Adaptability as a Talent Strategy, Chesapeake J-L, 8:00AM</td>
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<td>500 Stories of Working in Hypergrowth Companies, Potomac D, 1:00PM</td>
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<td>535 The Changing Nature of Work and Workers, Chesapeake 10-12, 3:00PM</td>
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<td>637 Building New Capabilities to Support the Future of Work, Chesapeake 10-12, 5:00PM</td>
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<td>928 Going Alternative on Agile, Chesapeake D-F, 3:00PM</td>
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<td>267 Feedback Just Ahead: The Future of Feedback Is Before Us, Chesapeake J-L, 5:00PM</td>
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<td>292 Advancements in the Measurement of Performance and the Appraisal Context, Chesapeake 1-3, 8:00AM</td>
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<td>351 Beyond the Rating Scale: Proposal for a Complete Cocktail of Performance Measurement, Maryland 1-3, 10:00AM</td>
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<td>496 Feedback Culture Eats Performance Management for Lunch, National Harbor 2-3, 1:00PM</td>
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<td>541 Solving the Performance Management Conundrum Through New Practices and Technology, Maryland 4-6, 3:00PM</td>
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<td>602 IGNITE Session: I-O Hot Topics Debate, Potomac D, 4:00PM</td>
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<td>711 Why 360 Feedback Processes Fail: Cautionary Tales From the Trenches, Chesapeake 10-12, 10:00AM</td>
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<td>953 Can Supervisor-Perspective Ratings Substitute for Actual Supervisor Ratings?, P. George’s Exh. Hall D, 3:00PM</td>
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<td>954 Examining Context in Feedback Seeking: Feedback Environment Reactions as a Mediator, P. George’s Exh. Hall D, 3:00PM</td>
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<td>957 Performance Appraisal Rating Goals: Examining Rater Strategies and Goal Endorsement, P. George’s Exh. Hall D, 3:00PM</td>
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<td>958 A Social Information Processing Theory of Feedback Orientation, P. George’s Exh. Hall D, 3:00PM</td>
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<td>959 Performance Appraisal Politics: Employee Reactions to Perceived Political Motives, P. George’s Exh. Hall D, 3:00PM</td>
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<td>960 Explaining Intraorganizational Mobility: Does Job Embeddedness Apply?, P. George’s Exh. Hall D, 3:00PM</td>
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<td>48 Self- and Other Ratings of Dark Personality: Multiple Academic Outcomes, P. George’s Exh. Hall D, 10:30AM</td>
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<td>49 Making It in the “Bigs”: Mental Toughness Differentiates NCAA D1 and Pro Athletes, P. George’s Exh. Hall D, 10:30AM</td>
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239 Improving Construct Validity With a Compendium for Cognitive Test Classification, P. George's Exh. Hall D, 4:30PM
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713 Cross-Cultural and Criterion-Related Validity of New Generation Personality Measures, Chesapeake D-F, 10:00AM
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346 SIOP Select: Leveraging a Scientist-Practitioner Model to Help Eradicate Poverty, Chesapeake 1-3, 10:00AM
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500 Open Fishbowl Session: Making the Most of Your I-O Work: Lessons Learned for Funding, Potomac 5-6, 3:00PM
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590 Reducing the Influence of Constraints on Volunteers' Word of Mouth Communications, P. George's Exh. Hall D, 1:00PM
591 Resilience and Performance: Challenges and Opportunities, M. George's Exh. Hall D, 1:00PM
592 When Does CSR Lead to Employee Prosocial Behavior? An Integrative Framework, P. George's Exh. Hall D, 1:00PM

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101 Issues in Data Cleaning, Quality, Confidentiality, and Analysis in Survey Research, Potomac 3-4, 12:00PM
121 Dealing With Issues in Survey Design and Administration, National Harbor 1, 1:30PM
121 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
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295 Friday Seminar 2: Translating Research for a Practitioner Audience, Chesapeake 10-12, 8:00AM
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462  Advancing Research Using Agent-Based Modeling, Maryland 1-3, 8:00AM
466  In the Mind’s Eye: Eye Tracking as a Tool for the Organizational Sciences, Maryland 4-5, 8:00AM
471  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
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460  The Initial Effects of Recreational Marijuana Legalization on Industry Turnover, P. George’s Exh. Hall D, 12:00PM
465  The Impact of Promotion Practices on Org. Attraction: The Role of Cultural Values, P. George’s Exh. Hall D, 12:00PM
470  Causes and Consequences of Ghosting in the Employee Recruitment Process, P. George’s Exh. Hall D, 12:00PM
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485  Costs and Benefits of Verification as a Measure to Reduce Faking in Interviews, P. George’s Exh. Hall D, 12:00PM
490  Job Applicants’ Perceptions and Reactions of Hiring Companies’ Social Media Policies, P. George’s Exh. Hall D, 12:00PM
495  Suitable for All Ages?: Gamified Assessment Reactions, Performance and Age, P. George’s Exh. Hall D, 12:00PM
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630  Job Interview Technology: Effects on Applicants, Evaluators, and Adverse Impact, Chesapeake A-C, 8:00AM
635  Employee Selection: Insights From Behavioral Decision Making, Potomac D, 10:00AM
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806  We Have Liftoff: Launching and Sustaining Assessment Programs, Potomac 1-2, 11:30AM
811  Identifying the Mullet Candidate: Should We Use Social Media in Employee Selection?, Chesapeake 4-6, 12:30PM
816  Anxious Job Applicants: Unravelling Nature, Effects, Implications of Job Interviews, Maryland 4-5, 1:30PM
821  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

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99  Using Design Thinking to Reshape the Role of HR: An Interactive Session, National Harbor 10-11, 12:00PM

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Technology (e.g., gamification, social media, simulations)

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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
393 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
497 Powerful Multidisciplinary Approaches in People Analytics, Maryland D, 3:00PM
506 Pulling Back the Curtain: What Do I-Os on People Analytics Teams Actually Do?, Maryland D, 4:00PM
514 Changing Nature of Work: Implications for Organizations, Maryland D, 5:00PM
526 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
778 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
738 Quality or Pipe Dream?, 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 Al and EI Meet IO: Trust or Regulate?, Chesapeake 10-12, 10:30AM
92 Inside Out AI: Life of a Female Practitioner With a Master’s Versus PhD, Potomac 1-2, 10:30AM
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
225 Friday Seminar 1: Fad toFixture: Social Media in the Workplace, Chesapeake 7-9, 8:00AM
226 Creative Data: Modern Visuals and Dashboards That Make a Difference, Potomac D, 10:00AM
434 Statistics Plus Data Visualizations: How Technology Brings Power to the People, National Harbor 1, 11:30AM
457 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 Intersection Between Anthropomorphism and Artificial Intelligence, P. George’s Exh. Hall D, 3:00PM
582 Me or My Friends? Examining SNS Friend Activity’s Impact on Candidate Perceptions, P. George’s Exh. Hall D, 3:00PM
587 The Viability of Virtual Reality: Assessing Risk Taking and Emotional Intelligence, P. George’s Exh. Hall D, 3:00PM
588 Unpack Impact of Information and Communication Technologies: Advancing a Dynamic View, P. George’s Exh. Hall D, 3:00PM
589 The Development of a Social Media Assessment of Personality, P. George’s Exh. Hall D, 3:00PM
590 Effect of Age and Game Experience on Candidates’ Reactions to Game-Based Assessment, P. George’s Exh. Hall D, 3:00PM
591 Cultural Differences in Applicant Faking on Game-Based Assessments: The Role of Flow, P. George’s Exh. Hall D, 3:00PM
592 SIOP Select: Positioning SIOP as the Premier and Trusted Authority: Leaders IGNITE, Chesapeake G-I, 10:00AM
593 Talent Management Practices and Organizational Outcomes: A Bundling Approach, P. George’s Exh. Hall D, 11:00AM
778 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

176 Society for Industrial and Organizational Psychology
Testing/Assessment (e.g., selection methods, validation, predictors)

1. Why Don’t You Just Meet Me in the Middle? Practical Experiences in Talent Assessment, Maryland 1-3, 10:30AM
2. Situational Judgment Tests: Making Them Work Globally, Chesapeake 1-3, 12:00PM
3. Understanding Curvilinear Relationships in Selection Research and Practice, Chesapeake A-C, 12:00PM
4. Mobile Assessments: Big Considerations for Small Screens (Demo & Discussion), Chesapeake 7-9, 1:30PM
5. Modern Challenges in Establishing Assessment Strategies in Organizations, Chesapeake G-I, 1:30PM
6. Assessment Strategies for Selection of Cyber/Information Technology Professionals, Maryland 1-3, 1:30PM
7. Bridging the Mobile Divide: Innovative Design to Support Mobile Cognitive Testing, Chesapeake 4-6, 3:30PM

Symposium + Panel Session: Large-Scale Selection System Case Studies, Maryland A, 3:30PM
1. Candidate Experiences Matter: Navigating New Frontiers in Assessment Technologies, Chesapeake 4-6, 5:00PM
2. Keeping It Future of Assessment, Chesapeake G-I, 5:00PM
3. What Really Drives Candidate Reactions to Assessments? Perspectives From the Field, Potomac C, 5:00PM
4. Science, Not Stamps: Unitarian Perspectives of Validating Situational Judgment Tests, Maryland 1-3, 8:00AM
5. Atypical Applications of Work Analysis and Content-Oriented Validation Research, Potomac 1-2, 8:00AM
6. Test Validation Challenges: What Would You Do?, Maryland 4-6, 10:00AM
7. In the Trenches: Use of SJTs in High-Stakes, High-Volume Testing Programs, Chesapeake 1-3, 11:30AM
9. Using Machine and Deep Learning in Hiring: Ethical, Legal, and Practical Concerns, Maryland A, 1:00PM
10. Innovative Talent Assessment Practices: Adoption, Trends, and Predictions, Maryland C, 3:00PM
11. Combining I-O and UX: Usability Testing in the Reality-Based Assessments, Maryland 1-3, 4:00PM
12. Developing High-Quality Assessments With the Reality of Limited Resources, Chesapeake A-C, 5:00PM
13. Championing Prehire Assessment Use Internally: Voices From the Field, Maryland A, 5:00PM
14. Looking Under the Hood: Making Use of Trace Data, Maryland A, 8:00AM
15. Applicant Behavior in Interviews: Structure, Cognitions, Storytelling, and Technology, Maryland D, 10:00AM
16. If the Applicant Fits, Hire Them: Person–Organization Fit, Engagement, and Performance, P. George’s Exh. Hall D, 10:00AM
17. Plausible Corrections for Indirect Range Restriction in Personnel Selection, P. George’s Exh. Hall D, 10:00AM
18. Development of the Social Shape Test: A New Ability Measure of Social Intelligence, P. George’s Exh. Hall D, 10:00AM
19. A Neuroscience Method to Elucidate Sources of Score Differences on Ability Tests, P. George’s Exh. Hall D, 10:00AM
20. Generalizability of Predictive Bias in Selection Systems With Multiple Predictors, P. George’s Exh. Hall D, 10:00AM
21. Predictors of Standardized Test-Score Growth Trajectories, P. George’s Exh. Hall D, 10:00AM
22. Understanding Machine Learning Assessments: Does the Reality Match the Hype?, P. George’s Exh. Hall D, 10:00AM
23. Development of a State Regulatory Focus Scale, P. George’s Exh. Hall D, 10:00AM
24. Scoring and Validity of Forced-Choice Personality Assessments, P. George’s Exh. Hall D, 10:00AM
25. Measuring Moral Disengagement at Work: Development and Validation of a New SJT, P. George’s Exh. Hall D, 10:00AM
26. Don’t Rush Me! How Time Limits Affect Candidates’ Testing Experience and Scores, P. George’s Exh. Hall D, 10:00AM
27. You Say Tomato? Semantic Similarity and Assessor Reliability, P. George’s Exh. Hall D, 10:00AM
28. General Mental Ability and Job Performance: A Comprehensive Meta-Analytic Update, P. George’s Exh. Hall D, 10:00AM
29. Using Social-Categorization Theory and Methods to Study Faking Behavior, P. George’s Exh. Hall D, 10:00AM
30. Fast Versus Slow Intelligence as Predictors of Job Performance: A Test of the Worst Perf, P. George’s Exh. Hall D, 10:00AM
31. Generalizability Theory Estimates of Interview Reliability, P. George’s Exh. Hall D, 10:00AM
32. Comparing the Prediction of Implicit and Explicit Measures of the Dark Triad, P. George’s Exh. Hall D, 10:00AM
33. Cadet Training and Personality Metrics Predict Officer Performance, R² = 33, P. George’s Exh. Hall D, 10:00AM
34. The Impact of Probing on Faking, Fairness, and Applicant Evaluation in Interviews, P. George’s Exh. Hall D, 10:00AM
35. The Relationship Between Participant Anxiety and Assessment Center Performance, P. George’s Exh. Hall D, 10:00AM
36. Readability Indices and Subgroup Differences in Written Structured Interviews, P. George’s Exh. Hall D, 10:00AM
37. Simulating the Impact of GDPR on Norm Estimation, P. George’s Exh. Hall D, 10:00AM
38. Examining Nonlinear Relationships Between Conscientiousness and Job Performance, P. George’s Exh. Hall D, 10:00AM
39. Establishing Minimum Aptitude Standards: Benchmarking Task Learning Difficulty, P. George’s Exh. Hall D, 10:00AM
40. Operationalizing Occupational “Fit” For Optimal Scoring of Vocational Interest Assess, P. George’s Exh. Hall D, 10:00AM
41. Examining the Impact of Context and Country on Forced-Choice Scores, P. George’s Exh. Hall D, 10:00AM
42. Potential Linguistic Cues to Faking in Computer-Mediated Employment Interviews, P. George’s Exh. Hall D, 10:00AM
43. Predictor Weighting With Adverse Impact and Shrinkage: Reply to Sackett et al. (2017), P. George’s Exh. Hall D, 10:00AM
44. Revisiting Ability Test Versus Interview Validity Using Head-to-Head Comparisons, P. George’s Exh. Hall D, 10:00AM
45. Validating a Measure of Strategic Thinking, P. George’s Exh. Hall D, 10:00AM
46. Design and Validation of a Short Free Test of General Intelligence, P. George’s Exh. Hall D, 10:00AM
47. Moving Beyond the Brag Sheet: Predicting Student Outcomes With Biodata Measures, P. George’s Exh. Hall D, 10:00AM
48. Keys to Successful Implementation of a Large-Scale Structured Interview Process, National Harbor 1, 11:30AM
49. Predicting Variation: A Discussion of Technology in Assessment and Selection, National Harbor 2-3, 11:30AM
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