SIOP 2020

Event Schedule

Tue, Jun 16, 2020

1:00am

0001: Opening Plenary (Special Event)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Scott Tonidandel|CHAIR; Derek Avery|PRESENTER; Georgia Chao|PRESENTER; Adrienne Colella|PRESENTER;Milton D. Hakel|PRESENTER;Eden B. King|PRESENTER; Kristen Shockley|PRESENTER

Opening Plenary

📢 **Speakers**

Derek R. Avery Associate Professor of Psychology & Management, University of Houston

Georgia T. Chao Associate Professor, Michigan State University

Adrienne Colella Professor, Tulane University

Milton D. Hakel President, SIOP Foundation

Eden B. King SIOP President 2019-2020, Rice University

Kristen M. Shockley Assistant Professor, University of Georgia

8 Subsessions

- **Scott Tonidandel - Conference Welcome**
  🕐 1:00am - 1:00am, Jun 16

- **SIOP Salutes Booklet**
  🕐 1:05am - 1:05am, Jun 16

- **2021 Awards Nominations Open - Interactive Poster**
  🕐 1:05am - 1:05am, Jun 16

- **Kristen Shockley - 2020 Award Winners Message**
  🕐 1:10am - 1:10am, Jun 16

- **Derek Avery - 2020 Fellows Message**
  🕐 1:15am - 1:15am, Jun 16

- **Georgia Chao-Introduction to Eden King**
  🕐 1:20am - 1:20am, Jun 16

- **Eden King - Outgoing President's Message**
  🕐 1:25am - 1:25am, Jun 16

- **SIOP Foundation: And the Winner Is...**
  🕐 1:30am - 1:30am, Jun 16
  📍 SIOP Virtual

0002a: COVID-19 and the Future of Work (Panel Discussion)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

In this panel discussion, I/O thought leaders share their views the current pandemic's impact on the future of work and how our field should respond. Questions addressed include:
- What has changed in the world of work recently due to COVID-19?
- What should we be changing in our work/field as a result? How should we be making an impact?
- Are we prepared as a field to be agile and respond to future similar disruptions?

📢 Speakers

Alexander Alonso Society for Human Resource Management (SHRM)

Tara S. Behrend George Washington University

Alexis A. Fink Vice President, People Analytics and Workforce Strategy, Facebook

Richard N. Landers Instructor, University of Minnesota

Evan Sinar Head of Assessments, BetterUp

Emily Solberg Managing Consultant, SHL

0002b: COVID-19 - Inclusion, Emotions, and Well-Being
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Register at the link below to join the live Q&A / Discussion Session on COVID & Inclusion & Well-Being --

📢 **Speakers**

E

Enrica N. Ruggs University of Memphis

S

Stuart C. Carr Professor, Massey University

L

Liu-Qin Yang Portland State University

T

Tammy Allen Professor, University of South Florida

Emily Solberg Managing Consultant, SHL

Jason G. Randall University at Albany, SUNY

4 Subsessions

- **Workplace Diversity & Inclusion in the Midst of COVID-19 (Enrica Ruggs)**
  🕐 1:00am - 10:00am, Jun 16

- **IO Words for COVID-19 (Stuart Carr)**
  🕐 1:00am - 10:00am, Jun 16

- **Social Connections at Work, Emotion and Motivation (Liu-Qin Yang)**
  🕐 1:00am - 10:00am, Jun 16

- **Occupational Health Psychology (Tammy Allen)**
  🕐 1:00am - 10:00am, Jun 16

0002c: COVID-19 - Selection & Testing
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

📢 **Speakers**

Renee Barr Director, Talent Solutions, SHL

Lance Andrews Head of Solutions - Americas, SHL

Wayne Camara Horace Mann Research Chair, ACT

Kate Bischoff Attorney & HR Consultant, tHRive Law & Consulting LLC

Jason G. Randall University at Albany, SUNY

Emily Solberg Managing Consultant, SHL

3 Subsessions

- **Selection in a COVID-19 World (Lance Andrews & Renee Barr)**
  🕐 1:00am - 10:00am, Jun 16

- **IO Psychology and the Response to the COVID-19 Crisis: A Call to Action: Testing and Assessment (Wayne Camara)**
  🕐 1:00am - 10:00am, Jun 16

- **Hiring in a time of COVID (Kate Bischoff)**
  🕐 1:00am - 10:00am, Jun 16

0002d: COVID-19 - Leadership & Culture (Special Event)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

📢 **Speakers**

Bradford Bell Professor of HR Studies, Director of the Center for Advanced Human Resource Studies, Cornell University

Steven Huang Head of Diversity & Inclusion, CultureAmp

Ryne Sherman Chief Science Officer, Hogan Assessments

Elaine Pulakos CEO, PDRI

Jason G. Randall University at Albany, SUNY

Emily Solberg Managing Consultant, SHL

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4 Subsessions

- **Leading Virtual Teams (Bradford Bell)**
  ⏱ 1:00am - 1:00am, Jun 16

- **Emergency Response - Organizational Culture (Steven Huang)**
  ⏱ 1:00am - 10:00am, Jun 16

- **The Surprising Factors that Create Agility (Elaine Pulakos)**
  ⏱ 1:00am - 10:00am, Jun 16

- **Leading through Organizational Crisis (Ryne Sherman)**
  ⏱ 1:00am - 10:00am, Jun 16

0002e: COVID-19 - Talent Development (Special Session)
⏱ 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

📢 **Speakers**

Kristen Allen Research Scientist, SHL

Maya Garza Regional Vice President, Solutions Consulting, BetterUp

Kurt Kraiger Professor and Chair, Department of Management, University of Memphis

Jason G. Randall University at Albany, SUNY

Emily Solberg Managing Consultant, SHL

3 Subsessions

- **Virtual Work Competencies (Kristen Allen)**
  🕐 1:00am - 10:00am, Jun 16

- **Coaching in Times of Uncertainty and Chaos (Maya Garza)**
  🕐 1:00am - 10:00am, Jun 16

- **E-Learning/Training and the Response to the COVID-19 Crisis: A Call to Action (Kurt Kraiger)**
  🕐 1:00am - 10:00am, Jun 16

0003: Opportunities and Challenges in Using SJTs in Medical Education (Symposium)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Heather Davidson|AUTHOR; Kelly Dore|AUTHOR; Christopher Zou|AUTHOR; Harold I. Reiter|AUTHOR; Michael J. Cullen|CHAIR; Charlene Zhang|AUTHOR; Brittany J. Marcus-Blank|AUTHOR; Aimee K. Gardner|AUTHOR; Paul R. Sackett|AUTHOR; Bobby D. Naemi|AUTHOR; Dana M. Dunleavy|AUTHOR

Situational judgment tests are commonly used in medical education selection processes overseas. This symposium highlights recent research addressing key issues in using SJTs in medical education settings in North America, including their ability to increase student diversity, predict performance and remediation in residents, and their susceptibility to coaching interventions.

📢 **Speakers**

Heather Davidson Psychometrician, Altus Assessments Inc.

Kelly Dore McMaster University Faculty of Health Sciences

Christopher Zou Research Scientist, Altus Assessments Inc.

Harold I. Reiter McMaster University Faculty of Health Sciences

Michael Cullen Director of Evaluation - Graduate Medical Education, University of Minnesota Medical School

Charlene Zhang University of Minnesota

Brittany Marcus-Blank Johnson & Johnson

Aimee Gardner SurgWise Consulting

Paul R. Sackett Professor of Psychology, University of Minnesota

Bobby D. Naemi Association of American Medical Colleges

Dana M. Dunleavy Association of American Medical Colleges

0005: Pay Equity Analysis: Hey, Labor Economist—Anything You Can Do I-O Can Do Better! (Master Tutorial)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Emilee B. Tison|PRESENTER; Murray Simpson|PRESENTER

Pay equity is a hot topic and critical concern for organizations; it is important for I-Os to understand the vital role they can play in assessing pay equity. This tutorial focuses on (a) the regulatory environment impacting pay equity, (b) developing an understanding of approaches to and advances in pay equity analysis, and (c) highlighting research areas where I-Os can move the science forward.

📢 **Speakers**

Emilee Tison Associate Principal Consultant, DCI Consulting Group, Inc.

Murray Simpson Principal Consultant, DCI Consulting Group, Inc.

0007: SIOP Select: How to Create a Culture of Psychological Safety (Special Event)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Tyree D. Mitchell|COCHAIR; David S. Geller|CHAIR; Amy Edmondson|PRESENTER; Brian Welle|PRESENTER

How do organizations build psychological safety into their day-to-day operations? In this session, top experts from academia and practice will discuss how to build people practices that contribute to a psychologically safe environment, common barriers that impede the emergence of such a culture, and how to mitigate the emergence and impact of these barriers.

📢 **Speakers**

T

Tyree Mitchell Louisiana State University

David S. Geller Senior Consultant, Talent Management, Ochsner Health System

Amy Edmondson Novartis Professor of Leadership and Management, Harvard Business School

Brian Welle Vice President, People Analytics & Performance Management, Google

0011: The Impact of Affirmation on Emotions in Coaching (Alternative Session Type with Presenters (no authorship order))

🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Joey Collins|AUTHOR; Hunter Bronkema|PRESENTER; Alifiya S. Khericha|PRESENTER

Coach motivation will be introduced to participants through a brief presentation. Live coaching demonstrations utilizing facial recognition software will be used to show how affirmations can move coachees into a positive emotional state to help facilitate change. Participants will have the opportunity to practice coach motivation techniques and debrief with facilitators.

📢 **Speakers**

Joey Collins Collins Alliance/Seattle Pacific University Psychology Dept

Hunter Bronkema Seattle Pacific University

Alifiya S. Khericha Seattle Pacific University

0013: Setting New Goals for Goal Research: Questioning Assumptions and New Directions (Symposium)

🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Melissa G. Keith|COCHAIR; Franki Kung|COCHAIR; Carolyn M. Jagacinski|AUTHOR; LeVonte Brooks|AUTHOR; Jeffrey B. Vancouver|AUTHOR; Lindsay Y. Dhanani|AUTHOR

Goals are a central part of motivation and human performance. The papers in this symposium investigate goal dimensions (i.e., specificity, difficulty). Each of these papers provide opportunities to rethink our assumptions about goals and generate new research questions.

Melissa Keith Assistant Professor , Bowling Green State University

Franki Kung Assistant Professor of Psychology, Purdue University

Carolyn M. Jagacinski Associate Professor, Purdue University

LeVonte Brooks Ohio University

J

Jeffrey B. Vancouver Professor, Ohio University

Lindsay Y. Dhanani Assistant Professor, Ohio University

0015: WHAT Is Inclusion? Its Past, Present, and Future (Special Event)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

WHAT is Inclusion? Its Past, Present, and Future
(1 hour, 49 minutes)

In order to promote inclusion in the workplace and beyond, we need to understand the history of the term and how we define it. In this session, we include four presentations that cover the origins of inclusivity and how it is measured and defined across levels. - --

- First, Dr. Bernardo Ferdman (Ferdman Consulting) examines the history of inclusion and how it has been conceptualized over time.
- Dr. Lynn Shore (Colorado State University) then discusses how inclusion is defined and measured at the interpersonal level.
- Next, Dr. Veronica Gilrane (Google) discusses how organizations might conceptualize inclusion.
- Finally, Dr. Thomas Sasso (University of Guelph) discusses how our definition of inclusion might evolve over time to become even more comprehensive.
- After the presentations conclude, Dr. Katina Sawyer (The George Washington University) engages the panelists in a discussion about what inclusion entails and how we might continue to better understand and capture inclusivity at work.
- Our session also includes videos from interviews with executives and D&I professionals, conducted by Dr. Bernardo Ferdman, which add key insights into what inclusion is and how it is conceptualized in practice (Arthur Evans, American Psychological Association; Effenus Henderson, Institute for Sustainable Diversity and Inclusion; Daisy Auger-Dominguez, VICE Media; Mary-Frances Winters, The Winters Group; Steve Reinemund, PepsiCo and Wake Forest University; Lexi Hernandex, Raytheon Missile Systems; Nadia Younes, Zurich Insurance; Elida Margarita Bautista, University of California, Berkeley).

Please join us for an interactive discussion
session with our panelists on what inclusion is, on Friday, June 26, from

1:30-2:30 pm Eastern (10:30 am-11:30am Pacific), at: https://shl.zoom.us/my/SIOP2020

**And also, please join our interactive general
discussion session on inclusion, with all the Theme Track presenters, on
Tuesday, June 30, from 2-3:15 pm Eastern (11 am-12:15 pm Pacific), at:
https://shl.zoom.us/my/SIOP2020**

📢 **Speakers**

Emily Solberg Managing Consultant, SHL

Bernardo M. Ferdman Principal, Ferdman Consulting

Lynn M. Shore Executive Director, HR Edge Network, Colorado State University

Veronica L. Gilrane People Innovation Lab Manager, Google

Thomas Sasso University of Guelph

Katina Sawyer George Washington University

0016: Life in the Fast Lane: Advances in Rapid Response Measurement (Symposium)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Adam W. Meade|CHAIR; Peter A. Fisher|AUTHOR; Amanda L. Valone|AUTHOR; Sam J. Wilgus|AUTHOR; Jessica Lynn Archibald|AUTHOR; Chet Robie|AUTHOR; Demetrius Keyon Green|AUTHOR; Luke I. Priest|AUTHOR; Lauren Elizabeth Rock|AUTHOR; Unber Ahmad|AUTHOR; Alan D. Mead|DISCUSSANT

Rapid response measurement (RRM) presents stimuli on screen one at a time and respondents provide a rapid dichotomous response. Previous work on RRM established the validity of a Big 5 personality RRM. This session will discuss potential faking of the RRM, discuss the potential of adverse impact, and the development of new RRMs for both job satisfaction and "dark" personality.

📢 **Speakers**

Adam Meade Professor, North Carolina State University

Peter Fisher Research Assistant, Wilfrid Laurier University

Amanda Valone Chief Science Officer, Tilt 365

Sam J. Wilgus Data Scientist, Clarkston Consulting

Jessica Lynn Archibald Student Data and Technology Intern, North Carolina State University

Chet Robie Professor, Wilfrid Laurier University

Demetrius K. Green Sr. Data Scientist | Doctoral Student, Clarkston Consulting | NC State

Luke I. Priest North Carolina State University

Lauren Elizabeth Rock

Unber Ahmad North Carolina State University

Alan D. Mead President, Talent Algorithms Inc.

0020-0051: Poster Session: Personality
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

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17 Subsessions

- **0021: Origins of Adult Nontask Work Behavior via Behavioral Genetic Methodology (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0023: Clarifying Personality Measurement in I-O: The Utility of Item Response Tree**

Models (Poster)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

- **0025: Are Curmudgeon Personality Measures Resistant to Socially Desirable Responding? (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0026: Predicting Grades: Testing Broad Versus Narrow Personality Traits With a Bifactor Model (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0028: Traitedness as a Moderator of Trait Level Estimates and Job Performance (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0030: Alexithymia Incrementally Predicts Contextual Performance Above the Five-Factor Model (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0033: Narcissism and Response Distortion in Personality Assessment (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0035: Understanding Voluntary Nonstandard Workers, Their Characteristics, and Choices (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0036: Comparative Prediction of Work Criteria Using Latent Profiles of Personality (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0039: Professional Rejection Sensitivity Theory (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0042: The Narcissism Epidemic? A Cautionary Tale of "Generational" Differences (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0043: A New Approach to an Old Debate: Social Desirability in Personality Assessment (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0046: Personality and Motivational Job Features: Fit Beyond Demands (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0047: A Meta-Analysis of Perfectionism and Coping Styles: Implications for Work (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0048: Age and Gender Differences in Perfectionism: A Meta-Analysis (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0050: Big Five Personality Traits and Sleep-Wake Variables: A Meta-Analysis (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0320: Occupational Complexity Moderates Conscientiousness' Relation to Performance (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

0053: Early Career Rotational Programs: The Next Generation of Talent Development (Panel Discussion)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Jessica Brull Barrett Diaz|CHAIR; Jennifer Elarton|PANEL; Tiffany R. Poeppelman|PANEL; Melinda Seibert|PANEL

This panel explores the benefits, challenges, and outstanding questions surrounding rotation-based development programs in today's changing organizational landscape. Collectively, panelists have over 20 years of experience leading rotational programs for early career talent and represent multiple industries, including technology sales, finance, national security, and manufacturing.

📢 **Speakers**

Jessica Diaz PhD Student, Claremont Graduate University

Jennifer Elarton Talent & Organization Development Partner, Masco Corporation

Tiffany R. Poeppelman Director, Business Leadership Program, LinkedIn

Melinda Seibert U.S. Department of Defense

0055: The Role of Congruence in Follower Schemas (Symposium)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Ashita Goswami|CHAIR; Melissa K. Carsten|COCHAIR; Adam J. Vanhove|AUTHOR; Gavin Williamson|AUTHOR; Jamie Chase|AUTHOR; Patrick T. Coyle|AUTHOR; Roseanne J. Foti|AUTHOR; Umamaheswari Kedharnath|AUTHOR; Victoria Ricedorf|AUTHOR

This symposium discusses the effects of congruence of follower schemas on outcomes such as relationship quality, follower performance, and other criteria. The 3 papers included examine 2 types of congruence: congruence in expectations between leader–follower dyads, and congruence between supervisors' expectations and actual observation.

📢 **Speakers**

Ashita Goswami Assistant Professor, Salem State University

Melissa K. Carsten Assistant Professor of Management, Winthrop University

Adam J. Vanhove Assistant Professor, James Madison University

Gavin Williamson Lycoming College

Jamie Chase Salem State University

Patrick Coyle Assistant Professor of Management and Leadership, La Salle University

Roseanne J. Foti Associate Professor, Virginia Tech

Umamaheswari Kedharnath University of Wisconsin Whitewater

Victoria Ricedorf Student Affairs Intern, Lycoming College

0056: Applying I-O to Academic Administration: Female Faculty Experiences (Panel Discussion)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Jennifer L. Kisamore|CHAIR; Barbara A. Fritzsche|PANEL; Debra A. Major|PANEL; Jane Williams|PANEL; Joan E. Finegan|PANEL; Kecia M. Thomas|PANEL

This panel session will provide career development guidance to female I-O faculty members interested in career trajectories that include academic administration. The session will examine: (a) how I-O relevant knowledge and skills translate into effectiveness in academic administration and (b) the challenges and opportunities female faculty will likely face as university leaders.

📢 **Speakers**

Jennifer Kisamore Associate Professor and Associate Dean, University of Oklahoma-Tulsa

Barbara A. Fritzsche Associate Professor, University of Central Florida

Debra Major Professor, Old Dominion University

Jane Williams Indiana University - Purdue University Indianapolis

Joan E. Finegan University of Western Ontario

Kecia M. Thomas Senior Associate Dean & Professor, University Of Georgia

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0059: Science-Based Advocacy to Minimize Discrimination or Harassment (Panel Discussion)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Jessica A. Gallus|PANEL; Theodore L. Hayes|CHAIR; Anuradha Phase|PANEL; Alexandra I. Zelin|PANEL

Authors present research and practice for those passionate about advocating for themselves or others when facing discrimination or sexual harassment. Panelists will review the efficacy of known research findings and practice approaches ("what is") and suggest future directions ("what if"). Topics will include gender, discrimination, the power of peer networks, and advocacy for self or others.

📢 **Speakers**

Jessica A. Gallus Department of the Navy

Theodore Hayes U.S. Department of Justice

Anuradha Phase Johns Hopkins Carey Business School

Alexandra Zelin Assistant Professor, University of Tennessee at Chattanooga

0061: A Guide to Rigorous, Reliable, and Responsible Reviewing for a Better I-O Science (Alternative Session Type with Presenters (no authorship order))

🕐 1:00am - 10:00am, Jun 16

📍 SIOP Virtual

Authors: Tine Koehler|CHAIR; George C. Banks|PRESENTER; Lisa Gulick|PRESENTER; M. Gloria Gonzalez Morales|PRESENTER; Ruchi Sinha|PRESENTER

A list of reviewer competencies will be introduced and discussed by a panel 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 ethical and practical dilemmas. This session will benefit novice and experienced reviewers.

📢 **Speakers**

Tine Koehler University of Melbourne

George C. Banks Assistant professor, UNC Charlotte

Lisa Gulick Principal, Bendelta

M. Gloria Gonzalez-Morales Claremont Graduate University

Ruchi Sinha University of South Australia

0068-0070: Poster Session: Organizational Justice

🕐 1:00am - 10:00am, Jun 16

📍 SIOP Virtual

3 Subsessions

- **0068: The Role of Fairness Perceptions in Employee and Patient Health (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0069: Fair Decision Making: Supervisors' Leader–Member Exchange and Accountability (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0070: Third Party's Reactions to Witnessed Abusive Supervision: Voice From Guilt and Shame (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

0072-0074: Poster Session: Organizational Performance/Change/Downsizing/OD
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

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2 Subsessions

- **0072: Making Sense of Change: A Regression Tree Approach to Contextual Predictors of AP (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0074: The Effect of Affective and Cognitive Reactions on Change Readiness Over Time (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

0076-0097: Poster Session: Measurement/Statistical Techniques
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

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13 Subsessions

- **0076: A Monte Carlo Simulation Comparing Three Approaches for Studying Predictive Test Bias (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0077: Probing Nonlinear Three-Way Interactions: Extending the Slope Difference Test (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0079 Tomayto, Tomahto? Empirical Comparison and Integration of Job Crafting Perspectives (Poster)**
  🕐 1:00am - 1:00am, Jun 16
  📍 SIOP Virtual

- **0081: Using Infrequency Scales to Assess Careless Responding (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0083: Intersectionality in DIF: Perceptions of Sexual Harassment by Race and Gender (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0085: A Multiyear Evaluation of Physical Ability Test Validity and Mean Group Differences (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0086: Crossing a River to Get Some Water? Revisiting Item Social Desirability Ratings (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0087: Latent State-Trait Theory, Analytic Models, and a Worked Example (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0088: Measuring Coordination: Using Network Psychometrics to Explore MTMM**

Team Data (Poster)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

- **0092: Single-Item Measure of Job Satisfaction: A Test of Reliability and Stability (Poster)**
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

- **0093: Measurement Invariance in Burnout: A Multicultural Study (Poster)**
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

- **0094: A Simulation Study: Cluster Analysis in High Dimensional Space in Psychology Research (Poster)**
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

- **0097: Using Machine Learning to Classify Assessment Center Text Data (Poster)**
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

0102: WHOSE Diversity Is Still Not Included? (Special Event)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Emily G. Solberg|SUBMITONLY; Stuart C. Carr|COCHAIR; Katina Sawyer|COCHAIR; Walter Reichman|PRESENTER; Mahima Saxena|PRESENTER; John C. Scott|PRESENTER

WHOSE Diversity is (not yet) Included?

Who could name a more pertinent question at this time in human history - and for the world of work? Opening up that conversation for us are four leading practitioners, advocates and thinkers, in three dynamic presentations by award0-winning speakers.

- The first, by Emeritus Professor Walter Reichman (OrgVitality/ECOSOC), paints a global tapestry of diversities that have been systemically excluded, but also shares stories of inclusion that many of us will not have known and will find inspiring.

- The second, by Dr. Mahima Saxena (Illinois Institute of Technology), takes a global supply chain perspective on including the 2/3 majority of the world's workforce, who just happen to work in the informal sector. Making that sector and its talents more visible - in this case by showing us some of the actual products that skilled artisans make - palpably connects our lives and livelihoods, and supports sustainability for all.
- Our third and final presentation, by Dr. John Scott and VP Keith Caver (APTMetrics, CT) applies a fresh D&I lens to future leader(ship). Through that lens, timeworn adages like 'the best predictor of future behavior is past behavior' will overlook swathes of future talent and leadership potential. After sharing these and other vital experiences and perspectives on the who of inclusion, you will leave with a fresh and wider perspective on making inclusion more inclusive.

📣 **Speakers**

Emily Solberg Managing Consultant, SHL

Stuart C. Carr Professor, Massey University

Katina Sawyer George Washington University

Walter Reichman OrgVitaliity

Mahima Saxena Assistant Professor of Psychology, Illinois Institute of Technology

John C. Scott Chief Operating Officer & Co-Founder, APTMetrics

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0103: From Black Box to Glass Box: How to Build Explainable, Trustworthy, and Fair AI (Panel Discussion)

🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Daniel A. Schmerling|CHAIR; Michael A. Campion|PANEL; Ross Daniel Piper|PANEL

Although new and sophisticated artificial intelligence (AI) solutions offer some of the most impressive performance to-date, they often suffer from low interpretability. This is acceptable in many fields, but it poses ethical and legal challenges that are unacceptable for I-O applications. Learn how to open the black box and build explainable models that engender trust and fairness.

📢 **Speakers**

Daniel Schmerling Senior Machine Learning Engineer, Wonderlic

Michael A. Campion Purdue University

Ross Piper Manager, AI Innovation, Wonderlic

0104-0114: Poster Session: Motivation/Rewards/Compensation

🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

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8 Subsessions

● **0104: A Study on When and Why Psychological Contract Overfulfillment Is Not Appreciated (Poster)**
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

- **0105: A Qualitative Investigation of Flow at Work: Strategies, Activities, and Disruptions (Poster)**
  ⏰ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0106: Faking in Trait Measures of Motivation (Poster)**
  ⏰ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0107: Trait Motivation: A Meta-Analysis of Predictive Validity (Poster)**
  ⏰ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0109: Fulfilling Their Purposes to Elicit Their Best (Poster)**
  ⏰ 1:00am - 1:00am, Jun 16

- **0112: A Daily-Diary Examination of Work/Nonwork Need Fulfillment Spillover (Poster)**
  ⏰ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0113: Learned Helplessness: A Control Construct With Prediction Over Locus of Control (Poster)**
  ⏰ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0114: The Joy of Gratification: Short-Term Boost or Long-Term Success? (Poster)**
  ⏰ 1:00am - 1:00am, Jun 16
  📍 SIOP Virtual

0117-0135: Poster Session: Staffing/Recruitment/Applicant Reactions/Workforce Planning
⏰ 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

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11 Subsessions

- **0117: Malleability of "Soft Skill" Competencies: Development With Entry-Level Experience (Poster)**
  ⏰ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0118: Leveling Up: The Effects of Branding on Gamified Assessments (Poster)**
  ⏰ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0119: How Do Organizational Cues Influence Applicant Perceptions: Identity Safety or Fit? (Poster)**
  ⏰ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0123: Re-Examining the Effect of Mid-Test Warnings on Faking on Personality Inventories (Poster)**
  ⏰ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0125: Consequences of Experienced and Observed Recruiter Incivility (Poster)**
  ⏰ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0126: Relationships Between Personality and Behavior in Employment Games (Poster)**
  ⏰ 1:00am - 10:00am, Jun 16

- **0127: Does It Matter Who You Take the Test With? (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0130: Fairness and Respect: Reactions to Artificial Intelligence in Employee Selection (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0131: Discrimination via the Questions Asked During Job Interviews: Role of Xenophobia (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0132: Executive Search Consultants' Biases Against Women (or Men?) (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0135: How Should Employers Differentiate Their Employment Offers? (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

0137: Applying I-O to Healthcare: Opportunities for Research and Practice (Ignite)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Melanie P. Standish|COCHAIR; Jose L. Alba|PRESENTER; Cassia K. Carter|PRESENTER; Katelyn J. Cavanaugh|PRESENTER; Ryan Y. Samia|PRESENTER; Arash Shokri|PRESENTER; Andrew N. Garman|COCHAIR

The healthcare sector's current human capital challenges are ones that deeply benefit from the training and expertise of I-O psychologists. In this IGNITE! Session, speakers will present on the impact that I-O psychologists are having on the field of medicine and highlight both research and practice opportunities for applying the profession to this context.

📢 **Speakers**

Melanie P. Standish PhD Student , Illinois Institute of Technology

Jose Alba Illinois Institute of Technology

Cassia Carter Leadership Development Manager, Advocate Aurora Health

Katelyn Cavanaugh Univ of TX, MD Anderson Cancer Center

Ryan Samia Engagement Specialist, Vidant Health

Arash Shokri Center for Research and Services IIT

Andrew N. Garman NCHL / Rush University

0138: Losing Its Luster? Influence of AI Innovations (and Caveats) on Selection Consulting (Panel Discussion)

🕐 1:00am - 10:00am, Jun 16

📍 SIOP Virtual

Authors: Rick Hense|CHAIR; Amy Powell Yost|PANEL; David Futrell|PANEL; Isaac Benjamin Thompson|PANEL; Kelly Trindel|PANEL; Mark Girouard|PANEL

Innovative selection techniques leveraging AI and machine learning continue to make positive and negative headlines. In this interactive session, a diverse panel of consultants, a data scientist and an attorney will take questions and discuss how these evolving novel techniques influence selection consulting and how we can ensure responsible use of AI tools based on strong science and legal rigor.

📢 **Speakers**

Rick Hense Bank of America

Amy Yost, PhD, SPHR Independent Consultant

David Futrell Senior Director, Selection and Assessment, Walmart

Isaac Thompson, Ph.D. Principal Data Scientist, Modern Hire

Kelly Trindel Head of I/O Science + Diversity Analytics, Pymetrics

Mark Girouard Attorney, Nilan Johnson Lewis PA

0140: Let's Put It in Stone: How Confident Are You in Your Technical Documentation? (Panel Discussion)

🕐 1:00am - 10:00am, Jun 16

📍 SIOP Virtual

Authors: Melissa D. Haudek|CHAIR; Andrew L. Solomonson|PANEL; Jessica Wooldridge Brown|PANEL; Michelle Duncan|PANEL; Sarah N. Gilbert|PANEL

Despite its importance and prevalence, technical documentation is infrequently discussed in the I-O field. In this introductory panel, experts will discuss their experiences producing technical reports considering four main topics: requirements according to professional standards, content alterations for the expected audience, common pitfalls in technical documentation, and best practices.

📢 **Speakers**

Melissa Haudek DCI Consulting Group

Andrew L. Solomonson Principal Consultant, Global Talent Management, Delta Air Lines

Jessica Wooldridge Brown Research Scientist, Amazon

Michelle Duncan Jackson Lewis, P.C.

Sarah N. Gilbert Senior Consultant, DCI Consulting Group, Inc.

0143: Four Stories of Real Culture Change (Panel Discussion)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Ia Ko|CHAIR; Erin Swartout|PANEL; Irada Sadykhova|PANEL; Rena R. Yi|PANEL; Rex Backes|PANEL; Zachary M. Love|PANEL

Despite the importance of organizational culture, many organizations still struggle with culture change given its complexity. This session will address these challenges by highlighting different approaches to "culture work." Panelists from LinkedIn, TIAA, Masco, and Microsoft will share their experiences and perspectives on culture, key actions toward success, stories of impact, and key learnings.

📢 **Speakers**

Ia Ko LinkedIn

Erin Swartout Director Talent and Org Development, Masco Corporation

Irada Sadykhova Senior Director of Organization Development, Microsoft

Rena R. Yi Senior Manager, People Analytics, LinkedIn

Rex Backes Director, Culture and Careers, TIAA

Z

Zachary M. Love TIAA

0151: Not my Grandparents' Classrooms: Innovations in I-O Training (Panel Discussion)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Comila Shahani-Denning|CHAIR; Elizabeth Dysart|PANEL; Dan V. Simonet|PANEL; Peter D. Bachiochi|PANEL; Carrie A. Bulger|PANEL

This interactive panel includes 6 panelists who represent a range of schools and programs across the country. They will presents a wide range of innovative teaching strategies used by faculty teaching industrial and organizational (I-O) psychology to both graduate and undergraduate students. The panel will be highly interactive and each panelist will provide details of their approach.

📢 **Speakers**

C

Comila Shahani-Denning Director, Industrial/Organizational Psychology, MA Program, Hofstra University

Elizabeth Dysart Hofstra University

Dan V. Simonet Montclair State University

Peter Bachiochi Eastern Connecticut State University

Carrie Bulger Professor, Quinnipiac University

0152: Video Interviewing 2.0: Beyond Best Practices and Artificial Intelligence Implications

(Panel Discussion)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Andrea Valentine|CHAIR; Brett Gatesman|PANEL; Cheryl Oxley|PANEL; Joseph Meyer|PANEL; Kevin John Rutherford|PANEL

This panel will discuss some of the major technical, legal, and best practice considerations when investigating the use of video interviews for organizations. The panel will highlight practical examples of video interviewing programs at well-established organizations, the evolution of video interviewing from lessons learned, and AI considerations considering recent legislation.

📣 **Speakers**

Andrea Valentine Lead, Selection Practice and Research, Merck

Brett Gatesman Consultant, PSI Services, LLC

Cheryl Oxley OutMatch

Joe Meyer Louisiana Tech University

Kevin Rutherford Consultant, Selection and Assessment Strategy, Verizon

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0155: HOW to Foster Inclusion—Best Practices for People & Organizations (Special Event)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

HOW to Foster Inclusion—Best Practices for People & Organizations.
(1 hour, 56 minutes, see below for table of contents)

Successfully fostering inclusion in diverse groups and organizations requires an understanding of the interpersonal behaviors, group and leadership practices, and organizational policies and strategies that are most likely to result in both individual experiences of inclusion and inclusive organizational cultures. This interactive session features expert panelists who review best practices at multiple levels of analysis, as well as the perspectives of various executives and D&I practitioners on how best to foster inclusion. After their presentations, the panelists engage in an engaging dialogue on key issues in fostering inclusion. as well as reflect on key themes that come up among the participants.

Please join us for a interactive discussion session with our panelists on How to Foster Inclusion, on Monday, June 29, from 1:30-2:30 pm Eastern (10:30-11:30am Pacific). Please go to the following link at this time to join the call. https://shl.zoom.us/my/SIOP2020

And also, please join our interactive general discussion session on inclusion, with all the Theme Track presenters, on Tuesday, June 30, from 2-3:15 pm Eastern (11am-12:15 pm Pacific). Please

go to the following link at this time to join the call. https://shl.zoom.us/my/SIOP2020

**VIDEO
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0:00
Welcome
Emily Solberg (SHL)

2:33
The Practice of Inclusion (introduction to session and topic)
Bernardo Ferdman (Ferdman Consulting), Chair

12:52
Insights from organizational leaders & D&I practitioners (interviews with Bernardo Ferdman): Effenus Henderson (Institute for Sustainable Diversity & Inclusion; former CDO, Weyerhaeuser Corp.); Daisy Auger-Dominguez (Chief People Officer, VICE Media); Lexi Hernandez (Director, Diversity & Inclusion, Raytheon Missile Systems) Élida Margarita Bautista (Director of Inclusion & Diversity, Haas School of Business, University of California, Berkeley)

23:25
How to Foster Inclusion: Interpersonal Intervention Strategies
Katina Sawyer (The George Washington University)

38:07
Insights from organizational leaders & D&I practitioners (interviews with Bernardo Ferdman): Mary-Frances Winters (President & CEO, The Winters Group); Nadia Younes (Global Head of Employee Experience, Diversity, and Wellbeing, Zürich Insurance); Effenus Henderson (Institute for Sustainable Diversity & Inclusion; former CDO, Weyerhaeuser Corp.); Nene Molefi (CEO, Mandate Molefi Human Resources Consultancy, South Africa); Daisy Auger-Dominguez (Chief People Officer, VICE Media)

49:33
Getting Real About Inclusive Leadership: Why Change Starts with You
Dnika Travis (Catalyst Inc.)

1:01:09
Insights from organizational leaders & D&I practitioners (interviews with Bernardo Ferdman): Mary-Frances Winters (President & CEO, The Winters Group); Arthur Evans (CEO, American Psychological Association); Daisy Auger-Dominguez (Chief People Officer, VICE Media); Steve Reinemund (Retired Chairman & CEO, PepsiCo; Former Dean, Wake Forest University School of Business); Lexi Hernandez (Director, Diversity & Inclusion, Raytheon Missile Systems); Nadia Younes (Global Head of Employee Experience, Diversity, and Wellbeing, Zürich Insurance)

1:10:53
Strategies to Foster Inclusion in Organizations & Society
Binna Kandola (Pearn Kandola)

1:22:32
Insights from organizational leaders & D&I practitioners (interviews with Bernardo Ferdman): Nene Molefi (CEO, Mandate Molefi Human Resources Consultancy, South Africa); Élida Margarita Bautista (Director of Inclusion & Diversity, Haas School of Business, University of California, Berkeley); Effenus Henderson (Institute for Sustainable Diversity & Inclusion; former CDO, Weyerhaeuser Corp.); Daisy Auger-Dominguez (Chief People Officer, VICE Media)

1:27:46
Panel discussion: How to Foster Inclusion: Bernardo M. Ferdman (Ferdman Consulting); Stu Carr (Massey University); Katina Sawyer (The George Washington University); Binna Kandola (Pearn Kandola); Dnika Travis (Catalyst Inc.)

Bernardo M. Ferdman Principal, Ferdman Consulting

Dnika Travis Vice President, Research, Catalyst Inc.

Binna Kandola Senior Partner, Pearn Kandola

Katina Sawyer George Washington University

Stuart C. Carr Professor, Massey University

Emily Solberg Managing Consultant, SHL

0156: Machine Learning for I-O 2.0 (Symposium)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Mengqiao (MQ) Liu|CHAIR; Louis Tay|AUTHOR; Fred Oswald|DISCUSSANT; Vincent Ng|AUTHOR; Rachel M. Saef|AUTHOR; Sang Eun Woo|AUTHOR; Elizabeth A. McCune|AUTHOR; Jason Lewris|AUTHOR; Victoria Westerhoff|AUTHOR; Li Guan|AUTHOR; Stefan Gaertner|AUTHOR; Amy Garner|AUTHOR; Ivan Hernandez|AUTHOR; Andrea Sanders|AUTHOR; Soonyoung Kim|AUTHOR; Steven Towe|AUTHOR; Louis Hickman|AUTHOR; Nigel Bosch|AUTHOR

Machine learning (ML) techniques have been increasingly used by industrial-organizational (I-O) psychologists to derive insights and solve problems in the world of work. This symposium presents and integrates across a diverse set of 4 papers using ML, deep learning (DL), and natural language processing (NLP) to address pertinent I-O research and practice issues.

Mengqiao (MQ) Liu Research Scientist, Amazon

Louis Tay William C. Byham Chair in Industrial-Organizational Psychology, Purdue University

Fred Oswald Professor, Rice University

Vincent Ng

Rachel M. Saef Assistant Professor, Northern Illinois University

Sang Eun Woo Associate Professor, Purdue University

Elizabeth McCune Director, Employee Listening Systems and Culture Measurement, Microsoft

Jason Lewris Data Scientist II, Microsoft

Victoria Westerhoff People Analytics Corporate Groups Lead, Microsoft

Li Guan Aon

Stefan Gaertner Partner, Aon

Amy Garner Product Solutions, Aon

Ivan Hernandez Virginia Tech University

Andrea Sanders Research Lab Project Manager, DePaul University

Soonyoung Kim Undergraduate Research Assistant at the C.O.R.E. Lab, Virginia Tech

Steven Towe Research Assistant, DePaul University

Louis Hickman Graduate Research and Teaching Assistant, Purdue University

Nigel Bosch Assistant Professor, University of Illinois at Urbana-Champaign

0158-0187, 0280-0310, 0485-0487: Poster Session: Occupational Health/Safety/Stress & Strain/Aging
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

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44 Subsessions

- **0158: A Framework for Assessing Data Analytics Readiness (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0159: Help or Hindrance? A Daily Diary Study on the Workaholism–Performance Relation (Poster)**
  🕐 1:00am - 1:00am, Jun 16
  📍 SIOP Virtual

- **0160: Development of the Person-Centered Support Scale for the Workplace (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0161: Do Brooding and Reflection Mediate the Effect of Self-Reflection Resilience Training? (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0163: Examining the Implications of Work–Leisure Demand Congruence (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0164: Move Your Body, Change Your Mind: Physical Activity Before Work (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0165: Explaining the Inconsistent Workaholism–Job Satisfaction Relationship (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0166: Measurement Invariance of the Workplace Telepressure Measure Across Occupations (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0168: Examining O*NET General Work Activities as Predictors of Customer Sexual Harassment (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0169: Are Construction Workers in Pain at High Risk for Poor Sleep Due to Work Conditions? (Poster)**
  - 🕐 1:00am - 10:00am, Jun 16
  - 📍 SIOP Virtual

- **0170: How Does National Culture Relate to Workplace Safety Constructs? (Poster)**
  - 🕐 1:00am - 10:00am, Jun 16
  - 📍 SIOP Virtual

- **0175: Effects of Stress on Burnout and Job Satisfaction Among U.S. Air Force RPA Operators (Poster)**
  - 🕐 1:00am - 10:00am, Jun 16
  - 📍 SIOP Virtual

- **0176: Testing the Stress Specificity Hypothesis in United States Air Force Imagery Analysts (Poster)**
  - 🕐 1:00am - 10:00am, Jun 16
  - 📍 SIOP Virtual

- **0177: Physical Consequences of Experienced Incivility: The Role of Perseverative Cognition (Poster)**
  - 🕐 1:00am - 10:00am, Jun 16
  - 📍 SIOP Virtual

- **0178: The Effects of Work–Family Conflict on Distress and Drinking to Cope (Poster)**
  - 🕐 1:00am - 10:00am, Jun 16
  - 📍 SIOP Virtual

- **0179: Insufficient Responding in Safety Surveys (Poster)**
  - 🕐 1:00am - 10:00am, Jun 16
  - 📍 SIOP Virtual

- **0180: Break Time Task Reminders, Psychological Detachment, and Performance Recovery (Poster)**
  - 🕐 1:00am - 10:00am, Jun 16
  - 📍 SIOP Virtual

- **0181: When Counterproductive Work Behavior Can Be Functional at Work (Poster)**
  - 🕐 1:00am - 10:00am, Jun 16
  - 📍 SIOP Virtual

- **0183: Determinants of Successful Return to Work After Burnout (Poster)**
  - 🕐 1:00am - 10:00am, Jun 16
  - 📍 SIOP Virtual

- **0185: Unpacking Workplace Social Support Judgments: A Policy Capturing Experiment (Poster)**
  - 🕐 1:00am - 10:00am, Jun 16
  - 📍 SIOP Virtual

- **0186: Effects of Anticipatory Stress and Stress Forecasting on Well-Being Outcomes (Poster)**
  - 🕐 1:00am - 10:00am, Jun 16
  - 📍 SIOP Virtual

- **0187: Acculturation Demands and Workplace Ostracism in Immigrant Workers (Poster)**
  - 🕐 1:00am - 10:00am, Jun 16
  - 📍 SIOP Virtual

- **0280: Coping Styles and Burnout in American Nurses (Poster)**
  - 🕐 1:00am - 10:00am, Jun 16
  - 📍 SIOP Virtual

- **0281: Testing Predictors of Burnout in India and the US (Poster)**

1:00am - 10:00am, Jun 16
SIOP Virtual

- **0282: Benefits of Weekend Recovery in the Context of Leadership and Well-Being (Poster)**
  1:00am - 10:00am, Jun 16
  SIOP Virtual

- **0283: Trajectories of Daily Work-Break Relaxation Experiences Across the Workweek (Poster)**
  1:00am - 10:00am, Jun 16
  SIOP Virtual

- **0285: Hazard Exposure and Organizational Justice on ERI in High-Risk Occupations (Poster)**
  1:00am - 10:00am, Jun 16
  SIOP Virtual

- **0286: Job Demands and Burnout: The Buffering Role of Relative Leader–Member Exchange (Poster)**
  1:00am - 10:00am, Jun 16
  SIOP Virtual

- **0288: Uncertain, Yet Thriving: Need Uncertainty in Work Relationships and Worker Health (Poster)**
  1:00am - 1:00am, Jun 16
  SIOP Virtual

- **0290: Supervisor Ostracism and Emotional Labor: The Moderating Role of Harmony (Poster)**
  1:00am - 10:00am, Jun 16
  SIOP Virtual

- **0291: Leadership Influence on Safety: Psychological Safety and Safety Climate as Mediators (Poster)**
  1:00am - 10:00am, Jun 16
  SIOP Virtual

- **0292: What Are Worksite Wellness Programs and Are They Effective? (Poster)**
  1:00am - 10:00am, Jun 16
  SIOP Virtual

- **0295: Going Home Exhausted, Sleepless in Bed: The Power of Psychological Detachment (Poster)**
  1:00am - 10:00am, Jun 16
  SIOP Virtual

- **0296: Perceived Work Environment Change With Age and Education (Poster)**
  1:00am - 10:00am, Jun 16
  SIOP Virtual

- **0297: Multi-Item Subjective Age as a Better Predictor of Distal Work-Related Outcomes (Poster)**
  1:00am - 10:00am, Jun 16
  SIOP Virtual

- **0298: Resilience, Job Strain, and Well-Being of Working Cancer Survivors (Poster)**
  1:00am - 10:00am, Jun 16
  SIOP Virtual

- **0300: Effects of LMX and Interpersonal Justice on Emotional Exhaustion (Poster)**
  1:00am - 10:00am, Jun 16
  SIOP Virtual

- **0301: Investigating the Momentary and Stable Predictors of Break Taking (Poster)**

- **0305: Leadership: A Buffer From Stress and Strain (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0306: The Development and Validation of a Workplace Nontask Ostracism Scale (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0309: Does Your Work Kill Your Sleep? Use Machine Learning in Predicting Sleep Quality (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0310: The Immediate and Long-Term Implications of Inequality at Work on Well-Being (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0485: Perfectionism and Health: Longitudinal Mediational Effects of Drug Use (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0487: Recovery During Downtime: Are All Leisure Activities Equal, and for Everyone? (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

0189: Who Am I? Changing Leader Self-Conceptualizations (Symposium)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: David M. Wallace|CHAIR; Jessica Francavilla|AUTHOR; Sarah Wittman|AUTHOR; Valerie I. Sessa|AUTHOR; Almudena Cañibano|AUTHOR; Laura Guillen|AUTHOR

Leader self-concepts drive the actions of leaders. Leader development scholars suggest that these self-conceptualizations of leadership change over time, either through natural maturation or as the result of leader development. In the proposed symposium, authors present 3 papers that explore the change in leader self-concepts over time.

📢 **Speakers**

David Wallace Permanent Military Professor of Leadership, US Naval Academy

Jessica Francavilla Graduate Teaching Assistant, Montclair State University

Sarah Wittman George Mason University

Valerie I. Sessa Montclair State University MA

Almudena Cañibano Associate Professor in Human Resource Management, ESCP Business School

Laura Guillen Associate Professor of People Management and Organization, ESADE

0190: Work Hard, Play Hard: Creating, Measuring, and Sustaining Fun in the Workplace (Symposium)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Kyle J. Sandell|AUTHOR; Lauren E. Wallace|AUTHOR; Kyla J. Holcombe|AUTHOR; Taylor Barr|AUTHOR

This symposium includes 3 presentations about workplace fun. Presenters draw from experience as external consultants and internal HR employees to discuss incorporating fun at work and how to measure fun as a cultural component. This symposium is intended for an intermediate audience and offers practical tips for injecting fun into work at a time when many companies are embracing the topic.

📢 **Speakers**

Kyle J. Sandell Deloitte Consulting LLP

Lauren Wallace Google

Kyla Holcombe Insights Consultant & Organizational Psychologist, Newmeasures, LLC

Taylor Barr DaVita

0192: SIOP Select: Distinguished Professional Contributions Award Winners (Special Event)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Tyree D. Mitchell|SUBMITONLY; Kristen M. Shockley|CHAIR; Seymour Adler|PRESENTER

Every year SIOP honors individuals who have developed, refined, and implemented practices, procedures, and methods that have had a major, demonstrable impact on people at work, organizations, and the practice of I-O Psychology. Join us for a captivating and insightful take on lessons learned from top practitioners in the field.

Tyree Mitchell Louisiana State University

Kristen M. Shockley Assistant Professor, University of Georgia

Seymour Adler Partner, Kincentric

0199: I-Os as Influencers: Working Through SIOP and Local I-O Groups to Make an Impact (Panel Discussion)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Lorin M. Mueller|CHAIR; Anna R. Erickson|PANEL; Deirdre J. Knapp|PANEL; Seth A. Kaplan|PANEL; Virginia Bryant Whelan|PANEL

I-O psychologists are making major efforts to translate important scientific work into public policy and broad social influence initiatives. These initiatives are encouraging, but much more remains to be done. This session will discuss the current and potential roles of SIOP's External Relations Committee and of local I-O groups in promoting the profession and our scientific findings.

Lorin Mueller Federation of State Boards of Physical Therapy

Anna Erickson Founder and Principal, Iron Post Leadership

Deirdre Knapp Principal Scientist, HumRRO

Seth A. Kaplan Associate Professor of Industrial Organizational Psychology, George Mason University

Virginia Bryant Whelan President, Whelan & Associates, LLC

0204: Developments in Informant Reports of Personality and Deceptive Impression

Management (Symposium)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Deborah M. Powell|CHAIR; Brian S. Connelly|AUTHOR; Francois S. de Kock|AUTHOR; Joshua S. Bourdage|AUTHOR; Megan Anne Martin|AUTHOR; Melissa Pike|AUTHOR; Ray Fang|AUTHOR

This symposium features an international group of scholars investigating new developments in using informant reports of personality in personnel selection. Three studies examine when personality can be accurately rated during the interview, the source of personality's predictive power in predicting job performance, and how to improve the detection of impression management in the interview.

📢 **Speakers**

Deborah Powell University of Guelph

Brian S. Connelly University of Toronto

Francois S. de Kock Associate Professor, University of Cape Town

Joshua S. Bourdage Assistant Professor of Industrial/Organizational Psychology, University of Calgary

Megan Martin Workplace Analyst , Great Place to Work UK

Melissa Pike Teacher's Assistant, University of Guelph

Ray Fang University of Toronto

0207: Excel Can Do That Too? Five Fantastic Functions for I-Os (Ignite)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Jessica L. Dzieweczynski|CHAIR; Robbie C. Brusso|PRESENTER; William N. Haller|PRESENTER; Hanna K Pillion|PRESENTER; Stephen W. Tyler|PRESENTER; Shrish P. Willett|PRESENTER; Christine N. Gundermann|COCHAIR

Excel remains a ubiquitous and accessible tool for many I-Os. This IGNITE! session describes Excel functions that can be leveraged across a wide range of I-O projects. Panelists will demonstrate advanced Excel functionality that allows I-Os to efficiently clean and structure data, analyze qualitative and quantitative information, and produce polished data visualizations and dashboards.

Jessica Dzieweczynski U.S. Citizenship and Immigration Services

Robbie C. Brusso Manager, Talent Assessment, Capital One

William N. Haller Energy Information Administration (EIA)

Hanna K Pillion Personnel Research Psychologist, U.S. Customs and Border Protection

Stephen Tyler Square

Shrish P. Willett FMP Consulting

Christine N. Gundermann FMP Consulting

0214: A Life of Leading: Emerging Trends in Age-Leadership Research (Symposium)

🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Greg R. Thrasher|COCHAIR; Yisheng Peng|COCHAIR; Cort W. Rudolph|DISCUSSANT; Maria Brown|AUTHOR; Matthew J. W. McLarnon|AUTHOR; Andrew M. Rand|AUTHOR; Jie Ma|AUTHOR

Research on the effect of age on leadership behaviors and outcomes is rare. Lifespan development theories have been applied to a host of important workplace outcomes; however, leadership, one of the most studied areas in our field, is largely absent from this literature. This session presents the most current research from industry and academia applying lifespan concepts to leadership questions.

Greg Thrasher Visiting Professor of Management, Oakland University

Yisheng Peng George Washington University

Cort Rudolph Associate Professor - Industrial & Organizational Psychology, Saint Louis University

Maria Brown Head Of Research, Management Research Group

Matthew J. W. McLarnon Mount Royal University

Andrew M. Rand Management Research Group

Jie Ma Lanzhou University

0218: Culture Joins Strategy for Breakfast: Changing Culture to Align With a New Strategy (Panel Discussion)

🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Kristin Chase|PANEL; Kristofer J. Fenlason|PANEL; Steven J. Robison|PANEL; Scott A. Young|CHAIR

This session addresses the difficult task of changing an organization's culture to align it with a new business strategy. A panel of I-O practitioners will be asked about the aspects of their organizations' business strategy that necessitated culture change, methods used to embed the desired culture in the organization, how their I-O knowledge and experience contributed, and lessons learned.

📢 **Speakers**

Kristin Chase Sr. Director, Organizational Development, Universal Parks & Resorts, Universal Orlando Resort

Kris Fenlason Global Surveys Leader , 3M

Steve Robison Dow

Scott Young CultureIQ

0219: 2020 EEOC/OFCCP Practitioner Update: Things Old, New, Borrowed, or Blue (Panel Discussion)

🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Joanna L. Colosimo|CHAIR; Mike G. Aamodt|PANEL; Julia Bayless|PANEL; Michelle Duncan|PANEL

This session will provide the annual update to the SIOP community on the impact of new federal regulations, new state laws, and current EEOC and OFCCP enforcement trends. The panel will also highlight news from Washington, DC and practical implications for I-O psychologists.

📢 **Speakers**

Joanna Colosimo Director of EEO Compliance, Principal Consultant, DCI Consulting Group, Inc.

Mike G. Aamodt Principal Consultant, DCI Consulting Group

Julia Bayless Executive Consultant, APTMetrics

Michelle Duncan Jackson Lewis, P.C.

0224: WHY Should We Care? Making the Case for Inclusion (Special Event)

🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Over the past several decades there has been a shift in both science and practice from focusing on diversity management exclusively to recognizing that diversity without inclusion is insufficient. Experts from academia and industry will discuss different perspectives on why scientists and practitioners should care about inclusion. Participants will leave with an understanding of not only how to make a case for inclusion that considers ethical, legal, business, and practitioner perspectives, but also that leveraging various perspectives is imperative.

Please join our interactive general discussion session on inclusion, with all the Theme Track presenters, on Tuesday, June 30, from 2-3:15 pm Eastern (11 am-12:15 pm Pacific), at: **https://shl.zoom.us/my/SIOP2020**

📢 **Speakers**

Emily Solberg Managing Consultant, SHL

Veronica L. Gilrane People Innovation Lab Manager, Google

Aarti Shyamsunder Proprietor; Organizational Psychologist, Psymantics Consulting

Brian Welle Vice President, People Analytics & Performance Management, Google

Sabrina D. Volpone University of Colorado Boulder

0225: Fit Indices in SEM and IRT: Bringing Clarity to the Confusion (Symposium)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Nicholas J. Haynes|COCHAIR; Robert J. Vandenberg|COCHAIR; Justin M. Jones|AUTHOR; Larry J. Williams|AUTHOR; Steven Culpepper|AUTHOR; Benjamin S. Listyg|AUTHOR; Nathan T. Carter|AUTHOR; Jose M. Cortina|AUTHOR; Lydia Craig|AUTHOR

Despite the popularity of reporting fit indices, there is still a great deal of confusion about when to use fit indices, which indices to use and report, and what cut offs to use given the specifics of the model. This symposium provides presentations for an introductory audience that address critical issues in the use and misuse of fit indices for SEM and IRT-based models.

📢 **Speakers**

Nick Haynes PHD Student, University of Georgia - Franklin College of Arts and Sciences

Robert J. Vandenberg Professor, University of Georgia

Justin M. Jones PhD Student, The University of Georgia

Larry J. Williams Texas Tech University

Steven Culpepper University of Illinois at Urbana-Champaign

Benjamin S. Listyg University of Georgia

Nathan T. Carter Associate Professor, University of Georgia

J

Jose M. Cortina Virginia Commonwealth University

Lydia Craig Research Lead - Worker Well-being Lab, George Mason University

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0226: Selling the Science: Tales and Lessons From the Field (Panel Discussion)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Mark L. Poteet|COCHAIR; David B. Facteau|COCHAIR; Warren Bobrow|PANEL; Jessica A. Gallus|PANEL; Tracy Kantrowitz|PANEL

Navigating conversations with decision makers is important in helping to influence the adoption of evidence-based practices. In this session, practitioners representing industry, government, and consulting roles share lessons and personal experiences where they had to advocate, challenge and persuade decision makers to adopt scientifically supported practices in organizations.

📢 **Speakers**

Mark L. Poteet President & Senior Consultant, Organizational Research & Solutions

Warren Bobrow Owner/Founder, All About Performance, LLC

David Facteau University of Georgia

Jessica A. Gallus Department of the Navy

Tracy Kantrowitz PDRI, an SHL Company

0230-0235: Poster Session: Innovation/Creativity
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

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5 Subsessions

- **0230: Employee's Job Crafting Behavior and Creativity: Influence of Supervisor Support (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0231: Investigating the Link Between Adult Attachment and Innovative Work Behavior (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0232: I-Deals and Creative Deviance: The Role of Psychological Entitlement (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0234: Effect of Time Pressure on Creative Performance: Role of Creative Self-Efficacy (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0235: Contrasts of the Effects of Anger and Anxiety on Idea Generation and Idea Evaluation (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

0236-0242: Poster Session: Pro-social/Humanitarian Work Psychology/Corporate Social Responsibility
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

4 Subsessions

- **0236: Nonprofits and Volunteers in Organizational Psychology: A Case for Consolidation (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0237: Applicability of a Taxonomy of Employee Green Behaviors in Asia (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0240: The Deleterious Effects of Greenwashing on Employees (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0242: How Incivility Reduces Knowledge Sharing—From Cognitive and Emotional Perspectives (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

0245-0251: Poster Session: Training
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

5 Subsessions

- **0245: Optimizing and Validating Training Technology Selection (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

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0247: Virtual Reality Preference Using a Unified Theory of Acceptance and Use of Technology (Poster)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

● **0249: Expanding Our Capacity to Respond to Natural Disasters Using Citizen Scientists (Poster)**
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

● **0250: Back to the Basics of Training Evaluation: Improving Patient Safety (Poster)**
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

● **0251: Training and Justice: Role of Felt Obligation and Trainer Just and Unjust Behaviors (Poster)**
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

0252-0258: Poster Session: Emotions/Emotional Labor
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

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6 Subsessions

● **0252: Complementary Fit and Presenteeism: Personality and Work Culture on Working When Ill (Poster)**
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

● **0253: Do Leader Departures Invoke Greater Subordinate Turnover? (Poster)**
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

● **0254: A Cultural Value Congruence Approach to Organizational Embeddedness (Poster)**
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

● **0256: Employee Tenure as a Moderator of Job Satisfaction and Turnover Intention (Poster)**
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

● **0257: Dogs in the Workplace: The Emotional, Social, and Physical Benefits to Employees (Poster)**
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

● **0258: An Empirical Examination of Reluctant Stayers (Poster)**
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

0893-0902: Poster Session: Emotions/Emotional Labor
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

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6 Subsessions

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0893: Ain't Too Proud to Beg! Effects of Leader's Use of Pride on Groups (Poster)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

- ### 0895: Does Emotional Labor Harm Diet and Exercise? A Weekly Diary Exploration (Poster)
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- ### 0896: Discrete Emotions and Complex Skill Learning: Evidence of Incremental Validity (Poster)
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- ### 0898: Leader's Self-Disclosing Anger, Followers' Attribution, and Attitudinal Reactions (Poster)
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- ### 0893: Ain't Too Proud to Beg! Effects of Leader's Use of Pride on Groups (Poster) COPY
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- ### 0902: Creativity Is Distracting: Regulating Negative Emotions With Idea Generation Tasks (Poster)
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

0260: Understanding the Past, Present, and Future of LGBTQ Research (Alternative Session Type with Presenters (no authorship order))
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Arturia T. Melson-Silimon|COCHAIR; Michelle (Mikki) Hebl|PRESENTER; Charlie Law|PRESENTER; Larry R. Martinez|PRESENTER; Belle Rose Ragins|PRESENTER; Katina Sawyer|PRESENTER; Nicholas P. Salter|COCHAIR

Psychological science has played a key role in understanding and addressing issues surrounding the workplace experiences of lesbian, gay, bisexual, transgender, and queer individuals. This session presents a history of the interface between I-O psychology and LGBTQ workplace issues. Also, a panel of experts in the field will lead a conversation to discuss future directions for the field.

📢 **Speakers**

Arturia Melson-Silimon The University of Georgia

Michelle (Mikki) Hebl Rice University

Charlie Law Assistant Professor of Psychology, Florida Southern College

L

Larry R. Martinez Portland State University

Belle Rose Ragins Professor of Management, University of Wisconsin-Milwaukee

Katina Sawyer George Washington University

Nicholas P. Salter Assistant Professor of Industrial-Organizational Psychology, Hofstra University

0262: SIOP Select: Best of Science Award Winners (Special Event)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Tyree D. Mitchell | SUBMITONLY; Connie R. Wanberg | PRESENTER; Elijah Wee | PRESENTER; Jasmine Vergauwe | PRESENTER; Julia Levashina | PRESENTER; Klodiana Lanaj | PRESENTER; Meghana Warren | PRESENTER; Nicolas Roulin | PRESENTER; Ning Li | PRESENTER; Paul D. Bliese | PRESENTER; Wendy J. Casper | PRESENTER

Join us for a captivating presentation of achievement and best paper awards, including the Early Career Science Award, S. Rains Wallace Award, Schmidt-Hunter Award, Jeanneret Award, and William Owens Award. Winners of each award will present in an alternative session format where they will discuss the key ideas of their work.

📢 **Speakers**

T

Tyree Mitchell Louisiana State University

Connie R. Wanberg Industrial Relations Faculty Excellence Chair, University of Minnesota

E

Elijah Wee University of Washington

Jasmine Vergauwe Ghent University

Julia Levashina Associate Professor of Management, Kent State University

Klodiana Lanaj University of Florida

M

Meghana Warren Assistant Professor of Management, Western Washington University

Nicolas Roulin Associate Professor of I/O Psychology, Saint Mary's University

Ning Li University of Iowa

Paul D. Bliese University of South Carolina

Wendy Casper Professor of Management, University of Texas at Arlington

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7 Subsessions

- **0262a Early Career Science Award**
  🕐 1:00am - 1:00am, Jun 16

- **0262b 2019 S. Rains Wallace Dissertation Award**
  🕐 1:00am - 1:00am, Jun 16

- **0262c 2020 William A. Owens Scholarly Achievement Award**
  🕐 1:00am - 1:00am, Jun 16

- **0262d 2020 Schmidt-Hunter Meta-Analysis Award**
  🕐 1:00am - 1:00am, Jun 16
  📍 SIOP Virtual

- **0260f 2020 S. Rains Wallace Dissertation Award**
  🕐 1:00am - 1:00am, Jun 16

- **0262g Distinguished Early Career Contributions—Science**
  🕐 1:00am - 1:00am, Jun 16
  📍 SIOP Virtual

- **0262h Jeanneret Award for Excellence in the Study of Individual or Group Assessment**
  🕐 1:00am - 1:00am, Jun 16

0266: Perspectives on Organizational Integration and Dis-Integration (Symposium)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Mark A. LoVerde|CHAIR; Robert K. Beres|COCHAIR; Diane L. Daum|AUTHOR; Ken Pfligler|AUTHOR; Jennifer Stoll|AUTHOR; Catherine C. Maraist|AUTHOR; Janice L Johnson|AUTHOR; Paul M.

Mastrangelo|AUTHOR; Steven J. Robison|AUTHOR; Jennifer H. Frame|AUTHOR

Mergers and acquisitions are a fact of work life and are likely to remain common for the foreseeable future. Quantitative and qualitative presentations in this session will discuss challenges these integrations pose for employees, organizations, and workgroups tasked with implementing them, and offer suggestions for successfully integrating disparate organizations. Suitable for all SIOP attendees.

📢 **Speakers**

Mark LoVerde Managing Principal, Sapient Talent Insights, LLC

Rob Beres Senior Strategist, CultureIQ

Diane L. Daum Managing Consultant, CultureIQ

Ken Pfligler Senior Manager, Engagement & Organizational Capability, Takeda Pharmaceutical Company Ltd

Jennifer Stoll Principal Strategist, CultureIQ

Catherine C. Maraist Head of Culture Solutions, CultureIQ

Janice L Johnson Director Learning and Organization Development, Quaker Houghton

Paul Mastrangelo Pricipal Strategist, CultureIQ

Steve Robison Dow

Jennifer H. Frame Dow Chemical Company, The

0269: What's in a Postdoc? Experts Tell All About I-O's Best-Kept Career Secret (Alternative Session Type with Presenters (no authorship order))
🕐 1:00am - 10:00am, Jun 16

Authors: Chelsea A. LeNoble|COCHAIR; Gregory A. Ruark|PRESENTER; Marissa L. Shuffler|PRESENTER; Robert R. Sinclair|PRESENTER; Dana C. Verhoeven|COCHAIR; Danielle R. Wald|COCHAIR; Christopher Wiese|PRESENTER

Postdoctoral fellowships represent an underutilized opportunity to leverage the expertise of newly minted PhDs. This session pairs an interactive panel with structured networking to (a) illuminate the value that postdoctoral work adds to IO research and practice and (b) foster connections between those interested in becoming and those interested in hiring postdocs.

📢 **Speakers**

Chelsea LeNoble Assistant Professor, Embry-Riddle Aeronautical University

Gregory Ruark Chief, Foundational Science Research Unit, U.S. Army Research Institute for the Behavioral and Social Sciences

Marissa L. Shuffler Assistant Professor, I/O Psychology, Clemson University

Robert R. Sinclair Professor of Industrial-Organizational Psychology, Clemson University

Dana C. Verhoeven Graduate Research Assistant, Clemson University

Danielle Wald Consultant, BTS

Christopher Wiese Assistant Professor, Georgia Institute of Technology

0276: WHERE Are We Going? Future Directions in Diversity and Inclusion (Special Event)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

The world of work is dynamic – with demographic shifts and global forces of change, our very definitions of diversity and inclusion need to dynamically expand accordingly. The current session is focused on the future. The session consists of five short (3-5 minutes), impactful, image-based 'visionary' presentations in a lightning round, to inspire and excite the audience about the future of inclusion. This round will be followed by interactive group activities to reflect on the role that SIOP and IO psychologists can play, to become more inclusive ourselves as well as lead inclusion-focused changes in the organizations we work with. The whole session is designed to spark new conversations, bring the future into sharper focus and together explore the question of "WHERE are we going with respect to inclusion?"

Please join our interactive general discussion session on inclusion, with all the Theme Track presenters, on Tuesday, June 30, from 2-3:15 pm Eastern (11 am-12:15 pm Pacific), at: https://shl.zoom.us/my/SIOP2020

📢 **Speakers**

Emily Solberg Managing Consultant, SHL

Aarti Shyamsunder Proprietor; Organizational Psychologist, Psymantics Consulting

Veronica L. Gilrane People Innovation Lab Manager, Google

Mike Morrison Graduate Student, Industrial-Organizational Psychology, Michigan State University

Eden B. King SIOP President 2019-2020, Rice University

Lisa Kepinski Co-Founder & Co-Author, Inclusion Nudges

Tinna Nielsen Inclusion Nudges

Lily Zheng Independent DEI Consultant

Lauren Pasquarella Daley Senior Director, Women and the Future of Work, Catalyst Inc.

Janice Gassam Hofstra University

0277: How Should I-O Psychologists Collect Data via MTurk?: A Discussion (Panel Discussion)
🕐 1:00am - 10:00am, Jun 16

Authors: Kelly Dray|COCHAIR; Isaac E. Sabat|COCHAIR; Melissa G. Keith|PANEL; Justin A. DeSimone|PANEL; Kim Nimon|PANEL; Jonathan Kyle Bailey|PANEL

There has been conflicting advice in the literature on the best MTurk requester practices for I-O psychologists, and much of the advice comes with little consideration for MTurk workers' perspectives. Panelists from a variety of backgrounds, including MTurk workers themselves, will discuss ethical requester practices and the logistics of conducting survey research on MTurk.

📣 **Speakers**

Kelly Dray Texas A&M University

Isaac E. Sabat Assistant Professor, Texas A&M University

Melissa Keith Assistant Professor , Bowling Green State University

Justin A. DeSimone Assistant Professor, University of Alabama

Kim Nimon University of Texas at Tyler

Jon Bailey Texas A&M University

0278: At Least We're in This Together: Onboarding as a Collective Experience (Panel Discussion)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Seymour Adler|CHAIR; Nancy T. Tippins|PANEL; Patricia R. Pedigo|PANEL; Seth Zimmer|PANEL; Talya N. Bauer|PANEL

An increasing number of I-O psychologists have been in firms acquired by and—collectively with their colleagues—assimilated into larger entities. This panel of 4 prominent and uniquely positioned I-O psychologists will bring personal experiences and science- and practice-based insights to promote a deeper understanding of, and stimulate future research on, this increasingly common experience.

📣 **Speakers**

Seymour Adler Partner, Kincentric

N

Nancy T. Tippins Principal, The Nancy T. Tippins Group, LLC

P

Patricia R. Pedigo Executive Consultant, M&A Integration, IBM Corporation

Seth Zimmer Assistant Vice President--Organizational Assessment and Development, AT&T

Talya N. Bauer Cameron Professor, Portland State University

0311-0320: Poster Session: Top Rated Posters
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

7 Subsessions

- **0311: Top Poster: When the Powerful Behave Unethically: The Interaction of Stability and Beneficiary (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0313: Top Poster: Genetic Influences on Work–Family Conflict: An Initial Examination (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0315: Top Poster: Examining the Role of Gender in Scholarly Collaborations in I-O Psychologists (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0316: Top Poster: An Initial Examination of a Supervisor Interpersonal Relationship Ambiguity Scale (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0317: Top Poster:Leader Machiavellianism and Supervisory Behaviors: Do Employee Political Skills Matter? (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0319: Top Poster: Investigation of Compulsory Citizenship Behavior in the OCB Nomological Network (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0320: Top Poster:Occupational Complexity Moderates Conscientiousness' Relation to Performance (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

0322: Starting, Funding, and Maintaining International Research Collaborations (Panel Discussion)

🕐 1:00am - 10:00am, Jun 16

📍 SIOP Virtual

Authors: Gary Giumetti|COCHAIR; Carrie A. Bulger|COCHAIR; Catherine T. Kwantes|PANEL; Jose M. Peiro|PANEL; Richard L. Griffith|PANEL; Sharon Glazer|PANEL

There has been increased interest in international research among I-O psychologists. However, there is little practical guidance for scholars on how to start and navigate such endeavors. Thus, the proposed panel session brings together four experienced international researchers who will share practical insights on how to establish, fund, and maintain an international research collaboration.

📢 **Speakers**

Gary Giumetti Associate Professor, Quinnipiac University

Carrie Bulger Professor, Quinnipiac University

Catherine Kwantes Professor Of Psychology, University of Windsor

Jose M. Peiro Univ. Of Valencia. Spain

Richard L. Griffith Program Chair, I/O Psychology, Florida Institute of Technology

Sharon Glazer Professor & Chair, University of Baltimore

0325: SIOP Select: Best of Practice Award Winners (Special Event)

🕐 1:00am - 10:00am, Jun 16

📍 SIOP Virtual

Authors: Tyree D. Mitchell|SUBMITONLY; Bethany H. Bynum|PRESENTER; Deborah L. Gebhardt|PRESENTER; Don M. Moretti|PRESENTER; Filip Lievens|PRESENTER; Hailey A. Herleman|PRESENTER; Juliet Aiken|PRESENTER; Kristin N. Saboe|PRESENTER; Lilia M. Cortina|PRESENTER; Mahima Saxena|PRESENTER; Mark G. Ehrhart|PRESENTER; Michele J. Gelfand|PRESENTER

Join us for a captivating presentation of achievement and best paper awards, including the Early Career Practice Award, Humanitarian Award, M. Scott Myers Award, Wiley Award, Joyce and Robert Hogan Award, and Raymond Katzell Award. Winners of each award will present in an alternative session format where they will discuss the key ideas of their work.

📢 **Speakers**

T

Tyree Mitchell Louisiana State University

Bethany H. Bynum Research Associate, HumRRO

Deborah L. Gebhardt Principal Scientist, HumRRO

D

Don Moretti Principal , Moretti Talent Associates

F

Filip Lievens Lee Kong Chian Professor in HR, Singapore Management University

Hailey Herleman Partner, Talent & Transformation, IBM

Juliet Aiken Managing Director & Principal Consultant, Conducere

K

Kristin N. Saboe Sr Mgr, Employee Listening & Talent Strategist, Boeing

L

Lilia M. Cortina University of Michigan

Mahima Saxena Assistant Professor of Psychology, Illinois Institute of Technology

Mark Ehrhart, Professor, University of Central Florida

Michele J. Gelfand University of Maryland

8 Subsessions

- **0325a 2020 Distinguished Early Career Contributions-Practice Award**

- 🕐 1:00am - 10:00am, Jun 16
- 📍 SIOP Virtual

- **0325b 2020 Humanitarian Award from the Society for Industrial and Organizational Psychology (SIOP)**
  🕐 1:00am - 1:00am, Jun 16
  📍 SIOP Virtual

- **0325c Wiley Award For Excellence In Survey Research**
  🕐 1:00am - 1:00am, Jun 16
  📍 SIOP Virtual

- **0325d 2019 M. Scott Myers Award for Applied Research in the Workplace**
  🕐 1:00am - 1:00am, Jun 16
  📍 SIOP Virtual

- **0325e 2019 Distinguished Early Career Contributions Award—Practice**
  🕐 1:00am - 1:00am, Jun 16
  📍 SIOP Virtual

- **0325f Jeanneret Award for Excellence in the Study of Individual or Group Assessment**
  🕐 1:00am - 1:00am, Jun 16
  📍 SIOP Virtual

- **0325g 2020 M. Scott Myers Award for Applied Research in the Workplace**
  🕐 1:00am - 1:00am, Jun 16
  📍 SIOP Virtual

- **0325h 2020 Distinguished Early Career Contributions Award-Practice: Kristin Saboe**
  🕐 1:00am - 1:00am, Jun 16

0329: Where Are the Men? Bringing Men Into the Mix to Push for Workplace Gender Equality (Panel Discussion)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: David M. Wallace|CHAIR; Christiane Spitzmueller|PANEL; Kelly Evangeline Welsh|PANEL; Kira L. Barden|PANEL; Michelle (Mikki) Hebl|PANEL

This session will combine academic and practitioner perspectives on the role of men in achieving gender parity in the workplace to promote and retain women leaders. The discussion will include research backed insight on the importance of men as allies, mentors, and sponsors while simultaneously providing practical strategies to bring men into the fold.

📣 **Speakers**

David Wallace Permanent Military Professor of Leadership, US Naval Academy

Christiane Spitzmueller Managing Director, Center for ADVANCING Faculty Success, University of Houston

Kelly Evangeline Welsh U.S. Naval Academy

Kira L. Barden Director, Global TM, PepsiCo

M

Michelle (Mikki) Hebl Rice University

0338: New Insights Into Day-Level Work–Nonwork Relationships (Symposium)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Charlotte Fritz|COCHAIR; Morgan Rose Taylor|COCHAIR; Allison S. Gabriel|AUTHOR; Boris B. Baltes|AUTHOR; Caitlin A. Demsky|AUTHOR; Dana Auten|AUTHOR; David E. Caughlin|AUTHOR; Greg R. Thrasher|AUTHOR; Gregory Abowd|AUTHOR; James M. Diefendorff|AUTHOR; John P. Trougakos|AUTHOR; Kari Nies|AUTHOR; Klodiana Lanaj|AUTHOR; Louis Tay|AUTHOR; Manikanta Dornala Reddy|AUTHOR; Megan T. Nolan|AUTHOR; Munmun De Choudhury|AUTHOR; Nitya Chawla|AUTHOR; Vedant Das Swain|AUTHOR

This symposium presents new research on day-level within-person relationships between work and nonwork variables and examines new and rarely studied antecedents, including supervisory support for recovery from work, temporal entrainment, task completion, prework strategies, and nonwork conflict, and withdrawal.

📢 **Speakers**

Charlotte Fritz Associate Professor in Industrial/Organizational (I/O) Psychology, Portland State University

M

Morgan Rose Taylor I-O Psychology Graduate Student, Portland State University

Allison S. Gabriel Associate Professor of Management and Organizations / Robbins Fellow, University of Arizona

Boris B. Baltes Wayne State University

Caitlin A. Demsky Assistant Professor of Management, Oakland University

Dana Auten Graduate Assistant, Portland State University

David E. Caughlin Instructor of Management, Daimler Trucks Professor of Analytics, Portland State University

Greg Thrasher Visiting Professor of Management, Oakland University

Gregory Abowd Regents' Professor and J.Z. Liang Chair, Georgia Institute of Technology

James M. Diefendorff University of Akron

John P. Trougakos Professor, University of Toronto

Kari Nies Institute for Software Research

Klodiana Lanaj University of Florida

Louis Tay William C. Byham Chair in Industrial-Organizational Psychology, Purdue University

Manikanta Dornala Reddy Data & Intelligence, Microsoft Full-time

Megan T. Nolan Assistant Professor, West Chester University of Pennsylvania

Munmun De Choudhury Georgia Tech

Nitya Chawla

Vedant Das Swain Graduate Teaching Assistant, Georgia Institute of Technology

0339: Choose Your Own Adventure Consulting III: Unique Solutions to Common Challenges

(Panel Discussion)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Nataliya Baytalskaya|COCHAIR; Trevor J. Shylock|COCHAIR; Patricia E. Grabarek|PANEL; Alissa D. Parr|PANEL; Erica N. Drew|PANEL

Many common organizational challenges can be approached though various consulting methods. This panel brings together consultants from different I-O areas to offer practical, unique solutions for a fictional client's problematic recruiting and selection system and high turnover, each focusing on one of the following areas: assessment, recruitment, training and development, and employee well-being.

📢 **Speakers**

Nataliya Baytalskaya Senior Research Scientist, Caliper

Trevor J. Shylock Caliper

Patricia E. Grabarek Workr Beeing; Infor Talent Science

Alissa D. Parr PSI Services LLC

Erica N. Drew Senior Manager, Employment Strategy, DaVita Kidney Care

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0342: Diamond in the Rough? Neurodiversity Inclusion in Practice (Panel Discussion)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Eric Patton|COCHAIR; Valentina Bruk-Lee|PANEL; Nancy Elizabeth Doyle|COCHAIR; Susanne M. Bruyere|PANEL; Lawrence Fung|PANEL

Four panellists present contemporary issues in the neurodiversity inclusion agenda: included conditions, identity, balancing medical and social models; inclusion of people with autism and developmental disabilities; the Stanford Neurodiversity project; and appropriating guidance from wider disability research. Participant discussion to explore how I-O research can support neurodiversity practice.

📢 **Speakers**

Eric Patton St. Joseph's University

Valentina Bruk-Lee Associate Professor of Industrial/Organizational Psychology, Florida International

University

Nancy Doyle CEO, Genius Within

Susanne Bruyere Director, K. Lisa Yang and Hock E. Tan Institute on Employment and Disability, Cornell University

Lawrence Fung Stanford

0346-0377: Poster Session: Counterproductive Behavior
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

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18 Subsessions

- **0311: When the Powerful Behave Unethically: The Interaction of Stability and Beneficiary (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0347: Workplace Harassment and Upward Displaced Aggression (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0348: Meta-Analysis of Risk Factors for Counterproductive Work Behaviors (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0349: Rebels With a Cause: The Role of Moral Identity in Workplace Deviance (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0351: When Competition Leads to CWB: Emotional Stability and Intimidation (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0352: From Conflict to Undermining: The Role of Abusive Supervision and Personality (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0355: Daily Prevention Focus and CWB: The Moderating Role of Prosocial Identity (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0359: Reciprocal Relationship Between Workplace Incivility and Deviant Silence (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0363: How Status Influences Individuals' Responses to Approach- and Avoidance-Oriented CWB (Poster)**

○ 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

- **0364: Perpetrator-Targeted Reciprocated Incivility: Moderating Role of Agreeableness (Poster)**
  ○ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0365: Neutralization, Moral Disengagement, and Workplace Outcomes: A Meta-Analysis (Poster)**
  ○ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0368: "Yes, Chef": Exploring the Negative Impact of Workplace Bullying Among Chefs (Poster)**
  ○ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0370: Go Faster! Slow Work Progress Increases Shortcut Behaviors (Poster)**
  ○ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0371: Exploring Workplace Victimization: The Role of the Dark Triad, CWBs, and OCBs (Poster)**
  ○ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0374: The Effect of Desire for Revenge and Negative Reciprocity on Customer-Directed CWB (Poster)**
  ○ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0375: Can We Reduce Positive Employment Recommendations for High-Performing Jerks? (Poster)**
  ○ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0377: A Dyadic Theory of Customer Mistreatment (Poster)**
  ○ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0666: Anti-Science Attitudes and CWB: The Role of Hostile Attributions and Goal Orientation (Poster)**
  ○ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

0378: All Work, All Play: Examining Play and Gamification Across Levels of the Organization (Symposium)
○ 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Nicole Amanda Celestine|COCHAIR; Simon Restubog|COCHAIR; Alessandra Capezio|AUTHOR; Richard N. Landers|AUTHOR; Sebastian Marin|AUTHOR; Claire Aislinn Petelczyc|AUTHOR; Jiayin Qu|AUTHOR; Lu Wang|AUTHOR; Yilei Wang|AUTHOR; Gillian B. Yeo|AUTHOR

Scholarship on play and games at work is gaining traction and offering exciting new avenues for researchers and practitioners. This symposium introduces upcoming research on the topic of play at work to consider how playfulness, playful engagement, and a form of gamification can have benefits and detrimental effects for work performance at different levels of analysis within the organization.

📣 **Speakers**

Nicole Celestine PhD Candidate, University of Western Australia, Business School

Simon Restubog University of Illinois, Urbana-Champaign

Alessandra Capezio The Australian National University

Richard N. Landers Instructor, University of Minnesota

Sebastian Marin University of Minnesota

Claire Aislinn Petelczyc The Australian National University

Jiayin Qu University of Minnesota

Lu Wang Australian National University

Yilei Wang University of Minnesota, Twin Cities

Gillian B. Yeo Associate Professor, University of Western Australia

0379: Managing Workplace Mental Health: Implications for Employees and Employers (Symposium)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Jennifer K. Dimoff|COCHAIR; Timothy Oxendahl|COCHAIR; Jacquelyn M. Brady|AUTHOR; Jane O'Reilly|AUTHOR; Kayla Dawn Finuf|AUTHOR; Laurent M. Lapierre|AUTHOR; Leslie B. Hammer|AUTHOR; Lev El-Askari|AUTHOR; Nicholas P. Salter|AUTHOR; Nick Turner|AUTHOR; Samantha Batten|AUTHOR; Silvia Bonaccio|AUTHOR; Tara C. Reich|AUTHOR; Yanhong Li|AUTHOR; Zhanna Lyubykh|AUTHOR; Julian I. Barling|DISCUSSANT

Diverse research methods provide insight into the intersections among work, mental health, and mental illness. This intermediate-level symposium addresses a gap in the I-O literature related to workplace mental

health—how employers can protect employee mental health before, during, and after mental illness disclosure. This symposium offers practical suggestions for future research and practice.

📢 **Speakers**

Jennifer Dimoff Assistant Professor, Telfer School of Management

Tim Oxendahl Academic Advising Coordinator, Portland State University - School of Business

Jacquelyn M. Brady Ph.D. Candidate, Portland State University

Jane O'Reilly University of Ottawa

Kayla Finuf Graduate Research And Teaching Assistant, Hofstra University

Laurent M. Lapierre Associate director, MBA program, Telfer School of Management, University of Ottawa

Leslie B. Hammer Portland State University

Lev El-Askari Oregon Health and Sciences University

Nicholas P. Salter Assistant Professor of Industrial-Organizational Psychology, Hofstra University

Nick Turner University of Calgary

Samantha Batten Queen's University

Silvia Bonaccio University of Ottawa

Tara C. Reich Surrey Bsuiness School

Yanhong Li PhD Candidate, University of Ottawa

Zhanna Lyubykh University of Calgary

Julian I. Barling Queen's University

0380: SIOP Select: Living Wage, Workplace Well-Being: Contributions From Project GLOW (Special Event)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: M. Gloria Gonzalez Morales|SUBMITONLY; Stuart C. Carr|CHAIR; Bimal Arora|PRESENTER; Christian Seubert|PRESENTER; Divya Jyoti|PRESENTER; Ishbel McWha-Hermann|PRESENTER; Lisa Hopfgartner|PRESENTER; Mahima Saxena|PRESENTER; Rosalind H. Searle|PRESENTER

The director-general of the ILO has called for fresh perspectives on living wages and work well-being. SIOP and AOP members have done so via Project GLOW (Global Living Organizational Wage). Melding presentation with Q&A, panelists share fresh breakthroughs in evidence-based well-being policy, monitoring work precariousness, and enabling decent work along global supply chains.

📢 **Speakers**

M. Gloria Gonzalez-Morales Claremont Graduate University

Stuart C. Carr Professor, Massey University

Bimal Arora Aston University

Christian Seubert University of Innsbruck

Divya Jyoti Aston Universtity

Ishbel McWha-Hermann University of Edinburgh

Lisa Hopfgartner University of Innsbruck

Mahima Saxena Assistant Professor of Psychology, Illinois Institute of Technology

Rosalind H. Searle University of Glasgow

0382: The Role of Time for Creativity: Expanding the Lens in Creativity Research (Symposium)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Alexander S. McKay|COCHAIR; Christel G. Rutte|AUTHOR; Adam Damadzic|AUTHOR; Logan M. Steele|AUTHOR; Wendelien van Eerde|AUTHOR; Roni Reiter-Palmon|DISCUSSANT; Melissa Gutworth|COCHAIR; Tin Nguyen|COCHAIR; Flora Beeftink|AUTHOR; Eric A. Day|AUTHOR; Jay H. Hardy|AUTHOR; Kelsey E. Medeiros|AUTHOR

The role of time with creativity has largely been implicitly considered, leaving little understanding on how time explicitly impacts creativity. This symposium focuses on the role of time for creativity using various methodological approaches in order to highlight work on time and creativity and inspire future research on this nascent area of research.

📣 **Speakers**

Alexander McKay Assistant Professor, Virginia Commonwealth University - School of Business

Christel G. Rutte Professor Emeritus of Organizational Psychology, Tilburg University

Adam Damadzic Graduate Research Assistant, University of Nebraska at Omaha

Logan M. Steele Assistant Professor, University of South Florida

Wendelien van Eerde University of Amsterdam

Roni Reiter-Palmon University of Nebraska, Omaha

Melissa Gutworth Assistant Professor, Montclair State University

Tin Nguyen Pennsylvania State University

Flora Beeftink Technical University Eindhoven

Eric A. Day Faculty, Department of Psychology, University of Oklahoma

Jay H. Hardy Oregon State University

Kelsey E. Medeiros University of Nebraska, Omaha

0387: Addressing Job Insecurity Across the Globe: The Role of Resources (Symposium)

🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Anthony Naranjo|COCHAIR; Mindy K. Shoss|COCHAIR; Lixin Jiang|AUTHOR; Xiaohong (Violet) Xu|AUTHOR; Elena Zubielevitch|AUTHOR; Chris Sibley|AUTHOR; Sean Palmer Marquardt Rice|AUTHOR; Tahira M. Probst|AUTHOR; Lara C. Roll|AUTHOR; Hans De Witte|AUTHOR; Sebastiaan Rothmann|AUTHOR

Job insecurity continues to be an issue that many organizations struggle to effectively address. This symposium highlights the role of various types of resources that can help reduce job insecurity cognitions and mitigate its negative effects. These resources include economic, social, job, personal, and health resources, which can serve to help individuals cope with perceived job threats.

📢 **Speakers**

Anthony Naranjo University of Central Florida

Mindy K. Shoss Associate Professor, University of Central Florida

Lixin Jiang University of Auckland

Xiaohong (Violet) Xu Old Dominion University

Elena Zubielevitch University of Auckland

Chris Sibley University of Auckland

Sean Palmer Marquardt Rice Washington State University Vancouver

Tahira M. Probst Washington State University Vancouver

Lara C. Roll Lingnan University

Hans De Witte Katholieke Universiteit Leuven

Sebastiaan Rothmann North-West University

0388: Level Up: Exploring Implementation Level in Intervention Research (Symposium)
 1:00am - 10:00am, Jun 16
 SIOP Virtual

Authors: Shalene Allen|AUTHOR; CLINT A BOWERS|AUTHOR; Jacquelyn M. Brady|AUTHOR; Annelise Cunningham|AUTHOR; Leslie B. Hammer|COCHAIR; Kristin A. Horan|COCHAIR; Cynthia D Mohr|AUTHOR; Dana Joseph|AUTHOR; James D. Lee|AUTHOR; Jessica A Ruiz|AUTHOR; Lauren R. Locklear|AUTHOR; Madeline R Marks|AUTHOR

Workplace interventions can be implemented at various levels. Individual-level interventions seek to give employees tools to address health or safety issues, whereas organizational-level interventions seek to change the environment. This symposium promotes awareness of diverse implementation strategies at the individual, team, and supervisor level.

 Speakers

Shalene Allen Oregon Health & Science University

Clint A Bowers Professor, UCF

Jacquelyn M. Brady Ph.D. Candidate, Portland State University

Annelise Cunningham

Leslie B. Hammer Portland State University

Kristin Horan Assistant Professor, University of Central Florida

Cynthia D Mohr Portland State University

Dana Joseph University of Central Florida

James D. Lee Graduate Research Assistant, Portland State University

Jessica A Ruiz Doctoral Student, University of Central Florida

Lauren Locklear

Madeline R Marks University of Central Florida

0390: More Than a Number: Managing Selection and Recruitment in the Digital Age (Panel Discussion)

1:00am - 10:00am, Jun 16

SIOP Virtual

Authors: Monica D. Elcott|CHAIR; Allison N. Besl|PANEL; Andrew L. Solomonson|PANEL; Don M. Moretti|PANEL; Kelsey M. Stephens|PANEL; Kevin R. Reindl|PANEL

Although they can be tremendously advantageous for narrowing candidate pools and applying standardized selection decisions, advanced technology tools in selection and recruitment can often leave candidates feeling as if they are unable to fully showcase their skills and talents. Panelists will share insights and experiences with various applications of technology used in selection and recruitment.

📢 **Speakers**

Monica D. Elcott PSI Services LLC

Allison N. Besl Assessment Scientist, Amazon

Andrew L. Solomonson Principal Consultant, Global Talent Management, Delta Air Lines

Don Moretti Principal , Moretti Talent Associates

Kelsey Stephens Senior Consultant, Hogan Assessment Systems

Kevin R. Reindl Principal HR Research & Analysis Advisor, San Diego Gas & Electric

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0391: Unstructured Data in Organizational Research (Panel Discussion)
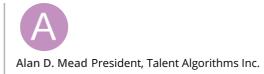
1:00am - 10:00am, Jun 16

SIOP Virtual

Authors: Cavan J. Gray|COCHAIR; Alan D. Mead|COCHAIR

This session will present first-hand experiences of using unstructured data sources to answer a variety of research questions. Topics discussed will focus on the use of unstructured data sources, experiences integrating structured and unstructured analyses, pros and cons of such types of data, and the types of research areas "uncovered" by using unstructured data compared to traditional methods.

📢 **Speakers**

Cavan Gray PDRI, an SHL Company

Alan D. Mead President, Talent Algorithms Inc.

0392: Bringing Indigenous Voices to Industrial Organizational Psychology (Panel Discussion)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Catherine T. Kwantes|COCHAIR; Theodore Latta|PANEL; Adam T. Murry|COCHAIR

I-O has traditionally paid little attention to the perspectives of Indigenous employees and employers, both with respect to the challenges faced in the workplace but also the opportunities that Indigenous perspectives can bring to an organization and a workspace. This panel of Indigenous and non-Indigenous scholars will discuss how a greater collaboration can inform I-O theory and practice.

📢 **Speakers**

Catherine Kwantes Professor Of Psychology, University of Windsor

Theodore Latta City of Portland, OR

Adam Murry University Of Calgary

0394: Trust and the Artificial Intelligence–Human Interface at Work (Symposium)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Riley Hess|COCHAIR; Tara S. Behrend|COCHAIR; Nathan T. Carter|AUTHOR; Edgar E. Kausel|AUTHOR; Samantha R. Dubrow|AUTHOR; Andrew M. Naber|AUTHOR

Artificial intelligence (AI) solutions are increasingly being utilized in businesses to help humans face complex decisions. Nonetheless, people prefer to rely on their own judgment. Authors present 3 papers that explore factors that influence workers' trust in AI at work. Findings contribute to theory and have practical implications for AI design and implementation.

📢 **Speakers**

Riley Hess University of Georgia

Tara S. Behrend George Washington University

Nathan T. Carter Associate Professor, University of Georgia

Edgar Kausel Associate Professor, Pontificia Universidad Católica de Chile

Samantha R. Dubrow Doctoral Student, George Mason University

Andrew M. Naber Scientist, Aptima

0431: Promoting Diversity in I-O Graduate Programs: Walking the Talk (Alternative Session Type with Presenters (no authorship order))
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Afra S. Ahmad|PRESENTER; Juliet Aiken|PRESENTER; Jimmy Davis|PRESENTER; Marcus W. Dickson|CHAIR; Neil M. A. Hauenstein|PRESENTER

I-O psychologists strive to promote diversity and inclusion within organizations. I-Os must also develop and use best practices to promote D&I within the field, and within SIOP, by focusing on the pipeline. This alternative session focuses on practices and strategies for promoting diversity in graduate (master's and doctoral) program recruiting, admissions, training, and placement.

📢 **Speakers**

Afra S. Ahmad Instructor, George Mason University

Juliet Aiken Managing Director & Principal Consultant, Conducere

Jimmy Davis Executive Bench Consultant, RHR International

Marcus Dickson Professor of Organizational Psychology, Wayne State University

Neil Hauenstein Virginia Tech

0432: Cross-Sectional and Longitudinal Person-Centered Models in Organizational Research (Symposium)

🕐 1:00am - 10:00am, Jun 16

📍 SIOP Virtual

Authors: Ann-Renée Blais|COCHAIR; Alexandre J.S. Morin|COCHAIR; Andrea F. Snell|AUTHOR; Claude Fernet|AUTHOR; Jean-Sebastien Boudrias|AUTHOR; Michael R. Frone|AUTHOR; Nicolas Gillet|AUTHOR; Kelley Arredondo|PRESENTER; Leandre-Alexis Chenard Poirier|PRESENTER; Simon Houle|PRESENTER

This symposium highlights ways in which person-centered mixture models can be applied in organizational research. Specifically, this symposium illustrates the application of (a) latent profile analysis, (b) multiple-group analysis of similarity in latent profile solutions, (c) longitudinal latent profile and transition analyses, and (d) mixture regression analyses.

📢 **Speakers**

Ann-Renée Blais Defence Scientist, Operational Effectiveness & Leadership Section, Department of National Defence

Alexandre J.S. Morin Concordia University

Andrea F. Snell University of Akron

Claude Fernet Full professor , Université du Québec à Trois-Rivières

Jean-Sebastien Boudrias Associate professor, University of Montreal

Michael Frone University at Buffalo, The State University of New York
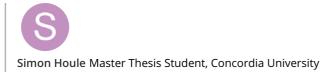

Nicolas Gillet Universite de Tours

Kelley Arredondo Health professions education, research, and evaluation, Veterans Health Administration

Leandre-Alexis Chenard Poirier Universite de Montreal

Simon Houle Master Thesis Student, Concordia University

0435: Promoting a Culture of Reporting Health Concerns (Symposium)

🕐 1:00am - 10:00am, Jun 16

📍 SIOP Virtual

Authors: Stephanie C. Payne|CHAIR; Victoria L. Kennel|AUTHOR; Stefan Val Dumlao|COCHAIR; Anne Skinner|AUTHOR; Dawn Venema|AUTHOR; Delbert Benny Holland|AUTHOR; Yimin He|AUTHOR; Jose J. Hernandez-Muñoz|AUTHOR; Angela Mulcahy|AUTHOR; Tahira M. Probst|DISCUSSANT; Chloe Wilson|AUTHOR; Thomas W. Britt|AUTHOR; Gargi Sawhney|AUTHOR; Kristen Jennings Black|AUTHOR; Ann H. Huffman|AUTHOR; Heidi A Wayment|AUTHOR; Brian Alfred Eiler|AUTHOR; Patrick C. Doyle|AUTHOR

Across 4 different contexts (academic, athletic, medical, and the military), researchers present the relative importance of a culture of reporting to the prediction of reporting behavior and corresponding outcomes. Together the studies reveal the importance of culture to mitigating the well-documented phenomenon of under-reporting health concerns that plagues all industries.

📢 **Speakers**

Stephanie Payne Professor, Texas A&M University

Victoria L. Kennel Assistant Professor, University of Nebraska Medical Center

Stefan Val Dumlao I-O Psychology PhD Student, Texas A&M University

Anne Skinner Assistant Professor, University of Nebraska Medical Center

Dawn Venema Associate Professor, University of Nebraska Medical Center

Delbert Benny Holland Texas A&M University, Health Science Center

Yimin He Texas A&M University

Jose J. Hernandez-Muñoz Texas A&M University

Angela Mulcahy Clinical Assistant Professor, Texas A&M University

Tahira M. Probst Washington State University Vancouver

Chloe Wilson Clemson University

Thomas W. Britt Professor, Clemson University

Gargi Sawhney Auburn University

Kristen Jennings Black University of Tennessee at Chattanooga

Ann Huffman Assistant Professor, Northern Arizona University

Heidi A Wayment Associate Dean, Northern Arizona University

Brian Alfred Eiler Assistant Professor, Davidson College

Patrick C. Doyle University of Georgia

0441: A Tale of Two Pay Gaps: An All-Female Expert Pay Equity Panel (Panel Discussion)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Joanna L. Colosimo|CHAIR; Elizabeth Bradley|PANEL; Kathryn Mantoan|PANEL; Lisa Grant Harpe|PANEL

All of us have seen the term "pay gap" in the media. This panel convenes I-O psychologists and employment lawyers for discussion of challenges in conducting pay equity studies. Presenters will define what the pay gap is, explain the differences between the adjusted and unadjusted gap, review what the research suggests are the causes, and connect to broader topics of pay equity and EEO.

Joanna Colosimo Director of EEO Compliance, Principal Consultant, DCI Consulting Group, Inc.

Elizabeth Bradley Shareholder, FortneyScott, Attorneys at Law

Kathryn Mantoan Attorney, Orrick, Herrington & Sutcliffe LLP

Lisa Grant Harpe Principal Consultant, DCI Consulting Group, Inc.

0442: Do You Know Who Your "Talent" Is? An Exploration of the Meaning of Talent at Work (Panel Discussion)

🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Gunnar Schrah|CHAIR; Stefanie Putter|PANEL; Traci Schrah|PANEL; Jennifer Jaffe|PANEL; Arieana Thompson|PANEL

Despite the importance of "talent" to organizations, there exists conceptual confusion about what talent means. This panel will provide a framework and examples of the talent construct from leading talent organizations, it's implications for talent practices and outcomes, and how our notions of talent may evolve in the future.

📢 **Speakers**

Gunnar Schrah Solution Leader, OrgSci, McKinsey & Company

Stefanie Putter Talent & Diversity Manager, Comcast

Traci Schrah Comcast

Jennifer Jaffe CPO, El Pollo Loco

0445: Contemporary Barriers to the Recruitment and Inclusion of Persons With Disabilities

(Alternative Session Type with multiple papers)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Daniel Samosh|COCHAIR; Matthias Spitzmuller|AUTHOR; Brent J. Lyons|COCHAIR; Stephan Boehm|AUTHOR; Kayla B. Follmer|PRESENTER; Joy Beatty|AUTHOR; Alyssa K. McGonagle|PRESENTER; Enrica N. Ruggs|AUTHOR; David C. Baldridge|COCHAIR; Sandra L. Fisher|PRESENTER; Paola Girotto|AUTHOR; Catherine E. Connelly|AUTHOR; Silvia Bonaccio|AUTHOR; Alecia M. Santuzzi|PRESENTER; Robert Thomas Keating|AUTHOR; Jesus Martinez|AUTHOR; Addison Daniel Maerz|AUTHOR

Although strategies to support the labor market outcomes of persons with disabilities have been developed, barriers persist at various stages of the employment cycle. In this session, 5 empirical papers are presented on contemporary barriers to the recruitment (prehire) and workplace inclusion (posthire) of persons with disabilities, followed by group discussion on this topic.

📢 **Speakers**

Daniel Samosh Queen's University

Matthias Spitzmuller Smith School of Business, Queen's University

Brent J. Lyons York University

Stephan Boehm St Gallen U

Kayla B. Follmer Assistant Professor Of Management, West Virginia University

Joy Beatty Academic Department Head, Eastern Michigan University

Alyssa McGonagle University of North Carolina at Charlotte

Enrica N. Ruggs University of Memphis

David C. Baldridge Professor of Management, Oregon State University

Sandra Fisher Senior Research Fellow and Lecturer, Münster University of Applied Science

Paola Girotto Graduate Student Assistant, Clarkson University

Catherine E. Connelly Professor and Canada Research Chair, McMaster University

Silvia Bonaccio University of Ottawa

Alecia M. Santuzzi Associate Professor, Northern Illinois University

Robert Thomas Keating Graduate Student, Social and I-O Psychology, Northern Illinois University

Jesus Martinez Assistant to the Director of Undergraduate Studies for the Psychology Department, Northern Illinois University

Addison Daniel Maerz Queen's University

0446: Know Your Worth: Results From the 2019 SIOP Salary Survey (Alternative Session Type with Presenters (no authorship order))
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Chantale Wilson Antonik|PRESENTER; Kristl Davison|PRESENTER; Amy DuVernet|PRESENTER; Alyssa Kaszycki|PRESENTER; Scott H. Oppler|PRESENTER

This session will discuss the results of SIOP's 2019 salary survey, including results of past iterations and trends over time. Discussion topics include SIOP members' average income levels, as well as professional, educational and demographic variables associated with income disparities. The session will close with Q&A and information gathering to inform additional analyses and reporting efforts.

📢 **Speakers**

Chantale Wilson Antonik Modern Hire

Kristl Davison Assistant Professor of Management, Appalachian State University

Amy DuVernet Director of Certification Programs, Training Industry, Inc.

Alyssa Kaszycki Learning Product Manager, Training Industry, Inc.

Scott H. Oppler HumRRO

0449: Automation (In)Equality and the Future of Work: Interdisciplinary Perspectives (Panel Discussion)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Lori L. Foster|CHAIR; David Autor|PANEL; Eric M. Dunleavy|PANEL; Frida E. Polli|PANEL; Jenny Yang|PANEL

Emerging technologies have sparked important questions and debate about equal opportunity and employment. Too often, discussions remain in disciplinary silos, precluding the cross-pollination of ideas and resulting synergies. This panel of leaders in I-O psychology, economics, policy, law, business, and technology will offer unique perspectives on pressing questions about the future of work.

📢 **Speakers**

Lori Foster Professor of Psychology, North Carolina State University

David Autor MIT

Eric M. Dunleavy Director of Personnel Selection and Litigation Support, DCI Consulting Group

Frida E. Polli CEO & co-founder, pymetrics

Jenny Yang Fellow, Urban Institute

0450: Hear It From the Experts: How to Successfully Apply for Graduate Fellowships (Alternative Session Type with Presenters (no authorship order))
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Amber N. Schroeder|COCHAIR; Courtney M. Bryant|PRESENTER; Traci Bricka|COCHAIR; Chu-Hsiang (Daisy) Chang|PRESENTER; Alissa D. Parr|PRESENTER; Denise L. Reyes|PRESENTER; Gwendolyn Paige Watson|PRESENTER

This session provides attendees with information about applying for various external graduate fellowships, including the NSF GRFP, SIOP Joyce-Thayer, and Eisenhower fellowships. A panel of experts consisting of fellowship recipients and experienced fellowship reviewers will offer recommendations and interactively assist audience members in curating their unique application selling points.

📢 **Speakers**

Amber N. Schroeder Assistant Professor of Psychology, The University of Texas at Arlington

Courtney M. Bryant Graduate Student Research Fellow, Michigan State University

Traci Bricka Doctoral Student, The University of Texas at Arlington

Chu-Hsiang (Daisy) Chang Michigan State University

Alissa D. Parr PSI Services LLC

Denise Reyes Rice University

Gwendolyn Paige Watson Graduate Teaching Assistant, Clemson University

0454: SIOP Select: Cultivating an Inclusive and Diverse SIOP: Interrogating the Status Quo (Special Event)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Enrica N. Ruggs|COCHAIR; Alexandra I. Zelin|COCHAIR; Fred G. Macoukji|COCHAIR; Derek R. Avery|PRESENTER; Lilia M. Cortina|PRESENTER; Eden B. King|PRESENTER; Stefanie K. Johnson|PRESENTER; Steven G. Rogelberg|PRESENTER

Sponsored by the CEMA, LGBT, and WIN Committee Chairs, this session brings together Eden King, Lilia Cortina, Stefanie Johnson, Steven Rogelberg, and Derek Avery to discuss the positive diversity and inclusion changes they have seen in SIOP, where current gaps exist, and propose changes and directions for SIOP to

take that will improve the experiences of IO psychologists.

📢 **Speakers**

Enrica N. Ruggs University of Memphis

Alexandra Zelin Assistant Professor, University of Tennessee at Chattanooga

Fred G. Macoukji Selection & Assessment - Global Talent, Walmart

Derek R. Avery Associate Professor of Psychology & Management, University of Houston

Lilia M. Cortina University of Michigan

Eden B. King SIOP President 2019-2020, Rice University

Stefanie K. Johnson Associate Professor, University of Colorado Boulder

Steven G. Rogelberg University of North Carolina, Charlotte

0458: To Equivalency and Beyond: New Discoveries in the Mobile Assessment Realm (Symposium)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Eoin O'Callaghan|AUTHOR; Marinus van Driel|AUTHOR; Nicholas R. Martin|AUTHOR; Breanna R. Timko|AUTHOR; Justin Rossini|AUTHOR; Paul M. Fursman|AUTHOR; Jason N. Jaber|CHAIR

As technology evolves and provides opportunities for innovative HR practices, research must keep pace. This symposium explores dynamics between high-fidelity assessments and devices on which they are taken. Topics include scoring and applicant reaction differences between leaders/nonleaders, device optimized/nonoptimized assessments, mobile cognitive, and latest trends in mobile assessment usage.

📢 **Speakers**

Eoin O'Callaghan Aon

Marinus van Driel Aon

Nicholas R. Martin Associate Partner - Global Products & Analytics Leader, Aon

Bre Timko (Wexler) Reporting and Analytics Consultant, DDI

Justin Rossini DDI

Paul M. Fursman Research Scientist, SHL

Jason Jaber Consultant, Talent Solutions, SHL

0466: Sell Outs: I-O Psychologists Who Sell! (Panel Discussion)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Stephanie J. Sands|CHAIR; Brett M. Wells|PANEL; Lauren J. Weivoda|PANEL; Levi R. Nieminen|PANEL; Spencer Goracke|PANEL; Thomas Henriksen|PANEL

This session will explore what it is like to have a sales-related career as an I-O psychologist. Topics will include the challenges involved in selling I-O related products and services, who is best and least suited to sell and why, and strategies to succeed at selling within our field.

📢 **Speakers**

Stephanie Sands YSC Consulting

Brett M. Wells Perceptyx

Lauren Weivoda Graduate Teaching Assistant, University of Nebraska at Omaha

Levi R. Nieminen Senior Behavioral Scientist, BetterUp

Spencer Goracke Workplace Analyst/Advisor, Quantum Workplace

Thomas Henriksen A`HEAD Executive

0471: Talent Management in Law Enforcement: How Can We Help? (Panel Discussion)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Lance E. Anderson|PANEL; Mike McLenagan|PANEL; Emily S. Medvin|CHAIR; William O'Toole|PANEL

In this panel, a diverse group of professionals will discuss how they have applied their knowledge and skills to improve talent management in the law enforcement field. Panelists will discuss the unique challenges of working with law enforcement and their experiences adapting and implementing I-O best practices in the areas of recruitment, hiring, and retention.

📢 **Speakers**

Lance E. Anderson Human Resources Research Organization

Mike McLenagan HumRRO

Emily Medvin HumRRO

William O'Toole Self-Employed

0475-0483: Poster Session: Organization Culture/Climate
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

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7 Subsessions

● **0475: Climate Strength: Antecedents, Moderating Roles, and Boundary Conditions (Poster)**
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

- **0476: Hospice Nurses Workplace Social Support, Compassion Fatigue, and Work–Family Balance (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0477: Effects of Climate and Core Self-Evaluations on Citizenship Behaviors (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0478: The Impact of Ethical Leadership Depends on Climate Strength (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0480: How to Induce Error Management Culture: Experimental Evidence From Newly Formed Teams (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0481: Inclusion as a Moderating Factor of Perceptions of the Reporting Climate (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0483: Development of a Multidimensional Political Behavior Scale (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

0488-0503: Poster Session: Technology/Gamification/Social Media/Simulations
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

13 Subsessions

- **0488: An Empirical Investigation of Rideshare Driver Motivation and Work Outcomes (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0489: Influencing the Influencer: A Proposed Model of Social Media Influencer Effectiveness (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0490: Classifying and Predicting Voluntary Turnover on Twitter With Machine Learning (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0491: Acoustic Analysis of the Performance of Online Content Creators (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0492: Development and Validation of the Digital Readiness Model (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0493: Fear, Rejoice, or Ignore? Employee Perceptions of and Reactions to Automation at Work (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0494: Reliability Checks on an Automated System: Effects on Behavioral Trust**

(Poster)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

- **0497: Bringing Artificial Intelligence Into the Firm: Developing Sociotechnical Capital (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0499: Procedural Justice Perceptions of Automated Resume Screening (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0500: Assessing the Accuracy and Validity of Facebook Ratings in the Selection Context (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0501: A Multilevel Analysis of Transformational Face-to-Face and Online Teaching (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0502: An Instrument for Measuring Electronic Performance Monitoring Practices (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0503: Revisiting Mobile Assessment: Demographics and Impact on the Assessment Process (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

0505: Applicant Reactions to Assessment Tools Across the Overall Recruitment Experience (Panel Discussion)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Gema Ruiz de Huydobro|CHAIR; Christina M. Banister|PANEL; Melissa Marie Fakler|PANEL; Benjamin P. Granger|PANEL; Emily A. Ingalls|PANEL; Timothy C. Lisk|PANEL

This session addresses the relevance of better understanding candidate experience to assessment tools in the current market. The panel will explore how applicants respond to various assessment tools, both traditional and more innovative and technology based, addressing the need of a better alignment across tools throughout the selection process to ensure candidate "delight."

📢 **Speakers**

Gema Ruiz de Huydobro Sr. IO Psychology Consultant, HireVue

Christina Banister VP, Organization & Talent Development, Raymond James

Melissa Fakler I/O Psychology Consultant, HireVue

Benjamin P. Granger Sr. Principal - Employee Experience, Qualtrics

Emily Ingalls Senior Research Analyst, Edward Jones

T

Tim Lisk Manager, People Analytics, Facebook

0511: Weight No More: Strategies for Estimating and Communicating Relative Weights (Symposium)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Oren R. Shewach|COCHAIR; Matthew C. Reeder|COCHAIR; Michael Ingerick|AUTHOR; Leo Alexander|AUTHOR; Michael T. Braun|AUTHOR; Fred Oswald|AUTHOR; Patrick D. Converse|AUTHOR; Charlene Zhang|AUTHOR; Sean Robson|AUTHOR; Dan J. Putka|DISCUSSANT

Relative importance analysis is widely used to assess relative strength of predictors in multiple regression. This symposium highlights: (a) estimation issues within relative importance analysis, including choice of estimation method and the effects of sampling and measurement error on estimation accuracy; and (b) the value in using this analysis to communicate results to nontechnical audiences.

📢 **Speakers**

O

Oren Shewach Human Resources Research Organization (HumRRO)

Matthew C. Reeder Senior Scientist, Human Resources Research Organization

M

Michael Ingerick HumRRO

Leo Alexander Rice University

M

Michael T. Braun DePaul University

Fred Oswald Professor, Rice University

P

Patrick D. Converse Associate Professor, Florida Institute of Technology

C

Charlene Zhang University of Minnesota

S

Sean Robson The RAND Corporation

Dan J. Putka Principal Staff Scientist, HumRRO

0512: SIOP Advocacy 101: Making Your Voice Heard Where It Matters (Panel Discussion)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Alexander Alonso|CHAIR; Bill Ruch|PANEL; Elizabeth O'Hare|PANEL; Kristin N. Saboe|PANEL

This panel discusses how participants may contribute their expertise and will in developing member-driven advocacy under the umbrella of SIOP advocacy. Panelists raise awareness of the importance of I-O science and research in policy discussions, educating federal and congressional policy makers, and discuss how SIOP members can use their voice in our nation's capital and at the grassroots level.

📢 **Speakers**

Alexander Alonso Society for Human Resource Management (SHRM)

Bill Ruch Government Relations Associate, Lewis-Burke Associates LLC

Elizabeth O'Hare AIRI Washington Office, Lewis-Burke Associates LLC

K

Kristin N. Saboe Sr Mgr, Employee Listening & Talent Strategist, Boeing

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0517: The Future of Talent Assessment: Evolution or Revolution? (Panel Discussion)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: John A. Weiner|CHAIR; Charles A. Handler|PANEL; William G. Harris|PANEL; Douglas H. Reynolds|PANEL

Advances in technology and global socioeconomic trends are converging to shape talent assessment types,

modes, and applications in a rapidly changing workplace. A seasoned and diverse panel of assessment industry experts will draw from first-hand experience in the evolution of testing, emerging technologies and trends to share insights and discuss implications for the future.

📢 **Speakers**

John Weiner EVP and Chief Science Officer, PSI Services LLC

Charles A. Handler President and Founder, Rocket-Hire

William G. Harris Association of Test Publishers

Douglas H. Reynolds DDI

0518: Extending Intersections: Emerging Themes in Organizational Intersectionality Research (Symposium)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Greg R. Thrasher|COCHAIR; Jeanette N. Cleveland|DISCUSSANT; Aqsa Dutli|AUTHOR; Phani Radhakrishnan|AUTHOR; Cort W. Rudolph|AUTHOR; Nicholas P. Salter|AUTHOR; Katina Sawyer|AUTHOR; Soo Min Toh|AUTHOR; Xian Zhao|AUTHOR; Michelle M. Hammond|COCHAIR; Scott T. Gebhardt|AUTHOR

Within organizational psychology, there is a history of examining the effects of demographic characteristics on workplace outcomes. However, much of this research examines demographic characteristics in isolation from one another. Authors present research that applies an intersectional framework to organizational research, acknowledging that individuals hold multiple identities at any given time.

📢 **Speakers**

Greg Thrasher Visiting Professor of Management, Oakland University

Jeanette N. Cleveland Professor, Colorado State University

Aqsa Dutli Teaching Assistant, University of Toronto

Phani Radhakrishnan Associate Professor Teaching Stream, University of Toronto

Cort Rudolph Associate Professor - Industrial & Organizational Psychology, Saint Louis University

Nicholas P. Salter Assistant Professor of Industrial-Organizational Psychology, Hofstra University

Katina Sawyer George Washington University

Soo Min Toh Associate Professor, University of Toronto

Xian Zhao University of Toronto

Michelle M. Hammond Assistant Professor, Oakland University

Scott T. Gebhardt Mercer | Sirota

0522: Implementing Ongoing Feedback in Performance Management: Strategies and Outcomes (Panel Discussion)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Matthew S. Kleinman|CHAIR; Marissa Pipe|PANEL; Michelle Oman|PANEL; Paul Karavis|PANEL

This panel addresses the strategic considerations and practical tips associated with indoctrinating ongoing feedback into an organization's performance management process. Experienced practitioners will share their reflections on the design process, benefits, challenges, observed impact, and advice for how to make ongoing feedback work in organizations.

📢 **Speakers**

Matt Kleinman Managing Vice President, Org Effectiveness & Work Sciences, Gartner, Inc

Marissa Pipe Manager, People Advisory Services, EY

Michelle Oman Manager, Organizational Effectiveness, Gartner

Paul Karavis New York Life

0537-0555: Poster Session: Job Performance/Citizenship Behavior
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

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15 Subsessions

- **0319: Investigation of Compulsory Citizenship Behavior in the OCB Nomological Network (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0537: A Moderated Mediation Examination of Workplace Isolation (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0539: A New Hope: The Light Side of Helping Prevails (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0540: Using Latent Personality Profiles to Improve Prediction of OCB (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0543: Sleep on Helping Through Positive Affect: Moderating Role of Recovery (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0544: Manager's Negative Affectivity and Employees' OCBs (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0545: Helping Type, Hostile Attribution Bias, and State Self-Esteem at the Daily Level (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0546: Forced Citizenship and Broken Contracts Lead to Counterproductive Work Behavior (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0547: Meta-Analytic Examination of OCB Self–Observer Convergence for Specific Indicators (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0548: Observers in Sexual Harassment: Factors Related to Intervention (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0549: When Minorities Get Their Voice: The Role of Formal Position and Network**

Centrality (Poster)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

- **0551: Employee Happiness: Why We Should Care (Poster)**
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

- **0552: Toward a Model of Optimal Performance at Work: Fostering Flow (Poster)**
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

- **0553: Context Matters: Moderators of the Effect of Neuroticism on Adaptive Performance (Poster)**
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

- **0555: Who Is Better and Who Is Best? What Differentiates Stars From the Rest (Poster)**
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

0558: You Can't Spell Administration Without IO: Careers in Academic Leadership (Panel Discussion)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Whitney Botsford Morgan|CHAIR; Angelo S. DeNisi|PANEL; Derek R. Avery|PANEL; Ethan P. Waples|PANEL; Julie B. Olson-Buchanan|PANEL; Laura L. Koppes Bryan|PANEL; Michael J. Zickar|PANEL

This panel comprising academic leaders from all levels (i.e., chair, dean, provost) of the academy will offer personal experiences related to their entrance and ascension in administration: advice from I-O psychologists to I-O psychologists. The panel will offer insights on higher education roles, and support the advancement of mid-career I-Os to their desired level of academic leadership.

📢 **Speakers**

Whitney Botsford Morgan University of Houston-Downtown

Angelo S. DeNisi Dean, Tulane University

Derek R. Avery Associate Professor of Psychology & Management, University of Houston

Ethan Waples University of Houston-Downtown

Julie B. Olson-Buchanan Professor and Department Chair, California State University, Fresno

Laura L. Koppes Bryan TG Lewis Faculty Scholar, University of Kentucky

Michael J. Zickar Sandman Professor of Industrial-Organizational Psychology, Department Chair, Bowling Green State University

0562: The Many Faces of Work and Well-Being: Untangling Relations Between Work and Health (Symposium)

🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Susannah Huang|COCHAIR; Mahima Saxena|AUTHOR; Samuel T. McAbee|COCHAIR; Kimberly A. French|AUTHOR; Charles C. Calderwood|AUTHOR; Danielle D. King|AUTHOR; Melissa A. Albert|AUTHOR; Claire Elizabeth Smith|AUTHOR; Alyssa K. McGonagle|AUTHOR; Sarah R. Schmidt|AUTHOR; Sabrina L. Speights|AUTHOR; Emily A. Broksch|AUTHOR; Breianna Engelson|AUTHOR; Kristin A. Horan|AUTHOR; Daniel A. Gandara|AUTHOR; Kristina N. Bauer|AUTHOR

Although research on work and health has increased over the years, current understanding of the relationship leaves much to be desired. This symposium highlights the myriad ways in which work and health can affect each other, with a focus on health behaviors. Topics include presenteeism, burnout, sleep, work–life conflict, and risk behaviors.

📢 **Speakers**

Susannah Huang Graduate Student, Bowling Green State University

Mahima Saxena Assistant Professor of Psychology, Illinois Institute of Technology

Samuel McAbee

Kimberly A. French Assistant Professor, Georgia Institute of Technology

Charles C. Calderwood Virginia Tech University

Danielle D. King Rice University

Melissa A. Albert Data Analytics Consultant, The Career Center at The College of New Jersey

Claire Smith Graduate Research Assistant, Bowling Green State University

Alyssa McGonagle University of North Carolina at Charlotte

Sarah R. Schmidt Workforce Planning Analyst, Ford Motor Company

Sabrina L. Speights Wheaton College

Emily Broksch Talent Management Intern, University of Florida

Breianna Engelson

Kristin Horan Assistant Professor, University of Central Florida

Daniel A. Gandara Assessment Scientist, Indeed.com

Kristina N. Bauer Assistant Professor, Illinois Institute of Technology

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0573: Talking Taboos: Stigmatized Topics in I-O Research (Symposium)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Isaac E. Sabat|COCHAIR; Sin-Ning Cindy Liu|AUTHOR; Elizabeth D. Jenkins|COCHAIR; Robert C. Martin|AUTHOR; Rose Siuta|AUTHOR; Briana G. Capuchino|AUTHOR; Mindy E. Bergman|DISCUSSANT; Devalina Nag|AUTHOR; David F. Arena|AUTHOR; Kristen P. Jones|AUTHOR; Jonathan Kyle Bailey|AUTHOR

Among organizational scholars and practitioners, there are research topics, workplace experiences, and types of people that are considered taboo. This symposium highlights these taboo, understudied topics, experiences, and groups, including pregnancy-related emotions, drug testing, incarceration stigma, and obesity, to bring awareness to these unique and underserved areas of research.

📢 **Speakers**

Isaac E. Sabat Assistant Professor, Texas A&M University

Sin-Ning Liu Graduate Research Assistant, Texas A&M University

Elizabeth Jenkins Doctoral Student, Texas A&M University

Robert C. Martin Texas A&M University

Rose Siuta Texas A&M University

Briana G. Capuchino Texas A&M University

Mindy E. Bergman Associate Professor, Texas A&M University

Devalina Nag University of Memphis

Dave Arena Assistant Professor, University of Texas, Arlington

Kristen P. Jones University of Memphis

Jon Bailey Texas A&M University

0577: The Construct Validity of Computer-Assisted Text Analysis (CATA) (Symposium)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Emily D. Campion|COCHAIR; Michael A. Campion|COCHAIR; Sophie Romay|AUTHOR; Bobbie A. Dirr|AUTHOR; Andrew Speer|AUTHOR; James F. Johnson|AUTHOR; Scott Tonidandel|AUTHOR; Isaac Benjamin Thompson|AUTHOR; Derek L. Mracek|AUTHOR; Nick C. Koenig|AUTHOR; James Pennebaker|DISCUSSANT; Amanda Mouton|AUTHOR; Andrew Deregla|AUTHOR

CATA is a major trend in I-O research and practice due to new software and abundant uses. A problem is the "black box," or understanding the meaning of what is measured. Presenters address construct validity through a conceptual CATA framework, content and sentiment analyses, illustrations in I-O (appraisal, interviewing, and work samples), and a discussion by an eminent CATA scholar.

📣 **Speakers**

Emily Campion Assistant Professor, Old Dominion University

Michael A. Campion Purdue University

Sophie Romay Senior Personnel Research Psychologist, U.S. Air Force

Bobbie A. Dirr University of Houston

Andrew Speer Assistant Professor of Psychology, Wayne State University

James F. Johnson U.S. Air Force

Isaac Thompson, Ph.D. Principal Data Scientist, Modern Hire

Derek L. Mracek Lambda School

Nick C. Koenig Modern Hire

James Pennebaker Regents Centennial Professor of Psychology, University of Texas at Austin

Amanda Mouton St. Mary's University/U.S. Air Force

Andrew Deregla United States Air Force

0578: Teaching the Way We're Preaching: Informing our Teaching With Our I-O Expertise (Panel Discussion)

🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Peter D. Bachiochi|PANEL; Kenneth G. Brown|PANEL; Lisa M. Kath|PANEL

This session will provide research-grounded recommendations for applying I-O knowledge to the structure and delivery of courses. Changes based on training and development, diversity and inclusion, groups and teams, and transformational leadership will be presented and audience members will be encouraged to share their pedagogical recommendations based on I-O research.

📢 **Speakers**

Peter Bachiochi Eastern Connecticut State University

Kenneth G. Brown University of Iowa

Lisa M. Kath Associate Professor, San Diego State University

0526-0532, 0581-0612: Poster Session: Leadership

🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

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29 Subsessions

- **0316: An Initial Examination of a Supervisor Interpersonal Relationship Ambiguity Scale (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0317: Leader Machiavellianism and Supervisory Behaviors: Do Employee Political Skills Matter? (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0526: Continuing Validation of the Follower Categorization Assessment (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0527: Abusive Supervision and State Paranoia: The Role of Sexual Orientation (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0528: An Exploration of Co-Leader Relationships and the Impact on Team Functioning (Poster)**
  - 🕐 1:00am - 10:00am, Jun 16
  - 📍 SIOP Virtual

- **0529: A Systematic Review and Critique of Research on "Healthy Leadership" (Poster)**
  - 🕐 1:00am - 10:00am, Jun 16
  - 📍 SIOP Virtual

- **0530: Trans*forming Leadership Impressions: Effects of Trans Label, Gender, and Behavior (Poster)**
  - 🕐 1:00am - 10:00am, Jun 16
  - 📍 SIOP Virtual

- **0531: Let Your Employee Talk! The Effects of Servant Leadership on Employee Voice Behavior (Poster)**
  - 🕐 1:00am - 10:00am, Jun 16
  - 📍 SIOP Virtual

- **0532: Inclusive Leadership Improves Job–Goal Alignment for Diverse Teams (Poster)**
  - 🕐 1:00am - 10:00am, Jun 16
  - 📍 SIOP Virtual

- **0582: Elections as a Selection Method: SAOCs in Office Versus Campaigning (Poster)**
  - 🕐 1:00am - 10:00am, Jun 16
  - 📍 SIOP Virtual

- **0583: Transformational Leadership and Creativity: The Role of Engagement and Self-Efficacy (Poster)**
  - 🕐 1:00am - 10:00am, Jun 16
  - 📍 SIOP Virtual

- **0586: Comparing Full-Time Working Leaders' Versus Follower's Profiles of IFTs (Poster)**
  - 🕐 1:00am - 10:00am, Jun 16
  - 📍 SIOP Virtual

- **0588: The Implications of Leader Personality for Follower Engagement and Satisfaction (Poster)**
  - 🕐 1:00am - 10:00am, Jun 16
  - 📍 SIOP Virtual

- **0589: Where Is My Motivation (to Lead)? Leader Motivation's Impact on Effectiveness (Poster)**
  - 🕐 1:00am - 10:00am, Jun 16
  - 📍 SIOP Virtual

- **0590: A Meta-Analysis of the Antecedents and Outcomes of Motivation to Lead (Poster)**
  - 🕐 1:00am - 10:00am, Jun 16
  - 📍 SIOP Virtual

- **0591: Can Followers Influence Leaders?: Exploring a Role-Based View of Followership (Poster)**
  - 🕐 1:00am - 10:00am, Jun 16
  - 📍 SIOP Virtual

- **0592: Contextual Influences on Pygmalion and Golem Effects (Poster)**
  - 🕐 1:00am - 10:00am, Jun 16
  - 📍 SIOP Virtual

- **0594: Can Effects of Empowering Leadership Be Due to Levels of Energic Resources? (Poster)**
  - 🕐 1:00am - 10:00am, Jun 16
  - 📍 SIOP Virtual

- **0595: Abusive Supervision and Voice: The Different Roles of Affective and Cognitive Trust (Poster)**
  ⏱ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0597: What Motivates Transformational Leaders? Psychological Nneeds as the Antecedent (Poster)**
  ⏱ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0599: How Leaders' Boundary Spanning Affects Employee Performing: Resourcing and Buffering (Poster)**
  ⏱ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0600: Performance on a Simulation: Integrating Models of Collective Leadership and Planning (Poster)**
  ⏱ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0601: Syncing Up or Sinking?: Temporality and Status in Leader–Follower Dynamics (Poster)**
  ⏱ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0603: True Colors: How and When Race Relates to Leadership Emergence (Poster)**
  ⏱ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0605: Examining the Bright and Dark Sides of Transformational Leadership (Poster)**
  ⏱ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0606: Small Scale Issues, Big World Problems: Examining Gender Disparities in Leadership (Poster)**
  ⏱ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0609: Skip-Level Participation and Helping Behavior: The Role of Leader–Leader Exchange (Poster)**
  ⏱ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0610: Effects of Leader Mixed Emotional Displays on Follower Evaluations and Performance (Poster)**
  ⏱ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0612: A Comparison of Profiles of Self- and Other Ratings of Character Strengths (Poster)**
  ⏱ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

0614-0622: Poster Session: Job Analysis/Job Design/Competency Modeling
⏱ 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

2 Subsessions

- **0615: Individual Attributes That Contribute to Career Success in the US Submarine Force (Poster)**

1:00am - 10:00am, Jun 16

SIOP Virtual

- **0622: What Does It Take to Lead Change? Uncovering Change Leader Functions and Competencies (Poster)**
  1:00am - 10:00am, Jun 16
  SIOP Virtual

0624-0633: Poster Session: Performance Appraisal/Feedback/Performance Management
1:00am - 10:00am, Jun 16
SIOP Virtual

5 Subsessions

- **0624: Criterion-Related Validity of Feedback Orientation Ratings: A Multisource Examination (Poster)**
  1:00am - 10:00am, Jun 16
  SIOP Virtual

- **0626: How Do You Stack Up? Improving 360 Reactions With Normative Feedback (Poster)**
  1:00am - 10:00am, Jun 16
  SIOP Virtual

- **0628: The Effect of Perceived Feedback-Seeking Motives on Feedback Givers' Effort (Poster)**
  1:00am - 10:00am, Jun 16
  SIOP Virtual

- **0630: Do We Practice What We Preach?: Adding Soft Skills to Leader Performance Evaluations (Poster)**
  1:00am - 10:00am, Jun 16
  SIOP Virtual

- **0633: Learning From Negative Feedback: Testing Feedback Intervention Theory (Poster)**
  1:00am - 10:00am, Jun 16
  SIOP Virtual

0634-0642: Poster Session: Judgment/Decision Making
1:00am - 10:00am, Jun 16
SIOP Virtual

9 Subsessions

- **0634: The Dark Triad and Advice Taking: Does Measurement Method Matter? (Poster)**
  1:00am - 10:00am, Jun 16
  SIOP Virtual

- **0635: Can Cognitive Heuristics and Biases Be Classified by Shared Causal Mechanisms? (Poster)**
  1:00am - 10:00am, Jun 16
  SIOP Virtual

- **0636: Individual Difference Determinants of Heuristics-and-Biases Task Performance (Poster)**
  1:00am - 10:00am, Jun 16
  SIOP Virtual

- **0637: The Relative Importance of Antecedents of Cognitive Complexity (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0638: Numeracy and the Role of Cognitive Abilities in Decision Making Quality (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0639: Examination of Internships and Ethical Decision Making Among Business Students (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0640: Who Chooses Whom? Conceptualizing Informal Job Search as a Self-Regulated Process (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0641: The Effects of Mindset and Sensory Processing Sensitivity on Ethical Decision Making (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0642: A Meta-Analytic Approach to Exploring the Maximizing and Well-Being Relationship (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

0646: Advances in Situational Judgment Test Methods and Content (Symposium)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Sheila Keener|CHAIR; Juan I. Sanchez|AUTHOR; Marling Landero|AUTHOR; Michael A. McDaniel|AUTHOR; Ruchi Surana|AUTHOR; Sven Kepes|AUTHOR; Filip Lievens|AUTHOR; Jeff A. Weekley|AUTHOR; Jennifer L Bochenek|AUTHOR; Jonathan F. Kochert|AUTHOR; Michelle Martin-Raugh|AUTHOR; Nigel R. Guenole|AUTHOR; Philipp Schäpers|AUTHOR; Stefan Krumm|AUTHOR

Situational judgment tests (SJTs) are popular employee selection devices that can assess a variety of constructs; however, they present unique challenges for those who develop and use them. This symposium addresses many of these challenges by discussing several advances in the development, scoring, and use of SJTs. New SJT content is also described.

📣 **Speakers**

Sheila Keener Assistant Professor, Old Dominion University

Juan I. Sanchez Florida International Univ

Marling Landero Florida International University

Michael A. McDaniel President, Work Skills First, Inc.

Ruchi Surana People and Culture Manager, West Agile Labs Full-time

Sven Kepes Professor of Management, Virginia Commonwealth University

Filip Lievens Lee Kong Chian Professor in HR, Singapore Management University

Jeff A. Weekley University of Texas at Dallas

Jennifer L Bochenek Educational Testing Service

Jonathan F. Kochert U.S. Army Research Institute

Michelle Martin-Raugh Educational Testing Service

Nigel R. Guenole Associate Partner, Global Business Services Talent & Transformation, IBM

Philipp Schäpers Singapore Management University

Stefan Krumm Full Professor, Freie Universität Berlin

0654: The Pursuit of Balance: A Forum to Advance Research on Work–Family Balance (Alternative Session Type with Presenters (no authorship order))
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Drake Van Egdom|COCHAIR; Wendy J. Casper|PRESENTER; Christiane Spitzmueller|COCHAIR; Rachel T. Hill|PRESENTER; Ellen E. Kossek|PRESENTER; Russell A. Matthews|PRESENTER; Maura J. Mills|PRESENTER; Julie H. Wayne|PRESENTER; Kelly Schwind Wilson|PRESENTER

This session is a forum for experts and audience members to come together and discuss the future of research and practice on work–family balance. Panelists will guide collaborative small-group discussions with audience members on a diverse range of issues pertaining to work–family balance, identifying important gaps in the literature and an agenda to collaborate and advance research and practice.

📢 **Speakers**

Drake Van Egdom Ph.D. Student, University of Houston

Wendy Casper Professor of Management, University of Texas at Arlington

Christiane Spitzmueller Managing Director, Center for ADVANCING Faculty Success, University of Houston

Rachel T. Hill HR Business Insights Consultant, VMware

Ellen E. Kossek Basil S. Turner Professor of Management & Research Director Butler Center for Leadership, Purdue University

Russell A. Matthews University of Alabama

Maura J. Mills University of Alabama

Julie H. Wayne Wake Forest University

Kelly Schwind Wilson Associate Professor of Management, Purdue University

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0657: What's the Deal With Employee Experience? How to Deliver on Your Promises (Panel Discussion)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Christopher K. Adair|CHAIR; Debby McIsaac|PANEL; Matthew Merbedone|PANEL; Rebecca Anders Buckner|PANEL; Michael Ehret|PANEL; Sarah Evans|PANEL; Ken Oehler|PANEL

The recent conversation has shifted away from focusing solely on employee engagement to a focus on the

broader employee experience. However, research suggests that very few organizations believe they are delivering a differentiated experience. A panel of experts will share how to get beyond measurement to strategically approach delivering a differentiated experience.

📢 **Speakers**

Christopher Adair Director, Kincentric

Debby McIsaac HP, Inc.

Matthew Merbedone Marriott International

Rebecca Anders Buckner Global Talent & OD, AAM

Michael Ehret Head of Global Talent Management, Johnson & Johnson

Sarah Evans VP, Talent, ServiceMaster

Ken Oehler Senior Partner, Global Culture & Engagement Practice Leader, Kincentric

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0661: Out of Sight, But Not Out of Mind: Managing Remote Workers (Panel Discussion)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Corina Rice|CHAIR; Timothy Golden|PANEL; Lance Andrews|PANEL; Lisa Brubaker|PANEL; Scott Minnix|PANEL; Sara J. Perry|PANEL

This session entails a multi-disciplinary panel discussion on managing remote work. Panelists will draw on their professional experience and academic research to recommend solutions for overcoming the challenges of managing remote workers and share best practices that organizations and managers can leverage to maximize the success of remote work arrangements.

📢 **Speakers**

Corina Rice Senior Consultant, Leadership Services, PSI Services LLC

Timothy Golden Associate Professor of Management, Rensselaer Polytechnic Institute

Lance Andrews Head of Solutions - Americas, SHL

Lisa Brubaker Director, Global Leadership and Organizational Effectiveness, Manulife

Scott Minnix Los Angeles County Internal Services Department

Sara J. Perry Assistant Professor of Management, Baylor University

0665: Research Advances in the Situational and Person Predictors of CWB (Symposium)

🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Nathan A. Bowling|COCHAIR; Kristin A. Horan|COCHAIR; Steve M. Jex|AUTHOR; Adam S. Kling|AUTHOR; Dustin Maneethai|AUTHOR; Simon Restubog|DISCUSSANT; Mindy K. Shoss|AUTHOR; Shiyang Su|AUTHOR; Allison M. Tringale|AUTHOR; Jimmy Zheng|AUTHOR; Kevin J. Eschleman|AUTHOR

This symposium advances research on person and situation predictors of CWB by (a) exploring resource-enhancing activities that protect against CWB, (b) identifying limits of personality in mitigating CWB related to boredom and exhaustion, (c) examining how implicit personality adds value to predicting CWB, and (d) suggesting that personality and stressors make the satisfaction–CWB link spurious.

📢 **Speakers**

Nathan Bowling Professor, Wright State University

Kristin Horan Assistant Professor, University of Central Florida

Steve M. Jex University of Central Florida

Adam S. Kling RHR International

Dustin Maneethai Doctoral Student, University of Houston

Simon Restubog University of Illinois, Urbana-Champaign

Mindy K. Shoss Associate Professor, University of Central Florida

Shiyang Su University of Central Florida

Allison M. Tringale Loras College

Jimmy Zheng People Scientist, Ford Motor Company

Kevin Eschleman Assistant Professor, San Francisco State University

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0662: Getting Action on Inclusion: Insights From Organizational Surveys and Analytics (Symposium)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Brie Siebert|CHAIR; Patrick Kulesa|AUTHOR; Erika Chambers|AUTHOR; Jim Leininger|AUTHOR

Popular to study but hard to change, improving inclusion remains an aspiration in many organizations. Three authors describe how to use employee data and analytics to drive action. Discussed are applying measures of inclusion in employee surveys, using predictive analytics to uncover why those who feel less included often leave, and involving employees directly in acting on recommendations.

📢 **Speakers**

Brie Siebert Research Analyst, Willis Towers Watson

Patrick Kulesa Global Research Director, Willis Towers Watson

Erika Chambers, Ph.D. Director, Employee Engagement and Work-Life, University of Kentucky

J

Jim Leininger

0668-0697: Poster Session: Testing/Assessment/Selection Methods/Validation
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

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21 Subsessions

- **0668: Exploring the Links Between Personality Profiles and Job Performance (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0669: Hiring Safer Rideshare Drivers: The Influence of Mechanical Reasoning (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0670: A Tale of Two Transportability Processes: An Application of Complementary Approaches (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0671: Predicting Performance for Jobs With High Automation: A Quantitative Review (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0672: Can You Ever Be Too Smart to Be Successful? Linear and Nonlinear Effects of GMA (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0673: Investigating Group Differences in Verbal and Nonverbal Social Intelligence (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0674: Designing Selection Systems to Reduce Turnover (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0676: Role of Mental Abilities and Conscientiousness in Explaining College Grades (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0677: Gender Effects in Structured Employment References: No Cause for Concern (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0678: Examining the Feasibility of Alternative Approaches to Forced-Choice Item Information (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0679: Examining the Impact of Forced-Choice Test Configurations on Test Results (Poster)**

- 1:00am - 10:00am, Jun 16
- SIOP Virtual

- **0680: Faking and the Validity of Personality Tests: An Experimental Investigation (Poster)**
  - 1:00am - 10:00am, Jun 16
  - SIOP Virtual

- **0681: The Effect of Community Evaluators on the Selection of Entry-Level Police Officers (Poster)**
  - 1:00am - 10:00am, Jun 16
  - SIOP Virtual

- **0685: Leveraging Faking: Using Trainees to Set Personality Cut Scores for Applicants (Poster)**
  - 1:00am - 10:00am, Jun 16
  - SIOP Virtual

- **0686: Toward a Better Understanding of Less Structured Interviews: A Contrarian Review (Poster)**
  - 1:00am - 10:00am, Jun 16
  - SIOP Virtual

- **0688: Use of SME Importance Ratings and Profiling in Selection Model Development (Poster)**
  - 1:00am - 10:00am, Jun 16
  - SIOP Virtual

- **0689: Adaptation of Implicit Association Test for Measurement of Personality Trait (Poster)**
  - 1:00am - 10:00am, Jun 16
  - SIOP Virtual

- **0691: Individual Differences in Interview Design: Factors Affecting Question Choice (Poster)**
  - 1:00am - 10:00am, Jun 16
  - SIOP Virtual

- **0692: On the Continued Misinterpretation of Research Findings Regarding Stereotype Threat (Poster)**
  - 1:00am - 10:00am, Jun 16
  - SIOP Virtual

- **0695: Man Versus Machine: Does Machine Learning Improve the Validity of Empirical Keying? (Poster)**
  - 1:00am - 10:00am, Jun 16
  - SIOP Virtual

- **0697: Breaking Bad: How Does Negative Social Media Content Affect Applicant Evaluations? (Poster)**
  - 1:00am - 10:00am, Jun 16
  - SIOP Virtual

0703: Real-Life Ethical Quandaries: The Internal/External Consultant Interplay (Panel Discussion)
- 1:00am - 10:00am, Jun 16
- SIOP Virtual

Authors: Laura A. Finfer|PANEL; Charlotte R. Gerstner|CHAIR; Lois M. Tamir|PANEL; Steven E. Walker|PANEL; Tom Ruddy|PANEL

Situations commonly arise that place external consultants (e.g., executive coach) and/or internal stakeholders (e.g., talent head) in ethical gray zones. A panel of highly experienced external and internal

consultants will share real-life vignettes of complex, nuanced ethical dilemmas, analyze the pros/cons of various responses, and engage the audience by asking them to share their own examples.

📢 **Speakers**

Laura Finfer Principal, Leadership Excellence Consulting LLC

Charlotte Gerstner Chevron

Lois M. Tamir Principal, Leadership Excellence Consulting LLC

Steve Walker Citizens Financial Group

Tom Ruddy Becton, Dickinson and Company

0704: SIOP Select: Role of I-O in Politically Charged Environments (Special Event)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Christopher T. Rotolo|CHAIR; Dana H. Born|PRESENTER; Kira Foley|PRESENTER; Kristen L. Swigart|PRESENTER; M. Gloria Gonzalez-Morales|PRESENTER; P. Matthijs Bal|PRESENTER; Sara P. Weiner|PRESENTER

Socio-political ideology in the global workplace and the role of I-O psychology in politically charged environments will be discussed: What does the research say about ideology in the workplace? Does it differ by national culture or type of ideology? What is the role of I-O psychology in ensuring that employees are productive and engaged while also protecting individual freedom of expression?

📢 **Speakers**

Christopher Rotolo PepsiCo

Dana H. Born Chair, Senior Executive Fellows (SEF) Program; Lecturer in Public Policy, Harvard Kennedy School

Kira Foley George Washington University

K

Kristen L. Swigart Pennsylvania State University

M. Gloria Gonzalez-Morales Associate Professor of Psychology, University of Guelph

P. Matthijs Bal Professor of Responsible Management, University of Lincoln

Sara Weiner Independent

0707: Scale Development, Adaptation, and Other Measurement Issues in I-O Psychology (Symposium)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Kathleen R. Keeler|CHAIR; Charmi Patel|AUTHOR; Eric D. Heggestad|AUTHOR; Jeremy L. Schoen|AUTHOR; Jose M. Cortina|AUTHOR; Joseph Richard Schaefer|AUTHOR; Justin A. DeSimone|AUTHOR; Liana Morgan Kreamer|AUTHOR; Mary Monroe Hausfeld|AUTHOR; Sheila Keener|AUTHOR; Sooyeol Kim|AUTHOR; Tine Koehler|AUTHOR; Wenhao Wang|AUTHOR; Yingyi Chang|AUTHOR; Zitong Sheng|AUTHOR; Scott Tonidandel|DISCUSSANT

Without proper measurement, conclusions drawn from study results may be meaningless. Yet, the focus on proper measurement has decreased in recent years. The papers in this symposium highlight several measurement issues prevalent in I-O Psychology and describe their effects. Best practices to address common measurement issues related to scale development and adaptation are also discussed.

📢 **Speakers**

Kathleen Keeler Assistant Professor, The Ohio State University

C

Charmi Patel Henley Business School, University of Reading

Eric D. Heggestad Interim Department Chair, University of North Carolina at Charlotte

J

Jeremy L. Schoen University of Auckland

J

Jose M. Cortina Virginia Commonwealth University

Joseph Richard Schaefer University of Mississippi

Justin A. DeSimone Assistant Professor, University of Alabama

Liana Morgan Kreamer University of North Carolina, Charlotte

Mary Monroe Hausfeld University of North Carolina at Charlotte

Sheila Keener Assistant Professor, Old Dominion University

Sooyeol Kim National University of Singapore

Tine Koehler University of Melbourne

Wenhao Wang Research Assistant, Talent Science Lab

Yingyi Chang

Zitong Sheng Virginia Commonwealth University

0709: Interview Technology and AI: Effects on Applicants, Evaluators, and Adverse Impact (Symposium)

🕐 1:00am - 10:00am, Jun 16

📍 SIOP Virtual

Authors: Markus Langer|CHAIR; Manuel F. Gonzalez|AUTHOR; Johannes Basch|COCHAIR; Richard Justenhoven|AUTHOR; Oke Steffen Brandt|AUTHOR; Weiwei Liu|AUTHOR; Carmen Elisabeth Lobbe|AUTHOR; David L. Tomczak|AUTHOR; Nicholas R. Martin|AUTHOR; Achim Preuss|AUTHOR; Lei Shirase|AUTHOR; Nico Tschöpe|AUTHOR; Joshua P. Liff|AUTHOR; Nathan J. Mondragon|AUTHOR; Klaus G. Melchers|AUTHOR; Adam Bradshaw|AUTHOR; Maya Krieger|AUTHOR; Linda Miller|AUTHOR; Anja Kurz|AUTHOR; Tara S. Behrend|AUTHOR; Jerod Cody White|AUTHOR; Vivien Busch|AUTHOR; Cornelius J. König|AUTHOR

Five studies are presented to enhance understanding of interview technology and artificial intelligence (AI). The studies examine how technology-mediated interviews affect interview performance, and investigate effects of AI for evaluating interviews, the relation of information regarding AI and applicant reactions, and the impact of AI decision-support systems on selection tasks. (Intermediate)

📢 **Speakers**

Markus Langer Post-Doc, Saarland University

Manuel F. Gonzalez PhD candidate in industrial-organizational psychology, Baruch College & The Graduate Center, CUNY

Johannes Basch Universität Ulm

Richard Justenhoven Aon Assessment GmbH

Oke Steffen Brandt Aon

Weiwei Liu PHD Student in Industrial and Organizational Psychology, Florida Institute of Technology

Carmen Elisabeth Lobbe Aon's Assessment Solutions

David Tomczak Adjunct Instructor, The George Washington University

Nicholas R. Martin Associate Partner - Global Products & Analytics Leader, Aon

Achim Preuss Director Portfolio Development Aon Assessment Solutions, Aon

Lei Shirase Products & Analytics, Aon

Nico Tschöpe Aon's Assessment Solution

Joshua P. Liff Director, Assessment Psychometrics & Applied Research, HireVue

Nathan Mondragon Chief IO Psychologist, HireVue

Klaus G. Melchers Ulm University

Adam Bradshaw Senior IO Psychology Consultant, HireVue

Maya Krieger Universität Ulm

Linda Miller Universität Ulm

Anja Kurz Universität Ulm

Tara S. Behrend George Washington University

Jerod Cody White George Washington University

Vivien Busch Universität des Saarlandes

Cornelius J. König Universität des Saarlandes

0714: Moon 2024: Translating Research to Practice for Upcoming Artemis Lunar Exploration (Symposium)

🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Mikayla Marcinkowski|COCHAIR; Daniel Jacob Griffin|AUTHOR; Lizandra Alvarado|AUTHOR; Suzanne T. Bell|COCHAIR; Steve W. J. Kozlowski|AUTHOR; Lauren Blackwell Landon|AUTHOR; Anthony Misisco|AUTHOR; Akasha Nelson|AUTHOR; Jeffrey Olenick|AUTHOR; Jensine Paoletti|AUTHOR; Taylor Pederson|AUTHOR; Jacob Garrett Pendergraft|AUTHOR; Peter Roma|AUTHOR; Marissa L. Shuffler|AUTHOR; Brennan Antone|AUTHOR; Jordan Smith|AUTHOR; Jenna Van Fossen|AUTHOR; Anna V. Wolf|AUTHOR; Kaitlan Bryant|AUTHOR; Tatem Heather Burns|AUTHOR; Dorothy R. Carter|AUTHOR; Chu-Hsiang (Daisy) Chang|AUTHOR; Noshir Contractor|AUTHOR; Leslie A. DeChurch|AUTHOR; Reid DeMass|AUTHOR

The United States has committed to NASA landing the first woman and the next man on the Moon by 2024. I-O psychologists and other experts have been focused on preparing future space crews for the exciting missions that will help achieve this goal. In this symposium, presenters will translate their research to practice, making specific recommendations for the upcoming space quest.

📢 **Speakers**

Mikayla Marcinkowski Graduate Research And Teaching Assistant, DePaul University

Daniel Jacob Griffin Michigan State University

Lizandra Alvarado Clemson

Suzanne T. Bell Professor, DePaul University

Steve W. J. Kozlowski Professor of Organizational Psychology, Michigan State University

Lauren Blackwell Landon KBR - NASA

Anthony Misisco Organizational Psychology, Michigan State University

Akasha Nelson

Jeffrey Olenick Michigan State University

Jensine Paoletti Graduate Researcher, Rice University

Taylor Pederson

Jacob Garrett Pendergraft University of Georgia

Peter Roma Institutes for Behavior Resources/Johns Hopkins University

Marissa L. Shuffler Assistant Professor, I/O Psychology, Clemson University

Brennan Antone Northwestern University

Jordan Smith Graduate Teaching Assistant, Clemson University

Jenna Van Fossen Graduate Research Assistant, Michigan State University

Anna V. Wolf Clemson University

Kaitlan Bryant

Tatem Heather Burns Graduate Research Assistant, DePaul University

Dorothy R. Carter Assistant Professor, University of Georgia

Chu-Hsiang (Daisy) Chang Michigan State University

Noshir Contractor Jane S. & William J. White Professor of Behavioral Sciences, Northwestern University

Leslie A. DeChurch Professor, Northwestern University

Reid DeMass Clemson University

0717: Talent Retention in the Future of Work: How Inclusion of People of Color Is the Key (Panel Discussion)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Jennifer S. Thorpe-Moscon|CHAIR; Dnika Travis|PANEL; Erica L. Lizano|PANEL; Shanna Daniels|PANEL; Samantha E. Erskine|PANEL

The future workplace will experience tremendous talent shortages, and leaders across industry need to take action now to prepare. Given that the inclusion of people across intersections of gender, race, and ethnicity is essential to building competitive workplaces of the future, this panel presents solutions leaders can employ to mitigate key challenges in building inclusive workplaces.

📢 **Speakers**

Jennifer Thorpe-Moscon Vice President, Research Data and Innovation Lab, Catalyst Inc.

Dnika Travis Vice President, Research, Catalyst Inc.

Erica Lizano California State University, Fullerton

Shanna Daniels Assistant Professor, Florida State University

Samantha Erskine PhD Student, Organizational Behavior, Weatherhead School of Management at Case Western Reserve University

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0719-0730: Poster Session: Global/International/Cross-Cultural Issues
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

- **0719: Universalism, Immigration Attitudes, and Trust: Implications for Leadership Practice (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0724: Do You Look Like You Belong? The Outcomes of Appearing Foreign in the US Workplace (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0725: Performance in the Eye of the Beholder: A Global Study Across 64 Countries (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0728: Shouldn't You Sound American by Now? The Negative Work Experiences of US Immigrants (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0730: Impacts of Cross-Cultural Management Training on Cultural Intelligence (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

0734-0747: Poster Session: Research Methodology
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

- **0734: HARKing (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0735: A Next Generation Social Science Study of Group Motivation to Innovate (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0737: Inattentiveness on Cognitive Tests: Comparing IER and Person Fit Metrics (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0738: Systematic Literature Searches: A Review, Evaluation, and Recommendations (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0739: Comparing Dichotomous and Polytomous Items Using Item Response Trees (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0740: The Utility of Penalized Regression in Model Creation (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0742: A Comparison of Four Methods to Analyze Case Law: Performance Appraisal as an Example (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0743: To Check or Not to Check?: Attention Checks and MTurker Attitudes and Behavior (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0744: Moderation Testing in Organizational Research: Effect Sizes for Testing Interactions (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0745: Examining the Impact of Survey Identification on Response Behavior (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0746: What Do These People Do? Demographics and Occupational Features of MTurk (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0747: Building Representative Norms via Poststratification Weighting (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

0750: Bolstering Inclusion: Why Difficult Conversations and Storytelling Matter (Panel Discussion)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Julie S. Nugent|CHAIR; Erica L. Lizano|PANEL; Ethan R. Burris|PANEL; Emily Shaffer|PANEL

As dialogue about diversity and diversity management has increased so has discourse on workplace inclusion, which goes beyond demographic diversity and focuses instead on the degree to which an employee feels and is included in critical organizational processes. Leaders must focus on both having difficult conversations and using storytelling to better understand the unique employee experiences.

📢 **Speakers**

Julie Nugent Senior Vice President, Global Learning, Catalyst Inc.

Erica Lizano California State University, Fullerton

Ethan R. Burris Associate Professor, University of Texas at Austin

Emily Shaffer Senior Research Associate, Catalyst Inc.

0753: New Directions in Workplace Relationships Research (Symposium)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Joseph Regina|COCHAIR; Tammy D. Allen|COCHAIR; Christine R. Smith|AUTHOR; Curtis M. Boykin|AUTHOR; David B. Facteau|AUTHOR; Elizabeth Stillwell|AUTHOR; Kristen M. Shockley|AUTHOR; Lebena S. Varghese|AUTHOR; Lillian T. Eby|AUTHOR; Lisa Finkelstein|AUTHOR; Melissa M. Robertson|AUTHOR; Michelle K. Duffy|AUTHOR; Rachael Hope Pyram|AUTHOR; Shayla Rianne Bianchi|AUTHOR

Interpersonal relationships have been related to performance and occupational health outcomes, but examination of the variety and impact of interpersonal relationships has been limited. This symposium highlights five papers that intend to expand understanding of interpersonal relationships through examination of novel relationship types, boundary conditions, and social support outcomes.

📢 **Speakers**

Joseph Regina Graduate Student, University of South Florida

Tammy Allen Professor, University of South Florida

Christine R. Smith Morgan Stanley

Curtis M. Boykin Brown University

David Facteau University of Georgia

Elizabeth Stillwell University of Minnesota

Kristen M. Shockley Assistant Professor, University of Georgia

Lebena S. Varghese Rice University

Lillian T. Eby Dr., University of Georgia

Lisa Finkelstein Professor, Northern Illinois University

Melissa M. Robertson Postdoctoral Research Associate, University of Georgia

Michelle K. Duffy University of Minnesota

Rachael Hope Pyram Research Assistant, University of South Florida

Shayla Rianne Bianchi Bookseller, Books A Million

0755: From the Workplace to Well-Being: Exploring the Intersection Between Work and Health (Symposium)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Jennifer K. Dimoff|COCHAIR; Timothy Oxendahl|COCHAIR; Amy Akers|AUTHOR; Anthony Duy Nguyen|AUTHOR; Cheryl Gray|AUTHOR; Erica L. Carleton|AUTHOR; Jane Mullen|AUTHOR; Jessie Fengmin Zhen|AUTHOR; Liu-Qin Yang|AUTHOR; Michele W. Gazica|AUTHOR; Nick Turner|AUTHOR; Samantha Powers|AUTHOR; Stacey R. Kessler|AUTHOR; Stefanie Fox|AUTHOR; Stephanie L. Gilbert|AUTHOR; Taegen McPhee|AUTHOR; Wren Montgomery|AUTHOR; Zhi Zang|AUTHOR

This symposium presents 5 studies that cover a broad array of health and well-being topics relevant to both employees and employers. These studies examine occupational health psychology (OHP) topics, such as grief, psychological distress, sleep, nutrition, perfectionism, work stressors, and burnout, while capturing data from employees in at least 3 different countries.

📢 Speakers

Jennifer Dimoff Assistant Professor, Telfer School of Management

Tim Oxendahl Academic Advising Coordinator, Portland State University - School of Business

Amy Akers Senior Consultant, Human Capital, Deloitte Canada

Anthony Duy Nguyen Portland State University

Cheryl Gray Graduate Teaching Assistant, University of South Florida

Erica L. Carleton University of Saskatchewan

Jane Mullen Mount Allison University

Jessie Fengmin Zhen Portland State Universssity

Liu-Qin Yang Portland State University

Michele W. Gazica Assistant Professor, Embry-Riddle Aeronautical University

Nick Turner University of Calgary

Samantha Powers Assistant Professor, Howard University

Stacey R. Kessler Kennesaw State University

Stefanie Fox PhD Student/Research Assistant, Portland State University

Stephanie L. Gilbert Assistant Professor, Cape Breton University

Taegen McPhee Cape Breton University

Wren Montgomery University of Western Ontario

臧志 Hunan University

0756: Multi-Objective Optimization in the Workplace: Addressing Adverse Impact in Selection (Symposium)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Q. Chelsea Song|CHAIR; Christopher M. Allred|AUTHOR; Adam W. Meade|AUTHOR; Chen Tang|AUTHOR; Daniel A. Newman|AUTHOR; Scott B. Morris|DISCUSSANT

Many workplace decisions require balancing among objectives. For example, when hiring, practitioners may face a trade off between maximizing job performance and enhancing organizational diversity; there is seldom a single, best way to achieve both objectives. Authors present advances in tools/techniques to help organizations make such decisions effectively, and discuss their implications.

📢 **Speakers**

Chelsea Song Assistant Professor of Industrial-Organizational Psychology, Purdue University

Chen Tang PhD student, University of Illinois at Urbana-Champaign

Daniel A. Newman University of Illinois at Urbana-Champaign

Christopher M. Allred Primary Instructor, North Carolina State University

Adam Meade Professor, North Carolina State University

Scott B. Morris Professor, Illinois Institute of Technology

0759: Allyship: What Works and What Doesn't (Symposium)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Danielle M. Gardner|COCHAIR; Ellen E. Kossek|DISCUSSANT; Isabel Maria Bilotta|AUTHOR; Scott Tonidandel|AUTHOR; Rachel Trump-Steele|AUTHOR; Lauren A. Collier-Spruel|AUTHOR; Abigail R. Corrington|AUTHOR; Eden B. King|AUTHOR; Kelly Hamilton|AUTHOR; Michelle (Mikki) Hebl|AUTHOR; Larry R. Martinez|AUTHOR; Ann Marie Ryan|COCHAIR; Megan Snoeyink|AUTHOR; Nicholas A. Smith|AUTHOR

This session presents research toward the integrated understanding of ally effectiveness and ineffectiveness. Using a variety of methods (evaluation of critical incidents, experiments, scale

development), the papers in this session aim to understand when, how, and why allies may be successful in supporting underrepresented and stigmatized workers.

📢 **Speakers**

Danielle Gardner Graduate Student Researcher, Michigan State University

Ellen E. Kossek Basil S. Turner Professor of Management & Research Director Butler Center for Leadership, Purdue University

Isabel Bilotta Doctoral Student, Rice University

Rachel Trump-Steele PHD Student, Rice University

Lauren Collier-Spruel Graduate Student Researcher, Michigan State University

Abigail R. Corrington Doctoral Student, Rice University

Eden B. King SIOP President 2019-2020, Rice University

Kelly Hamilton Doctoral Student & Research Associate, Portland State University

Michelle (Mikki) Hebl Rice University

Larry R. Martinez Portland State University

Ann Marie Ryan Professor Organizational Psychology, Michigan State University

Megan Snoeyink Graduate Student, Portland State University

N

Nicholas A. Smith Oregon Health & Science University

0762: SIOP Select: Distinguished Professional Contributions Award Winners (Special Event)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Tyree D. Mitchell|SUBMITONLY; Eduardo Salas|PRESENTER; John C. Scott|PRESENTER

Every year, SIOP honors individuals who have developed, refined, and implemented practices, procedures, and methods that have had a major, demonstrable impact on people at work, organizations, and the practice of I-O psychology. Join us for a captivating and insightful take on lessons learned from top practitioners in the field.

📢 **Speakers**

T

Tyree Mitchell Louisiana State University

Eduardo Salas Professor and Allyn R. & Gladys M. Cline Chair, Department Chair, Rice University

John C. Scott Chief Operating Officer & Co-Founder, APTMetrics

0766: Advancing the #MeToo Agenda: Sexism in the Workplace (Symposium)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Deepshikha Chatterjee|AUTHOR; Tuyen Dinh|COCHAIR; Kathrina Robotham|AUTHOR; Ann Marie Ryan|AUTHOR; Denise Sekaquaptewa|AUTHOR; Margaret S. Stockdale|COCHAIR; Nadia Vossoughi|AUTHOR;

this symposium examines sexism in the workplace from perspectives of the perpetrator, the target, and as an observer. Specifically, authors explore how targets of sexism cope and how observers' perception of a target's race affect gender equity policy in the workplace.

📢 **Speakers**

Deepshikha Chatterjee Assistant Professor Of Psychology, Salem State University

T

Tuyen Dinh Graduate Student, IUPUI

Margaret S. Stockdale Indiana University - Purdue University Indianapolis

Kathrina Robotham University of Michigan

Ann Marie Ryan Professor Organizational Psychology, Michigan State University

Denise Sekaquaptewa University of Michigan - Ann Arbor

N

Nadia Vossoughi University of Michigan

0767: Understanding Social and Contextual Factors in Performance Management (Symposium)

🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Andrew Speer|COCHAIR; Andrew P. Tenbrink|COCHAIR; Angelia Yvonne Delacruz|AUTHOR; Caitlynn Sendra|AUTHOR; Erik W. Black|AUTHOR; Kevin M. Williams|AUTHOR; Lauren Wegmeyer|AUTHOR; Matthew S. Prewett|AUTHOR; Sylvia G. Roch|DISCUSSANT

This symposium introduces novel research regarding the social context surrounding performance management (PM). Four papers address topics including the impact of rater accountability, rater dispositions and motivation, feedback interventions, and upward communication in performance management contexts. Implications for both research and applied PM practice will be discussed.

📢 **Speakers**

Andrew Speer Assistant Professor of Psychology, Wayne State University

A

Andrew Tenbrink Wayne State University

A

Angelia Yvonne Delacruz

Caitlynn Sendra HR Research Analyst, SAP SuccessFactors

Erik W. Black Associate Professor of Pediatrics, Associate Professor of Education, University of Florida

Kevin M. Williams Educational Testing Service

Lauren Wegmeyer Graduate Research And Teaching Assistant, Wayne State University

Matthew S. Prewett Assistant Professor, Central Michigan University

Sylvia G. Roch University at Albany, SUNY

0775 Poster Session: Consulting Practices/Ethical Issues
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

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1 Subsessions

- **0775: The Impact of Happy and Sad Affective States on Biases in Ethical Decision Making (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

0776-0800: Poster Session: Groups/Teams
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

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15 Subsessions

- **0776: An Examination of Team Conflict: The Essential Role of Followership (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0777: Relationships Between Team Personality, Task Motivation, and Knowledge Sharing (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0778: Team Composition and Virtuality: A Meta-Analysis (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0780: Helping Newcomers Versus Insiders: The Impact of Status Distance and Status Threat (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0781: Assigned Leadership as a Moderator of the Team Personality–Performance Relationship (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0785: Shared Leadership Emergence and its Effects on Information Exchange and Performance (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0787: Person–Group Fit Archetypes: A Latent Profile Analysis of Person–Group Fit (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0788: There's More to Meetings: Good Meetings' Effects on Meaningfulness and Motivation (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0790: Effects of Team Faultline Activation on Team Performance: Moderating Role of Team Collective PsyCap (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0793: Interactively Assessing Negotiation Skills: The Impact of Personality and Ability (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0794: Prior Team Experience and Subsequent Performance Across Two Task Types (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0795: A Checklist for Improving Team Dynamics in the Classroom (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0796: Unpacking Relational Identity Development Among B2B Sellers (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0798: The Impact of Perceived Ambiguity, Volatility, and Risk on Collective Performance (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0800: Social Networks and Team Goals: New Insights Through "Network Goal Analysis" (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

0802: Navigating the Obstacle Course: A Practitioner's Guide to Physical Ability Testing (Panel Discussion)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Joseph D. Abraham|CHAIR; Deborah L. Gebhardt|PANEL; Mary Gevorkian|PANEL; Rick R. Jacobs|PANEL; Johan A. Julin|PANEL; Penelope C. Palmer|SUBMITONLY; Jessica Soderquist|COCHAIR

Practitioners face unique obstacles with physical ability tests (PATs). This panel of PAT experts will provide thought leadership and guidance on developing, validating, and administering PATs in a variety of settings.

Discussion will cover best practices, common challenges, and lessons learned from a panel with over 100 years of combined experience in developing fair, valid, and defensible PATs.

📢 **Speakers**

Joseph D. Abraham Vice President, Assessment Solutions, PSI Services LLC

Deborah L. Gebhardt Principal Scientist, HumRRO

Mary Gevorkian HR Business Partner & HR Research Manager, SoCalGas

Rick R. Jacobs Pennsylvania State University

Johan A. Julin County of Los Angeles

Penny Palmer PSI Services LLC

Jessica Soderquist Senior Consultant, Assessment Solutions PSI

0803: Feedback That Propels Growth: Innovative 360 Applications for Personal Development (Symposium)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Erin Eatough|COCHAIR; Evan F. Sinar|COCHAIR; David W. Bracken|DISCUSSANT; Jeff Foster|AUTHOR; Dale S. Rose|AUTHOR; Thomas H. Stone|AUTHOR; Evan Walker Carr|AUTHOR

This session offers several new lenses on the use of 360 feedback as an advantageous tool for accelerating personal growth. Three innovative applications of 360s will be presented, each offering a unique and innovative approach. This session caters to practitioners interested in stretch applications of the 360 for accelerating individual and organizational growth and success.

📢 **Speakers**

Erin Eatough BetterUp

Evan Sinar Head of Assessments, BetterUp

David W. Bracken Professor Graduate Studies, Keiser University

Jeff Foster Passkeys International/Missouri State University

Dale S. Rose 3D Group

Thomas H. Stone professor, Oklahoma State University

Evan Walker Carr Quantitative Behavioral Scientist, BetterUp

0810: It Starts With Us: The Impact That I-O Makes in the Healthcare Industry (Alternative Session Type with Presenters (no authorship order))

🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Paul H. Richardson|PRESENTER; Andrew N. Garman|PRESENTER; Vanessa Gallo|CHAIR; Melanie P. Standish|PRESENTER; Taylor Scotese|PRESENTER; Jose L. Alba|PRESENTER

Six I-O professionals in the healthcare industry will discuss the many ways that I-O is used in healthcare, how it benefits the industry, and what's to come in the future. This session will begin as a panel describing 5 different I-O careers in healthcare. After panel intros, the format shifts to round table discussions where each presenter will discuss their I-O experiences in smaller groups.

📢 **Speakers**

Paul H. Richardson Hoag Clinic

Andrew N. Garman NCHL / Rush University

Vanessa Gallo

Melanie P. Standish PhD Student , Illinois Institute of Technology

Taylor Scotese Perceptyx

J

Jose Alba Illinois Institute of Technology

0812: The Evolution of the Career Development Revolution! (Alternative Session Type with Presenters (no authorship order))
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Nabila Sheikh-Hashmi|CHAIR; Jenna Case-Lee|COCHAIR; Jo Mills|COCHAIR; Michael Martin|COCHAIR; Nicole M. Ginther|COCHAIR

Panelists from 3 organizations will share their experiences implementing career management and development interventions. Each speaker represents a company at a different stage of maturity in their approaches based on organizational capability and readiness. After each panelist provides a brief presentation of their interventions, an interactive discussion with the audience will follow.

📢 **Speakers**

Nabila Sheikh-Hashmi Global Talent Management & Organizational Effectiveness Leader, Sony PlayStation

J

Jenna Case-Lee Sr. Director, Global Talent Management and OD, PepsiCo

J

Jo Mills Fuel50

M

Mike Martin Talent Management Leader, Trane Technologies

Nicole M. Ginther Sr. Manager, Talent Management, Thermo Fisher Scientific

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0814: Show and Tell: Generating Solutions in Combating Workplace Sexual Harassment (Alternative Session Type with multiple papers)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Aarti Shyamsunder|CHAIR; Afra S. Ahmad|COCHAIR; Caren Goldberg|AUTHOR; Charu Khanna|AUTHOR; Ayesha Sharma|AUTHOR; Patricia D'Souza|AUTHOR; Caitlin Meyer|AUTHOR; Alexandra I. Zelin|AUTHOR; Meghana Srinivas|AUTHOR

Thanks to the #MeToo movement, and changes in legislation globally, attention to issues around sexual harassment (SH) at work has grown. Yet, the focus tends to be on the target reporting or "speaking up." This alternative session highlights the importance of other practical factors—organizational climate for SH, role of observers and managers, and technology —in mitigating SH at work.

📣 **Speakers**

Aarti Shyamsunder Proprietor; Organizational Psychologist, Psymantics Consulting

Afra S. Ahmad Instructor, George Mason University

Caren Goldberg Associate Professor, Bowie State University

Charu Khanna Organizational Consultant, Independent Consultant

Ayesha Sharma Independent Consultant

Patricia D'Souza Head of Department, Sophia College

Caitlin Meyer Senior Analyst - Talent Management & Organizational Development, PepsiCo

Alexandra Zelin Assistant Professor, University of Tennessee at Chattanooga

Meghana Srinivas Founder and CEO, TrustIn

0815: Using MetaBUS to Locate, Synthesize, and Visualize I-O Research Findings (Master Tutorial)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Yingyi Chang|PRESENTER; Frank A. Bosco|PRESENTER; James G. Field|PRESENTER; Krista L.

Uggerslev|PRESENTER

The metaBUS platform provides open-access tools for locating, synthesizing, and visualizing I-O research. Authors demonstrate an updated interface for facilitating meta-analyses drawing on a collection of over 1,000,000 findings reported in 27 journals from 1980–2018. They will engage attendees by demonstrating and providing access to an online platform (http://shiny.metabus.org/).

📢 **Speakers**

Yingyi Chang

Frank Bosco Virginia Commonwealth University

James G. Field West Virginia University

Krista L. Uggerslev Northern Alberta Institute of Technology

0819: The Ins and Outs of I-O Internships: IGNITE and Panel Session Combo (Alternative Session Type with Presenters (no authorship order))
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Daniel Bashore|COCHAIR; Abbie N. Caudill|COCHAIR; Cheyna Brower|PRESENTER; Jacob C. Bradburn|PRESENTER; Patrick Josh|PRESENTER

Five young professionals and students in I-O will share their insights and advice on how to find and maximize an I-O internship. Speakers will draw on their knowledge and experience from their own I-O-focused internship. After 4 IGNITE presentations (20 slides each advancing every 15 seconds), panelists will answer audience questions in an open forum panel discussion.

📢 **Speakers**

Daniel Bashore Talent Assessment Consultant, SKS Consulting

Abbie N. Caudill Target

Cheyna Brower Doctoral Candidate, Wright State University

Jacob Bradburn Research Assistant, Michigan State University

Patrick Josh Minnesota State University - Mankato

0822-0846: Poster Session: Job Attitudes/Engagement
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

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17 Subsessions

- **0822: Belief in God and Job Satisfaction: A Meta-Analytic Study (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0824: A 14-Year Analysis of Unit-Level Job Satisfaction/Employee Engagement Score Stability (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0826: Perceived Job Alternatives and the Employee–Organization Social Exchange (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0827: Owning Yourself at Work, Speaking Up More? A Moderated Mediation Model of Voice (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0829: Investigating the Role of Psychological Resources and Ethics in Goal Pursuit (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0830: Psychological Contract Breach and Corporate Reputation Influence Job Attitudes (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0831: The Importance of Job Factors Versus Personality for Boosting Workplace Engagement (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0833: When Reputations Collide: Benefits and Drawbacks of Person–Group Reputational Misfit (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0834: How Can We Reduce Burnout Among Mental Health Professionals? (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0835: Cultivating a Mindful Workforce: Is Mindfulness Training Enough? (Poster)**
  🕐 1:00am - 10:00am, Jun 16

- SIOP Virtual

- **0836: Do Engaged Midwives Accumulate More Work Resources? A New Zealand-Based Study (Poster)**
  - 1:00am - 10:00am, Jun 16
  - SIOP Virtual

- **0838: Psychological Capital's Role in Work–School Facilitation/Conflict on Study Engagement (Poster)**
  - 1:00am - 10:00am, Jun 16
  - SIOP Virtual

- **0839: How Psychological Ownership Creates Paternalistic Leaders Across Cultures (Poster)**
  - 1:00am - 10:00am, Jun 16
  - SIOP Virtual

- **0840: The Effect of Managers' Psychological Ownership on Organizational Performance (Poster)**
  - 1:00am - 10:00am, Jun 16
  - SIOP Virtual

- **0843: To Be or Not to Be (Sleep Deprived): Classifying Growth Patterns of Insomnia (Poster)**
  - 1:00am - 10:00am, Jun 16
  - SIOP Virtual

- **0844: Relation Between Trust Attitudes and Behavioral Intentions to Trust (Poster)**
  - 1:00am - 10:00am, Jun 16
  - SIOP Virtual

- **0846: Happy Work, Happy Life? Constructive Replication Assessing the Longitudinal Relation (Poster)**
  - 1:00am - 10:00am, Jun 16
  - SIOP Virtual

0850: Poster Session: Strategic HR/Utility/Changing Role of HR
- 1:00am - 10:00am, Jun 16
- SIOP Virtual

1 Subsessions

- **0850: Changing Nature of Work: A Comparison of Worker Values and Work Characteristics (Poster)**
  - 1:00am - 10:00am, Jun 16
  - SIOP Virtual

0853: What's Stopping You? Organizational Constraints as a Major Work Stressor (Symposium)
- 1:00am - 10:00am, Jun 16
- SIOP Virtual

Authors: Nathan A. Bowling|CHAIR; Jesse S. Michel|COCHAIR; Cheryl Gray|AUTHOR; Jamie Striler|AUTHOR; Joshua Nagel|AUTHOR; Kayla Nicole Lacey|AUTHOR; Md Rashedul Islam|AUTHOR; Michael A. Rotch|AUTHOR; Mindy K. Shoss|AUTHOR; Paige R. Alenick|AUTHOR; Paul E. Spector|AUTHOR; Steve M. Jex|AUTHOR; Xinxuan Che|AUTHOR; Zhiqing E. Zhou|AUTHOR

Organizational constraints—events or conditions within one's workplace that interfere with effective job performance—are a widely studied type of work stressor. Example constraints include having inadequate supplies, equipment, or training to perform one's work tasks. This symposium address the measurement, prevalence, causes, and consequences of organizational constraints.

📢 **Speakers**

Nathan Bowling Professor, Wright State University

Jesse S. Michel Auburn University

Cheryl Gray Graduate Teaching Assistant, University of South Florida

Jamie Striler Research Assistant, University of Central Florida

Joshua Nagel The Graduate Center, CUNY & Baruch College, CUNY

Kayla Lacey University of South Florida

Md Rashedul Islam Department of Psychology, Wright State U

Michael A. Rotch Graduate Student Instructor, Auburn University

Mindy K. Shoss Associate Professor, University of Central Florida

Paige R. Alenick The Graduate Center & Baruch College, CUNY

Paul E. Spector Distinguished Professor, University of South Florida

Steve M. Jex University of Central Florida

Xinxuan Che Assistant Professor, Florida Institute of Technology

Z

Zhiqing E. Zhou Baruch College & The Graduate Center, CUNY

0856: Debating Value Conflicts Associated With Ethical Dilemmas in I-O Psychology (Panel Discussion)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Johnathan Nelson|COCHAIR; Chanda S. Sanders|COCHAIR; Deirdre J. Knapp|PANEL; Amy Dawgert Grubb|PANEL; Thomas S. Skiba|PANEL

The purpose of this session is to stimulate discussion of ethical dilemmas in I-O psychology practice and research, which evoke conflicting values that merit explicit identification and exploration. Panelists will introduce a small sample of practices that illustrate this situation and lead the audience in a friendly debate of the relevant ethical issues.

📢 **Speakers**

J

Johnathan Nelson Morehead State University

C

Chanda S. Sanders Internal Compliance Auditor for RCR Ethics Training, University of Oklahoma

Deirdre Knapp Principal Scientist, HumRRO

A

Amy Dawgert Grubb Federal Bureau of Investigation

T

Thomas S. Skiba People Scient, Humu

0859: The State of the Art and Future Horizons for Diversity and Inclusion (Panel Discussion)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Sarah Sleiman Haidar|CHAIR; Juliet Aiken|PANEL; Gail Greenfield|PANEL; Charlotte Karam|PANEL

In this session, professionals from the University of Maryland, the American University of Beirut, Mercer, and DDI gather to discuss their experiences, current trends, and future directions of the Diversity and Inclusion space. All practitioners and researchers interested in the topic are welcome to join the conversation on how to create inclusive environments that reap the benefits of diversity.

Sarah Haidar DDI

Juliet Aiken Managing Director & Principal Consultant, Conducere

Gail Greenfield Mercer

Charlotte Karam

0865: Interactive Tools: Web-Based Applications in Organizational Research and Practice (Alternative Session Type with multiple papers)

🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Leo Alexander|COCHAIR; Nick C. Koenig|AUTHOR; Q. Chelsea Song|COCHAIR; Richard N. Landers|DISCUSSANT; Evan Mulfinger|PRESENTER; Fred Oswald|AUTHOR; Wayne F. Cascio|AUTHOR; John W. Boudreau|AUTHOR; Alexis A. Fink|AUTHOR; Alexander Alonso|AUTHOR; Farshad Koohifar|PRESENTER; Isaac Benjamin Thompson|AUTHOR

Recent advances in open-source programming resources have made it easier than ever to create interactive, web-based software that informs organizational research and practice. Four novel R- and Python-based applications are presented and discussed to highlight the possibilities for researchers, practitioners, and educators to benefit from this powerful technological advancement.

📢 **Speakers**

Leo Alexander Rice University

Nick C. Koenig Modern Hire

Chelsea Song Assistant Professor of Industrial-Organizational Psychology, Purdue University

Richard N. Landers Instructor, University of Minnesota

Evan Mulfinger PhD Student, Rice University

Fred Oswald Professor, Rice University

Wayne F. Cascio University of Colorado Denver

John W. Boudreau University of Southern California, Center for Effective Organizations

Alexis A. Fink Vice President, People Analytics and Workforce Strategy, Facebook

Alexander Alonso Society for Human Resource Management (SHRM)

Farshad Koohifar Intern, Modern Hire

Isaac Thompson, Ph.D. Principal Data Scientist, Modern Hire

0866: Advances in Employee Voice: Inspiring Change, Network Influences, and Team Faultlines (Symposium)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Elizabeth A. McCune|CHAIR; Ethan R. Burris|AUTHOR; Shuqi Li|AUTHOR; Russell E. Johnson|AUTHOR; Hun Whee Lee|AUTHOR; Brent A. Scott|AUTHOR; Hong Yu|AUTHOR

Leveraging sophisticated methods (e.g., experience sampling, network analysis), 3 papers offer advancements in voice research. Specifically, they demonstrate how promotive and prohibitive voice can inspire change, explore how leader networks may influence the topics employees choose to voice and withhold, and provide evidence of how the broader team context might shape when employees speak up.

📢 **Speakers**

Elizabeth McCune Director, Employee Listening Systems and Culture Measurement, Microsoft

Ethan R. Burris Associate Professor, University of Texas at Austin

Shuqi Li Michigan State University

Russell E. Johnson Associate Professor, Michigan State University

Hun Lee Ohio State Univ.

Brent A. Scott Associate Professor, Michigan State University

Hong Yu Microsoft

0868: Trust in AI (Panel Discussion)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Melissa Marie Fakler|CHAIR; Andrew L. Solomonson|PANEL; David J. Lux|PANEL; John S. Slifka|PANEL; Timothy C. Lisk|PANEL

This panel brings together diverse practitioner perspectives on the importance of properly building trust in AI applications within organizations. They will explore how the implementation of AI selection tools can impact stakeholders at 3 distinct levels: the organization, the team, and the individual. They will discuss best practices to promote the understanding and trust of AI applications.

📢 **Speakers**

Melissa Fakler I/O Psychology Consultant, HireVue

Andrew L. Solomonson Principal Consultant, Global Talent Management, Delta Air Lines

David J. Lux Assessment Manager, Georgia-Pacific

John Slifka Head of Global Employee Engagement & Organizational Effectiveness, Kraft Heinz

Tim Lisk Manager, People Analytics, Facebook

0870: The Inclusion Imperative: Leveraging Women's Leadership Potential (Panel Discussion)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Nikita Agnihotri|COCHAIR; Anna Boyer|PANEL; Aarti Shyamsunder|CHAIR; Janice Gassam|PANEL; Anna Marie Valerio|PANEL; Myia S. Williams|PANEL; Simone Wilson|PANEL

In the face of persistent gender gaps at work, a fresh look at the efforts of organizations and leadership development experts in helping close those gaps is warranted. This panel brings together six distinguished expert practitioners working in the leadership development space with a focus on women and will address the practical challenges and opportunities in helping women advance at work.

📢 **Speakers**

Nikita Agnihotri I/O Psychology

Anna Boyer Sr manager DEI, Micron Technology

Aarti Shyamsunder Proprietor; Organizational Psychologist, Psymantics Consulting

Janice Gassam Hofstra University

Anna Marie Valerio President, Executive Leadership Strategies, LLC

Myia Williams Research Assistant, Northwell Health

Simone Wilson Talent and Organizational Development Leader, United Methodist Women

0871: Question Time: What Advice Can I-O Psychology Researchers Give to Entrepreneurs? (Alternative Session Type with Presenters (no authorship order))
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Sonia Cristina Codreanu|COCHAIR; Gorkan Ahmetoglu|PRESENTER; Alexander E. Glosenberg|PRESENTER; Felipe Cuadra|PRESENTER; Stephan Ledain|PRESENTER

A panel of I-O psychology and entrepreneurship researchers will answer questions posed by a panel of entrepreneurs on practical issues and challenges they have encountered as part of their experience setting up and growing their ventures. We aim to provide entrepreneurs research-based practical advice and highlight areas where I-O psychologists can contribute to entrepreneurship research.

📢 **Speakers**

Sonia Codreanu HireVue | University College London

Gorkan Ahmetoglu Lecturer of Business Psychology, University College London

Alexander E. Glosenberg Assistant Professor - Fred Kiesner Center for Entrepreneurship, Loyola Marymount University

Felipe Cuadra Head of Consulting and Customer Success, Rankmi.com

Stephan Ledain RHR International

0875-0891: Poster Session: Careers/Mentoring/Socialization/Onboarding/Retirement
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

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8 Subsessions

- **0875: Spiritual Mentorship and Work Meaningfulness: The Mediating Role of Calling (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0876: Do You See What I See? Intern and Supervisor Perspectives of Their Internships (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0878: Changing Nature of Work: Exploring Multiple Jobholders Trends (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0881: When Do Negative Mentoring Experiences Relate to CWB? (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0883: Dealing With Complex Data: A New Measure for Social and Enterprising**

Occupations (Poster)
🕑 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

- **0884: Maintaining Job Crafting Over Time: The Joint Effect of Autonomy and Career Support (Poster)**
  🕑 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0885: Maybe She's Gifted? Maybe It's Mentoring: Benefits of Mentors Over Career Trajectory (Poster)**
  🕑 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0886: Living a Calling and Burnout: Life Satisfaction and Workaholism as Mediators (Poster)**
  🕑 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

0905: How to Develop and Implement Unidimensional Computer Adaptive Tests (Master Tutorial)
🕑 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Scott K. Burtnick|PRESENTER; Kevin A. Byle|PRESENTER; Jeffrey M. Cucina|PRESENTER; Kimberly M. Perry|PRESENTER

This session covers the development and implementation of computer adaptive tests (CATs), including overviews of CATs and item response theory, item pool development, item calibration, CAT-development software, algorithm creation using simulations, scaling/equating, experimental item collection, the development of programmer instructions, test implementation tasks, user testing, and guidance.

📢 **Speakers**

Scott K. Burtnick Personnel Research Psychologist, U.S. Customs and Border Protection

Kevin A. Byle Personnel Research Psychologist, U.S. Customs and Border Protection

Jeffrey Cucina U.S. Customs and Border Protection

0906: Cutting Edge Approaches to Studying Trust in Organizations (Symposium)
🕑 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Amanda L. Thayer|CHAIR; Jessica L. Wildman|COCHAIR; Tristin William Halfman|AUTHOR; Jennifer Feitosa|AUTHOR; C. Shawn Burke|AUTHOR; Rebecca Grossman|AUTHOR; William S. Kramer|AUTHOR; Eduardo Salas|AUTHOR; Hayley Brooke Smith|AUTHOR; Krisztina Szabo|AUTHOR; Christopher Wiese|AUTHOR

Trust is key to success in organizations, because nearly all employees are required to work with others. Authors present 4 papers describing cutting edge research and theory on trust in organizations. These papers touch on a number of topic including new conceptualizations of trust in leadership, issues of

measurement, the distinctiveness of trust versus distrust, and the role of time.

📢 **Speakers**

Amanda L. Thayer University of Akron

Jessica L. Wildman Associate Professor, Florida Institute of Technology

Tristin William Halfman Institute for Simulation and Training

Jennifer Feitosa Assistant Professor, Claremont McKenna College

C. Shawn Burke Professor (Research), University of Central Florida

Rebecca Grossman Hofstra University

William S. Kramer University of Nebraska, Omaha

Eduardo Salas Professor and Allyn R. & Gladys M. Cline Chair, Department Chair, Rice University

Hayley Brooke Smith Dr. Burke

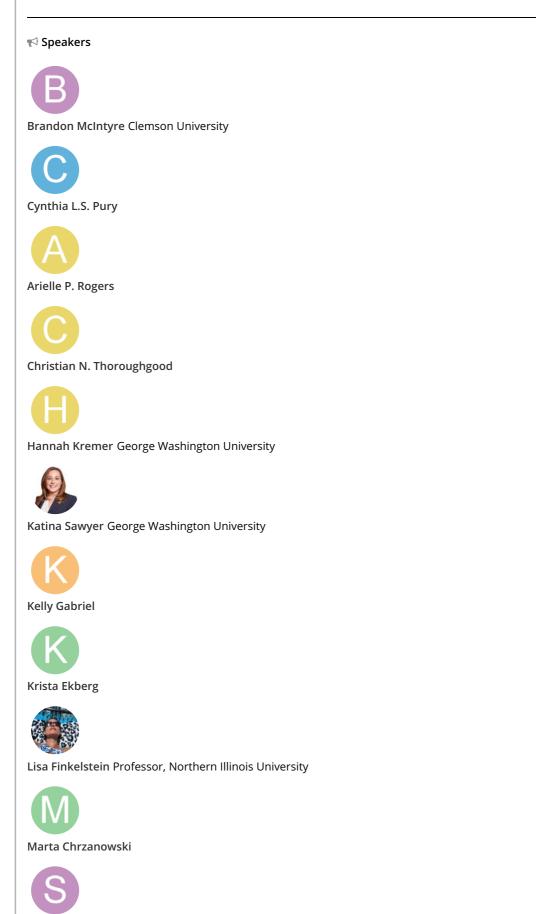**Krisztina Szabo** Institute for Simulation and Training (UCF)

Christopher Wiese Assistant Professor, Georgia Institute of Technology

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0910: Concealable Identity Disclosure at Work: A Positive Approach (Symposium)
🕐 1:00am - 10:00am, Jun 16

This symposium identifies a variety of positive psychology approaches to understanding identity disclosure at work. Different types of identity disclosure are discussed as well their relationship to positive constructs leading to disclosure and resulting from it.

📢 Speakers

Brandon McIntyre Clemson University

Cynthia L.S. Pury

Arielle P. Rogers

Christian N. Thoroughgood

Hannah Kremer George Washington University

Katina Sawyer George Washington University

Kelly Gabriel

Krista Ekberg

Lisa Finkelstein Professor, Northern Illinois University

Marta Chrzanowski

Sydney Milian Clemson University

0912: SIOP Select: Revising the APA Ethics Code to Better Fit the Roles of I-O Psychologists (Special Event)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Deirdre J. Knapp|CHAIR; Gabrielle Blackman|PRESENTER; Li Lin|PRESENTER

The aim of this session is to solicit feedback from the SIOP community regarding the APA Ethics Code in order to inform the APA Ethics Code Task Force that is revising it. Participants will have an opportunity to give feedback about the strengths and limitations of the Ethics Code and to share ideas about how to revise it to serve their professional needs.

📢 **Speakers**

Deirdre Knapp Principal Scientist, HumRRO

Gabrielle Blackman Thesis Advisor, Purdue University Global

Li Lin Facebook

0914: Going for the GRFP: How to Win an NSF Graduate Research Fellowship (Master Tutorial)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Julie V. Dinh|PRESENTER

Each year, graduate students nationwide compete for prestigious and highly selective National Science Foundation Graduate Research Fellowships. This master tutorial walks faculty and students through successful applications. It begins with an informational session, involves interactive brainstorming exercises, reviews writing strategies and techniques, and shares useful tools and resources.

📢 **Speaker**

Julie Dinh Graduate Student Researcher, Rice University

0926-0956: Poster Session: Work and Family/Non-Work Life/Leisure
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

22 Subsessions

● **0313: Genetic Influences on Work–Family Conflict: An Initial Examination (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

● **0401: Reattachment to Work in the Morning and Day-Level Leader Outcomes**

- **(Poster)**
  - 🕐 1:00am - 10:00am, Jun 16
  - 📍 SIOP Virtual

- **0402: Family-Supportive Supervisory Behaviors and Perceived Benevolent Intent (Poster)**
  - 🕐 1:00am - 10:00am, Jun 16
  - 📍 SIOP Virtual

- **0405: Applying Self-Expansion to Work–Family Conflict and Enrichment (Poster)**
  - 🕐 1:00am - 10:00am, Jun 16
  - 📍 SIOP Virtual

- **0643: Determining if Family Support Is Detrimental to Women's Career Advancement (Poster)**
  - 🕐 1:00am - 10:00am, Jun 16
  - 📍 SIOP Virtual

- **0928: A Model of Supervisor–Employee Gender Dissimilarity and Work–Family Conflict (Poster)**
  - 🕐 1:00am - 10:00am, Jun 16
  - 📍 SIOP Virtual

- **0929: Who Benefits in Dual-Earner Couples? Career Focus and Work–Family Balance (Poster)**
  - 🕐 1:00am - 10:00am, Jun 16
  - 📍 SIOP Virtual

- **0932: Exploring the Cornucopia of Personal Life Activities: A Taxonomy Development (Poster)**
  - 🕐 1:00am - 10:00am, Jun 16
  - 📍 SIOP Virtual

- **0933: Intimate Partner Aggression at Work: The Buffering Role of Career Adaptability (Poster)**
  - 🕐 1:00am - 10:00am, Jun 16
  - 📍 SIOP Virtual

- **0934: Exploring the Recovery Paradox: Burnout and Personality Affect Recovery Experiences (Poster)**
  - 🕐 1:00am - 10:00am, Jun 16
  - 📍 SIOP Virtual

- **0935: Career Consequences of Flexwork Use Among Parents of Children With Autism (Poster)**
  - 🕐 1:00am - 10:00am, Jun 16
  - 📍 SIOP Virtual

- **0936: Effects of Future Time Perspective and Identity on Boundary Management (Poster)**
  - 🕐 1:00am - 10:00am, Jun 16
  - 📍 SIOP Virtual

- **0937: Employee Reactions to Interruptions From Family During Work (Poster)**
  - 🕐 1:00am - 10:00am, Jun 16
  - 📍 SIOP Virtual

- **0940: Putting WLB in Context: Fit and Dissimilarity Considerations of Work–Life Balance (Poster)**
  - 🕐 1:00am - 10:00am, Jun 16
  - 📍 SIOP Virtual

- **0941: Factors Influencing Career Advancement Potential for Mothers in the Workplace (Poster)**

⏰ 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

- **0943: A Review of LGBTQ+ Work–Family: What Do We Know and Where Do We Go From Here? (Poster)**
  ⏰ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0946: Understanding the Role of Family-Specific Resources for Immigrant Workers (Poster)**
  ⏰ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0947: Outcomes of Workaholism: A Qualitative Study From the Spouse's Perspective (Poster)**
  ⏰ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0948: Development and Validation of a Positive Spillover Scale: Synthesizing the Literature (Poster)**
  ⏰ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0950: To Detach or Not to Detach? Well, It Depends... (Poster)**
  ⏰ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0952: Work–Family Spillover: Revisiting Motivational Control Theory (Poster)**
  ⏰ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0955: A Meta-Analysis on Crossover of Workplace Traumatic Experiences Between Partners (Poster)**
  ⏰ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

0958: Modern Advances in the Study of Team Composition and Diversity (Symposium)
⏰ 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Anthony Misisco|COCHAIR; James A. Grand|AUTHOR; Sydney Begerowski|AUTHOR; Steve W. J. Kozlowski|COCHAIR; Georgia LaMarre|AUTHOR; Alex P. Lindsey|AUTHOR; Mikayla Marcinkowski|AUTHOR; Amer Odeh|AUTHOR; Jeffrey Olenick|AUTHOR; Isaac E. Sabat|AUTHOR; Chester S. Spell|AUTHOR; Melissa Vazquez|AUTHOR; Jeremy R. Winget|AUTHOR; Suzanne T. Bell|AUTHOR; Katerina Bezrukova|AUTHOR; Shanique G. Brown|AUTHOR; Georgia T. Chao|AUTHOR; Noshir Contractor|AUTHOR; Leslie A. DeChurch|AUTHOR; Rosemarie Fernandez|AUTHOR; Matt Grabowski|AUTHOR; Elizabeth Rosenman|AUTHOR; Sarah Brolliar|AUTHOR

Approximately 15 years ago, Harrison and Klein (2007) set the stage for advancing the study and conceptualization of team diversity and composition. This symposium displays a variety of advanced, cutting-edge methodological and analytic techniques, including Bayesian methodology, computational modeling, unique data sources, multilevel theory and modeling, and dynamics.

📢 **Speakers**

Anthony Misisco Organizational Psychology, Michigan State University

James A. Grand Assistant Professor, University of Maryland

Sydney Begerowski Clemson University

Steve W. J. Kozlowski Professor of Organizational Psychology, Michigan State University

Georgia LaMarre Wayne State

Alex P. Lindsey University of Memphis

Mikayla Marcinkowski Graduate Research And Teaching Assistant, DePaul University

Amer Odeh Wayne State University

Jeffrey Olenick Michigan State University

Isaac E. Sabat Assistant Professor, Texas A&M University

Chester S. Spell Professor, Rutgers University

Melissa Vazquez Graduate Research Associate, DePaul University

Jeremy R. Winget Lecturer, Loyola University Chicago

Suzanne T. Bell Professor, DePaul University

Katerina Bezrukova University at Buffalo, SUNY

Shanique Brown Assistant Professor, Wayne State University

Georgia T. Chao Associate Professor, Michigan State University

Noshir Contractor Jane S. & William J. White Professor of Behavioral Sciences, Northwestern University

Leslie A. DeChurch Professor, Northwestern University

Rosemarie Fernandez University of Florida

Matt Grabowski Indiana University - Purdue University Indianapolis

Elizabeth Rosenman

Sarah Brolliar Research Coordinator, University of Washington - Department of Emergency Medicine

0961: Investigations Into Factors That Build Positive Safety Capacity (Symposium)

🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Tristan Casey|CHAIR; David Holman|AUTHOR; Natalie Armenteros|AUTHOR; Archana Manapragada Tedone|AUTHOR; Charlotte McClelland|AUTHOR; Angela Mulcahy|AUTHOR; Andrew F. Neal|DISCUSSANT; Stephanie C. Payne|AUTHOR; Arieana Thompson|AUTHOR; Nick Turner|AUTHOR; Krista L. Uggerslev|AUTHOR; Sara Willis|AUTHOR; Valentina Bruk-Lee|AUTHOR; Sharon Clarke|AUTHOR; Stefan Val Dumlao|AUTHOR; Pernille Goodbrand|AUTHOR; Janis Hanley|AUTHOR; Jose J. Hernandez-Muñoz|AUTHOR; Laura Heron|AUTHOR; Delbert Benny Holland|AUTHOR

Safety is defined as freedom from unacceptable risk. However, as organizations become safer, there is less information. In the field of resilience engineering, safety is also defined as the presence of positive capacities that enable work to be successful. This symposium describes 5 studies that together outline new ideas and methods to build positive safety capacities.

📢 **Speakers**

Tristan Casey Griffith University

David Holman The University of Manchester

Natalie Armenteros

Archana Manapragada Tedone University of Baltimore

Charlotte McClelland Independent Consultant

Angela Mulcahy Clinical Assistant Professor, Texas A&M University

Andrew F. Neal University of Queensland

Stephanie Payne Professor, Texas A&M University

Nick Turner University of Calgary

Krista L. Uggerslev Northern Alberta Institute of Technology

Sara Willis The University of Manchester

Valentina Bruk-Lee Associate Professor of Industrial/Organizational Psychology, Florida International University

Sharon Clarke Professor of Organisational Psychology, University of Manchester

Stefan Val Dumlao I-O Psychology PhD Student, Texas A&M University

Pernille Goodbrand Teaching Assistant, University of Calgary

Janis Hanley Griffith University

Jose J. Hernandez-Muñoz Texas A&M University

Laura Heron Florida International University

Delbert Benny Holland Texas A&M University, Health Science Center

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0962: Research in the MeToo Era: Novel Approaches to Studying Workplace Sexual Harassment (Symposium)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Arturia T. Melson-Silimon|COCHAIR; Nathan T. Carter|COCHAIR; Allison S. Gabriel|AUTHOR; Elena Maria Wong|AUTHOR; Christopher C. Rosen|AUTHOR; Alicia A. Grandey|AUTHOR; Ariel Lelchook|AUTHOR; Gregoire Bollmann|AUTHOR; Joel Koopman|AUTHOR; Kate M. Conley|AUTHOR; Laura April Pineault|AUTHOR; Marcus W. Dickson|AUTHOR; Nathan Weidner|AUTHOR; Rafaela Papadopoulos|AUTHOR; Timothy G. Kundro|AUTHOR; Vanessa A. Burke|AUTHOR; Young Eun Lee|AUTHOR

Workplace sexual harassment (SH) continues to be an important research area in applied psychology due to its psychological and physiological outcomes for survivors. However, past SH research has largely involved cross-sectional survey designs. This symposium presents 5 papers in which authors adopt alternative methodological approaches to gain a deeper understanding of the impacts of SH.

📢 **Speakers**

Arturia Melson-Silimon The University of Georgia

Nathan T. Carter Associate Professor, University of Georgia

Allison S. Gabriel Associate Professor of Management and Organizations / Robbins Fellow, University of Arizona

Elena Maria Wong University of Arizona

Christopher C. Rosen University of Arkansas

Alicia Grandey Professor, Penn State University

Ariel Lelchook

Gregoire Bollmann University of Zurich

Joel Koopman Texas A&M University

Kate Conley Senior Consultant, Maximus International

Laura Pineault Wayne State University

Marcus Dickson Professor of Organizational Psychology, Wayne State University

Nathan Weidner University of Toledo

Rafaela Papadopoulos University of Zurich

Timothy G. Kundro PhD Student in Organizational Behavior, The Wharton School

Vanessa A. Burke Pennsylvania State University

Young Eun Lee Texas A&M University

0964: Naughty by Nature: An In-Depth Look at Personality's Role in Employee Deviance (Symposium)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Clare L. Barratt|CHAIR; Lexi Hirvo|AUTHOR; Christopher M. Berry|DISCUSSANT; Claire Elizabeth Smith|AUTHOR; Alexandra Harris|AUTHOR; Nathan T. Carter|AUTHOR; Samuel T. McAbee|AUTHOR; Scott Highhouse|AUTHOR; Susannah Huang|AUTHOR; Melissa A. Albert|AUTHOR

Personality's correlation with negative workplace behavior is well-established. Still, across 4 studies, authors posit that current understanding of this relationship is incomplete. They advance this literature via novel and nuanced examinations of traits beyond the 5 factor model, crucial interactions (trait–ability, trait–trait through profiles), and motives connecting personality to deviance.

📢 **Speakers**

Clare Barratt Assistant Professor, Bowling Green State University

Lexi Hirvo BGSU

Christopher M. Berry Indiana University

Claire Smith Graduate Research Assistant, Bowling Green State University

Alexandra Harris Northwestern University

Nathan T. Carter Associate Professor, University of Georgia

Samuel McAbee

Scott Highhouse Professor and Ohio Eminent Scholar, Bowling Green State University

Susannah Huang Graduate Student, Bowling Green State University

Melissa A. Albert Data Analytics Consultant, The Career Center at The College of New Jersey

0968: Game-Based Assessments: Fad or Sound Psychometric Assessments? (Symposium)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Sonia Cristina Codreanu|COCHAIR; Franziska Leutner|COCHAIR; Salih Mujcic|AUTHOR; Michael B. Armstrong|AUTHOR;Jason A. Blaik|AUTHOR; Elena Auer|AUTHOR; Theodoros Bitsakis|AUTHOR; Sebastian Marin|AUTHOR; Richard N. Landers|AUTHOR; Andrew B. Collmus|AUTHOR

Despite game-based assessments (GBAs) being increasingly employed in selection practice, there is limited literature evaluating their psychometric properties. There is a need for more rigorous investigation of what GBAs measure, what they do not measure, and how reliable they are. Across 5 papers, this symposium presents a variety of approaches to gathering construct validity data on GBAs.

📢 **Speakers**

Sonia Codreanu HireVue | University College London

Franziska Leutner HireVue | University College London

Michael B. Armstrong Google

Salih Mujcic Head of product and innovation, Hudson

Jason A. Blaik Lead Psychometrician, Revelian

Elena Auer University of Minnesota

Theodoros Bitsakis Machine Learning Lead, HireVue

Sebastian Marin University of Minnesota

Richard N. Landers Instructor, University of Minnesota

Andrew B. Collmus Facebook

0969: Career and Technical Education Participation/Training (Symposium)

🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

Authors: Harrison J. Kell|CHAIR; Amanda Neuberger|AUTHOR; Kevin M. Williams|COCHAIR; Sherin Shaju|AUTHOR; Daniel Fishtein|AUTHOR; Katrina Roohr|AUTHOR; Daniel R. Hawthorne|AUTHOR; Federico Salas-Isnardi|AUTHOR; Karl Haigler|AUTHOR; Rae Nelson|AUTHOR; Maria Elena Oliveri|AUTHOR; Jason G. Randall|AUTHOR; Matthew David Hanson|AUTHOR

Career and technical education (CTE) is a modern approach to vocational education; its associated jobs require preparation beyond high school but not a 4-year degree. Despite strong public and political support, and demand for affiliated jobs, CTE is unexplored by I-O psychologists. This symposium brings together presenters from academia, practice, and government to explore this exciting space.

📢 **Speakers**

Harrison Kell Educational Testing Service

Amanda Neuberger SUNY Albany

Kevin M. Williams Educational Testing Service

Sherin Shaju University at Albany, SUNY

Daniel Fishtein Educational Testing Service

Katrina Roohr Educational Testing Service

Daniel R. Hawthorne PAIRIN

Federico Salas-Isnardi President and Lead Instructor, FSI Diversity and Education

Karl Haigler President, Haigler Enterprises International, Inc.

Rae Nelson Haigler Enterprises International, Inc.

Maria Elena Oliveri Educational Testing Service

Jason G. Randall University at Albany, SUNY

Matthew David Hanson University at Albany, SUNY

0409-0430, 0974-1001: Poster Session: Inclusion/Diversity
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

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33 Subsessions

- **0315: Examining the Role of Gender in Scholarly Collaborations in I-O Psychologists (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0409: Identifying as LGB at Work: Implications of Disclosure Within Work Teams (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0411: A Multilevel Process Model of Research on Fatherhood and Impression Management (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

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0414: A Target-Centered Approach for Determining How to Confront Workplace Sexism (Poster)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

- **0415: Perceived Fairness of Workplace Accommodation: The Role of Controllability (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0417: Why Did They Stay? The Impact of Race-Based Discrimination on Work-Related Outcomes (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0419: Climate of Inclusion: A Necessary Ingredient for A Successful Diversity Climate? (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0420: Intergroup Contact and Islamophobia: Psychological Threat and Religious Identity as M (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0421: How Positive Attitudes Toward Asians Impact Perceptions of Subtle Microaggressions (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0423: Why Do You Need an Accommodation?: Controllability and Fairness Perceptions (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0424: The Effects of Income Mobility on Personal Control and Leadership Attainment (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0425: An Intersectional Approach to Ambivalent Sexism, Race, Sexuality, and Self-Esteem (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0426: Women-Exclusive Professional Development Programs Cause Inadvertent Backlash (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0429: Psychological Ownership and Decent Work: A Multiwave Study (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0430: Issues of Veterans in Non-Military Organizations (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0974: Perceived Pay Equity Predicts Important Employer-Valued Outcomes (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0976: Reactions to Selection Processes Involving Diversity Statements (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0977: Burden of Stigma and Identity Management: Impact on Police Officers' Outcomes (Poster)**
  ⊕ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0978: The Toll of Recurring Sexism in the Workplace: A Self-Regulatory Perspective (Poster)**
  ⊕ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0984: Colorism in the Workplace: Intergroup and Intragroup Discrimination (Poster)**
  ⊕ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0985: Cyber Sexual Harassment: A New Conceptualization of an Old Problem (Poster)**
  ⊕ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0986: The Inclusive Leadership Questionnaire: Development of a Theory-Based Measure (Poster)**
  ⊕ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0990: Racioethnic Differences in the Effect of Diversity Climate on Emotional Exhaustion (Poster)**
  ⊕ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0991: Where's the "I-O" in Bias? A Field Study of Racial Bias in Policing (Poster)**
  ⊕ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0992: Does It Matter Who Is Harassed? Third-Party Anger/Reactions to Workplace Harassment (Poster)**
  ⊕ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0993: Dismantling the Racial Hierarchy: Measuring Learning and Reactions to White Privilege (Poster)**
  ⊕ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0994: Influence of Leader Identity on Psychological Diversity Climate Perceptions (Poster)**
  ⊕ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0995: Development and Validation of the Benevolent Sexism in the Workplace Scale (Poster)**
  ⊕ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0996: Examining Reactions to Inclusive Religious Events at Work (Poster)**
  ⊕ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0997: Gender Differences in Productivity and Compensation of Academics (Poster)**
  ⊕ 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **0999: Applicant Perceptions of Diversity Climate and Organizational Attractiveness (Poster)**
  ⊕ 1:00am - 10:00am, Jun 16

- **1000: The Role Inclusion Has on Applicant Reactions; Organizational Trust as a Mediator (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

- **1001: The Effects of Emotional Labor on Diversity and Inclusion Professionals (Poster)**
  🕐 1:00am - 10:00am, Jun 16
  📍 SIOP Virtual

1002: Closing Plenary (Special Event)
🕐 1:00am - 10:00am, Jun 16
📍 SIOP Virtual

We asked renowned experts from across the behavioral sciences and popular culture to tell us what they think the future holds in just a couple minutes.

Introduced by Scott Tonidandel and Tara Behrend, the speakers, listed in program order, include: Adam Grant, Skip Lupia, Wayne Cascio, Margaret Levi, Frederik Anseel, Enrica Ruggs, Janine Waclawski, Elizabeth Kolmstetter, Herman Aguinis, Jed Kolko, Quinetta Roberson, Nancy Tippins, Hilke Schellman, Daniel Pink, Paula Caligiuri, and Ruth Kanfer.

SIOP President Georgia Chao closes the program with an informative presentation on NSF funding and reflections on the presentations.

1003: SIOP and APA: The Road Ahead is Paved with Opportunities (Special Event)
🕐 1:00am - 10:00am, Jun 16

Though some see APA advocating primarily on behalf of clinicians, several recent developments (including the new Office of Applied Psychology) indicate this is changing. Our panel of APA Council Representatives and Board Chairs will discuss these developments and share perspectives about how SIOP members and I-O psychology can benefit by engaging with APA.

📢 **Speakers**

Deirdre Knapp Principal Scientist, HumRRO

Sara Weiner Independent

Jeffrey McHenry Rainier Leadership Solutions

Gavan O'Shea Director, Private Sector Talent Management, HumRRO

Fred Oswald Professor, Rice University

Wed, Jun 17, 2020

1:00am

All sessions will appear on June 15, 16, or 17 depending on your time zone
🕐 1:00am - 1:00am, Jun 17

Quick Tips:

Update your profile (only available in the mobile app)
• Explore the agenda. All conference content appears on a single day on the agenda, June 15, 16, or 17 depending on the time zone you're in.
•   Presenters/speakers can use the speaker hub (only available in the mobile app) to check activity for your sessions.
•   Connect with conference partners by exploring the "Exhibitors" section.

Session-Related Benefits:

Watch on your own schedule, as session materials will be available asynchronously.
• Engage in the Q&A and Comments/Chat threads for each conference session.
•   Schedule watch parties-- time with friends to view a session "together" and communicate by private chat or in the session message thread.

Networking Benefits:
Use the attendees menu item in the app to search for attendees, view profiles, an exchange messages (profile information is only available on the mobile app).
• Create virtual meet-ups and engage in discussion topics in the community menu.
•   Find or post photos from the home page of the mobile app or the "Share Your Moments" thread in the web app Community menu.

Thu, Jun 18, 2020

1:00am

All sessions will appear on June 15, 16, or 17 depending on your time zone
🕐 1:00am - 1:00am, Jun 18

Fri, Jun 19, 2020

1:00am

All sessions will appear on June 15, 16, or 17 depending on your time zone
🕐 1:00am - 1:00am, Jun 19

Sat, Jun 20, 2020

1:00am

All sessions will appear on June 15, 16, or 17 depending on your time zone
🕐 1:00am - 1:00am, Jun 20

Sun, Jun 21, 2020

1:00am

All sessions will appear on June 15, 16, or 17 depending on your time zone
🕐 1:00am - 1:00am, Jun 21

Mon, Jun 22, 2020

1:00am

All sessions will appear on June 15, 16, or 17 depending on your time zone
🕐 1:00am - 1:00am, Jun 22

Tue, Jun 23, 2020

1:00am

All sessions will appear on June 15, 16, or 17 depending on your time zone
🕐 1:00am - 1:00am, Jun 23

Wed, Jun 24, 2020

1:00am

All sessions will appear on June 15, 16, or 17 depending on your time zone
🕐 1:00am - 1:00am, Jun 24

Thu, Jun 25, 2020

1:00am

All sessions will appear on June 15, 16, or 17 depending on your time zone
🕐 1:00am - 1:00am, Jun 25

Fri, Jun 26, 2020

1:00am

All sessions will appear on June 15, 16, or 17 depending on your time zone
🕐 1:00am - 1:00am, Jun 26

Sat, Jun 27, 2020

1:00am

All sessions will appear on June 15, 16, or 17 depending on your time zone
🕐 1:00am - 1:00am, Jun 27

Sun, Jun 28, 2020

1:00am

All sessions will appear on June 15, 16, or 17 depending on your time zone
🕐 1:00am - 1:00am, Jun 28

Mon, Jun 29, 2020

1:00am

All sessions will appear on June 15, 16, or 17 depending on your time zone
🕐 1:00am - 1:00am, Jun 29

Tue, Jun 30, 2020

1:00am

All sessions will appear on June 15, 16, or 17 depending on your time zone
🕐 1:00am - 1:00am, Jun 30