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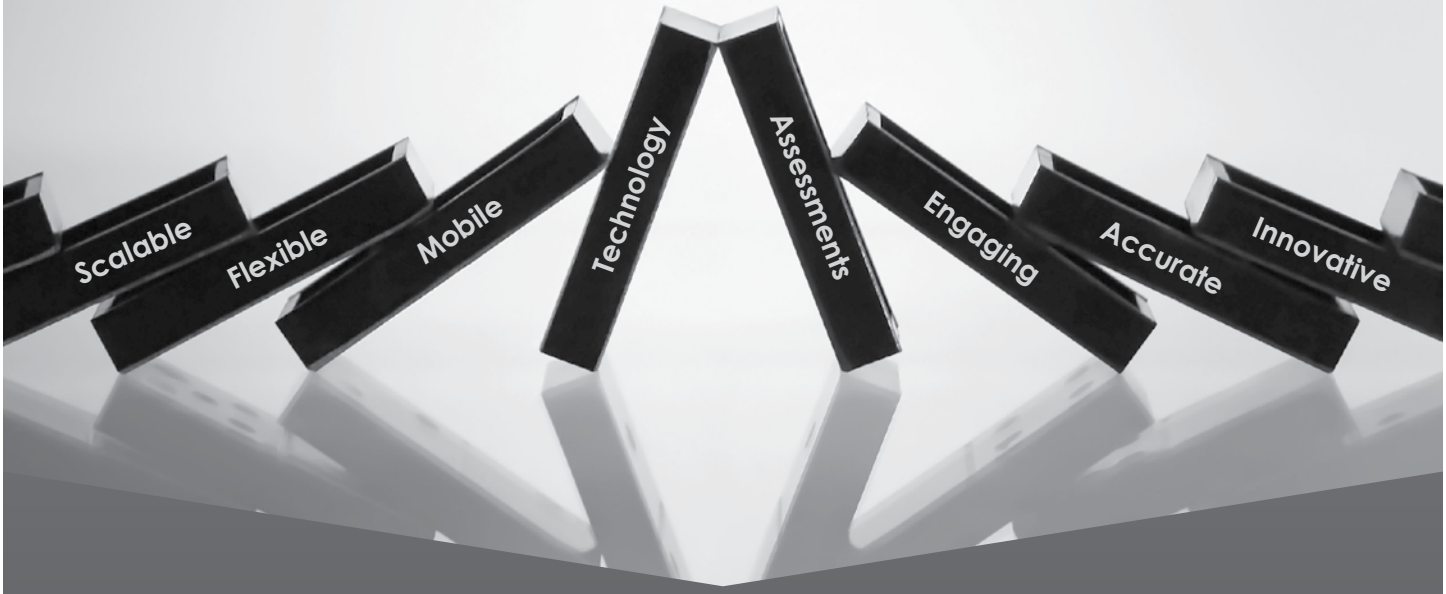

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33rd ANNUAL SIOP CONFERENCE PROGRAM

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New This Year!

Those of you familiar with the SIOP Conference printed program will notice some changes in this edition. First, the numbering of the sessions has changed. Instead of poster sessions listed under one number in a block, each session now has its own session number. This will make the presentation easier to find for presenters and attendees alike. Second, you will notice several images included with the session descriptions. All are welcome to attend these presentations, which are included with your registration.

SIOP Select sessions prepared by the SIOP Executive Board or Conference Committee

HR: HR Practitioner Track

MultiDisciplinary: multidisciplinary sessions

(R) reproducible resource presentations

Third, we have also moved the list of reviewers out of the program and on to the web so the list is visible to the public, not just those who receive a printed program. Fourth, we have removed the black and white schedule grids, which over the years have become harder to use due to the addition of more special sessions, and replaced them with color-coded online versions. These versions will be available in hard copy at the event in the program summary. Also removed is the continuing education credit information. This information is updated frequently, so it has been decided that the web is the best place for it to reside. The goal of these changes is to make the printed program as user friendly as possible. Thank you and enjoy the 33rd Annual SIOP Conference!

SIOP 2018 Conference and Program Committee Members

Daisy Chang, Conference Chair
Tracey Rizzuto, Incoming Program Chair
Fred Oswald, SIOP President
Jackie Spencer, Placement Center Co-Chair
Emily Solberg, Local Arrangements
Scott Tonidandel, Incoming Conference Chiar
Zack Horn, Past Program Chair
Leann Caudill, Volunteer Coordinator
Wendy Bedwell, Consortia Chair
Tracy Kantrowitz, Program Chair
Gavan O'Shea, Workshop Chair
Tim McGonigle, Placement Center Co-Chair
Jessica Nicklin, Conference Evaluation Chair

Program Subcommittee Chairs: Rob Stilson, Dev Dalal, Richard Chambers, Levi Nieminen

Questions? Visit the SIOP Hospitality Desk near conference registration.

Access the searchable version of this program at www.siop.org/Conferences/18con/Program/searchable.aspx

Persons With Disabilities

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

OFFICE OF THE MAYOR

CITY OF CHICAGO

RAHM EMANUEL
MAYOR

April 19, 2018

Dear Friends:

As Mayor, and on behalf of the City of Chicago, I am pleased to welcome all those attending the 33rd Annual Society for Industrial and Organizational Psychology (SIOP) Conference.

Since its founding, SIOP has become the premier organization for those practicing industrial-organizational (I-O) psychology. SIOP has worked to advance I-O psychology through research that improves the well-being and performance of people in the workforce. Through workforce planning, employee selection, leader development, the study of job attitude and motivation, and facilitating organizational changes, SIOP is working to continue the advancement of science and the practice of the psychology of work.

This year's event brings over 5,000 industrial-organizational psychologists and students, along with representatives from consulting firms, publishers, and other related industries together to discuss, network, and learn. With a selection of workshops, exhibitions, receptions, and networking events, attendees will have the opportunity to learn new ways to advance the science of work, develop smarter and innovative evidence-based HR, organizational tools, and solutions. I commend SIOP for continuing their work in the science and practice of the psychology of work.

It is my hope that after learning about and discussing what's new and changing, you will take the time to explore and take advantage of everything Chicago has to offer. An exciting variety of restaurants, universities and world-class museums accented by our iconic skyline, incredible lakefront, and historic neighborhoods make Chicago one of the world's greatest cities.

I hope you have an enjoyable and productive conference, and submit my best wishes for much-continued success.

Sincerely,

Rahm Emanuel

Mayor

Dear Colleagues,

Welcome to the 33rd Annual SIOP Conference in Chicago! This year's conference introduces several innovations designed to elevate your experience and tailor the conference to your needs. The heart of the conference continues to be the array of peer-reviewed sessions. The conference is packed with symposia, roundtables, panels, debates, master tutorials, and posters. There are many alternative sessions, which means more novel formats and creative ways to engage attendees. The top rated posters will be showcased at the Thursday evening Networking Reception, *presented by SHL*. An HR Practitioner Track is set for Friday in Sheraton 3 for those with specific interests in the practice of HR. We would like to call your attention to some new and noteworthy features of this year's conference.

Opening Plenary Session
The conference kicks off on Thursday morning with SIOP's highest awards and introductions to the newest SIOP Fellows. This event will feature Fred Oswald's Presidential Address with a review of the goals for TeamSIOP, following a must-see introduction by incoming president, Talya Bauer.

SIOP Select
This new concept highlights sessions cultivated by SIOP volunteers and committees on high-demand, high-impact topics that are broadly applicable across the membership. What was previously a series of special, featured, Theme Track, Executive Board, and Alliance sessions are now united as SIOP Select! It includes a presidential theme track held on Thursday in Sheraton 5 entitled "TeamSIOP Ventures Into New Playing Fields." Also included are several special sessions featuring a live Twitter debate, a machine learning competition and instruction, an innovation showcase, and a presentation and discussion on sexual harassment in the workplace. SIOP Select also includes several sessions that pair 2017 award winners who will offer strategies, tips, and examples of leading careers in I-O. Finally, sessions focused on the business of SIOP and a series of Alliance sessions with international perspectives also comprise SIOP Select.

Methods Mania
In response to members seeking to learn about cutting-edge topics in research methods, measurements, and statistics, Methods Mania will present the highest-rated methods tutorials and sessions in a one-stop location (Sheraton 4) throughout the program.

Reviewers' Choice
New for 2018, the Reviewers' Choice block (Friday at 1:00) will feature the highest rated sessions across a diverse array of content.

Reproducible Research and Multidisciplinary Sessions
We have 46 presentations featuring Reproducible Research and 59 with a multidisciplinary focus to complement these growing focus areas of our field. Look for the (R) and MultiDisciplinary to find these in the programs and find a link to the materials for the RR sessions at www.siop.org/rr.

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

Closing Address and Closing Reception
You won't want to miss the closing plenary, featuring Mark Squillante from IBM. Following the closing plenary will be a festive finale to the conference.

We sincerely hope that this year's conference is the best yet and offers the learning and networking opportunities you are seeking. Please share any feedback or ideas with the Program Committee so the conference continues to evolve each year.

Enjoy the conference!

Daisy Chang
2018 Conference Chair
Michigan State University

Tracy Kantrowitz
2018 Program Chair
PDRI

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Walden University
William James College

Event Hours and Locations (All activities will be held in the Sheraton Grand Chicago)

REGISTRATION HOURS: Riverwalk Promenade (Level 1)

TUESDAY	5:00PM TO 9:00PM
WEDNESDAY	9:00AM TO 9:00PM
THURSDAY	7:30AM TO 6:00PM
FRIDAY	8:00AM TO 5:00PM
SATURDAY	8:00AM TO 3:00PM

EXHIBIT HALL HOURS: Riverwalk A & B (Level 1)

THURSDAY	10:00AM TO 5:30PM
FRIDAY	8:30AM TO 5:00PM

PLACEMENT CENTER HOURS: ***presented by Rocket-Hire***
Pullman (Level 3)

WEDNESDAY	3:00PM TO 5:00PM
THURSDAY	8:00AM TO 5:30PM
FRIDAY	8:00AM TO 5:30PM
SATURDAY	8:00AM TO NOON

Mock interview room: Lakeview (Level 3)

Placement Center Open House: ***presented by Rocket-Hire***
Goldcoast (Level 3) THURSDAY: 10:00AM TO 11:00AM

CONTINENTAL BREAKFASTS: ***presented by IBM***
Ballroom Promenade (Level 4)
THURSDAY, FRIDAY, SATURDAY
7:30AM TO 8:30AM

COFFEE BREAKS: Riverwalk A & B (Level 1)

THURSDAY	FRIDAY, SATURDAY
10:00AM TO 10:30AM	9:30AM TO 10:00AM
3:00PM TO 3:30PM	2:30PM TO 3:00PM

CONCESSION LUNCHES*: Riverwalk A & B (Level 1)
THURSDAY and FRIDAY, 11:30AM TO 1:00PM

COMMITTEE MEETINGS

THURSDAY

Ambassador Meeting, 10:00 AM TO 10:30 AM, Fountainview (Level 3)
Program Directors Meeting, 10:00 AM TO 11:00 AM, Tennessee (Level 2)
Committee on Ethnic and Minority Affairs Meeting, 2:00 PM TO 3:00 PM, Tennessee (Level 2)
Women's Inclusion Network Meeting, 3:00 PM TO 4:00 PM, Lincoln Boardroom (Level 3)
Local I-O Group Committee Meeting, 4:00 PM TO 5:30 PM, Tennessee (Level 2)

FRIDAY

LGBT & Allies Issues Meeting, 3:00PM TO 4:00PM, Tennessee (Level 2)

MEMORIALS

Stan Gully, THURSDAY, 4:00PM TO 5:00PM, Columbus A/B (Level 3)
Mark Bing, FRIDAY, 6:30PM TO 7:30PM, Columbus A/B (Level 3)

SPECIAL EVENTS

Newcomer Reception: Sheraton I (Level 4)
WEDNESDAY, 5:00PM TO 6:00PM

Welcome Reception, ***presented by SHRM***
Ballroom Promenade (Level 4)
WEDNESDAY, 6:00PM TO 8:00PM

Opening Plenary Session: Chicago VI-X (Level 4)
THURSDAY, 8:30AM TO 10:00AM

Speed Benchmarking: Fountainview (Level 3)**
THURSDAY, 5:00PM TO 6:30PM

Networking Reception & Top Poster Display, ***presented by SHL***
Ballroom Promenade (Level 2)
THURSDAY, 6:00PM TO 8:00PM

International Reception: Sheraton I (Level 4)
THURSDAY, 6:00PM TO 7:00PM

Committee on Ethnic and Minority Affairs Social Hour
Arkansas Room (Level 2)
THURSDAY, 6:00PM TO 7:00PM

Practice Reception—A Networking Event,
presented by Quintela
Sheraton II & III (Level 4)
THURSDAY, 6:00PM TO 7:30PM

Women's Inclusion Network Reception
Superior A & B (Level 2)
THURSDAY, 6:30PM TO 8:00PM

Frank Landy 5K Fun Run*,
presented by EB Jacobs and Shaker
FRIDAY, 7:00AM (Meeting place TBA)

Speed Mentoring **: Superior A & B (Level 2)
FRIDAY, 5:00PM TO 6:30 PM
Practice: Superior A *Science Funding:* Superior B

Lesbian, Gay, Bisexual, and Transgender Committee and Allies Social Hour: Fountainview (Level 3)
FRIDAY, 6:00PM TO 7:30PM

Closing Plenary, featuring Mark S. Squillante of the IBM Thomas J. Watson Research Center
Chicago VI-X (Level 4)
SATURDAY, 4:30PM TO 5:30PM

Closing Reception: Chicago Culture in Food and Music
Chicago VI-X (Level 4)
SATURDAY, 6:00PM TO 8:00PM

*Available for purchase, not part of conference registration.
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Plenary Sessions: Celebrate the latest award winners and new Fellows, and hear from SIOP presidents about their visions for SIOP.

Committee Zone: Find out what SIOP's many committees have planned for the upcoming year. Even better, get involved!

Networking: In a session, at a reception, or even in the line for a cup of coffee, there are always opportunities to meet new people and maybe even your next research partner, perfect job candidate, or future employer!

Exhibit Hall: Meet with vendors to find solutions for your business needs, and pick up some swag.

Continuing Education: Master Tutorials and the Theme Track help you earn the professional development credits you need.

Receptions: Get a drink and relax, or dance the night away, all the while networking with I-Os best and brightest.

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4/19	**12:00pm**	Deep-Learning Intro and Applications within I-O Psych and HR Analytics
	1:30pm	Apps of Artificial Intelligence by Practitioners
	3:30pm	Paving Two-Way Streets: Digital Dyads to Drive Technology Research and Practice
4/20	**8:00am**	Natural Language Processing: Using Data Science to Extract Meaning from Text
	10:00am	A SIOP Machine Learning Competition
	3:00pm	Employee Selection in 2028: "Bot or Not?"
	4:00pm	Are Assessments Centers Worth the Effort: When and When Not
	5:00pm	I-O Psych and Data Science: Perspectives on Collaboration from the Trenches
4/21	**8:00am**	Use of AI & EI in Organizational Applications
	11:30am	Special Session: An Interactive Showcase of I-O Innovations

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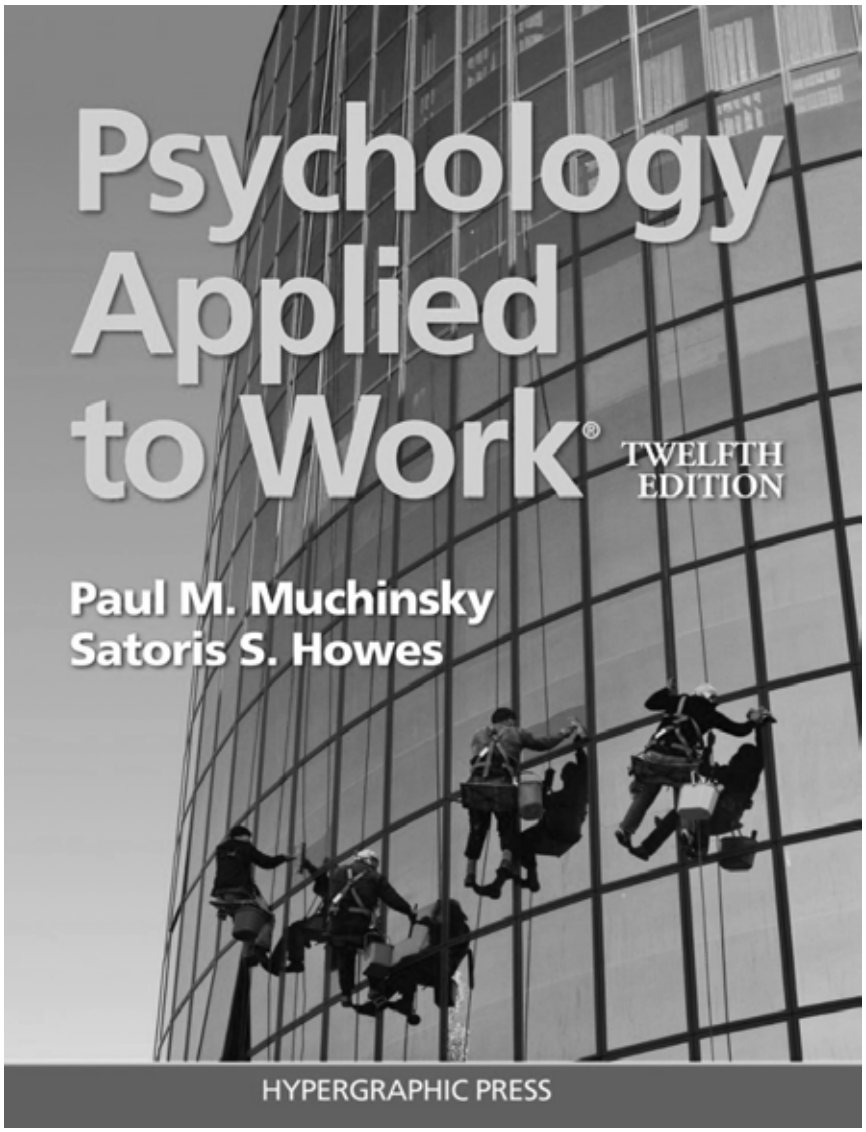

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1. Special Event: 8:30AM–9:50AM Chicago 6–10

Opening Plenary

Talya N. Bauer, Portland State University, ***Chair***
Fred Oswald, Rice University, ***Presenter***

Submitted by Talya N. Bauer, TalyaBauer@pdx.edu

2. Debate: 10:30AM–11:50AM Erie

The Future of Work: Bright or Bleak?

Technology is rapidly changing the way people work, in the process eliminating a vast array of jobs. Two very different perspectives on the future of work will be debated, one emphasizing the opportunities, the other emphasizing the displacement and dehumanization.

Amy Dawgert Grubb, Federal Bureau of Investigation, ***Moderator***
Seymour Adler, Aon, ***Moderator***
Michael N. Bazigos, Accenture, ***Presenter***
Miriam Ort, PepsiCo UK & Ireland, ***Presenter***
Tomas Chamorro-Premuzic, Hogan Assessment Systems, ***Presenter***

Submitted by Seymour Adler, seymour_adler@aon.com

3. Symposium/Forum: 10:30AM–11:50AM Huron

Are You Ostracized at Work? Investigating Different Forms of Ostracism

This symposium focuses on different forms of ostracism. Included are 5 empirical studies utilizing different research designs (i.e., multisource survey, time-lagged survey, and experiment) that investigated diverse ostracism experiences such as supervisor-initiated ostracism, informational ostracism, disparagement humor, sexual objectification, and ostracism toward immigrant employees.

Cong Liu, Hofstra University, ***Chair***
Cong Liu, Hofstra University, LeeAnn Ying Liu, Renmin University of China, Lindsay S. Pyc, McKinsey & Company, Jie Ma, Hofstra University, ***Conflict With a Supervisor, Supervisor Ostracism, and Abusive Supervision***
Eric E. Jones, Grand Valley State University, Eric Wesselmann, Illinois State University, Alex Ramsey, Washington University School of Medicine, ***Ostracized Versus Out of the Loop: Similar or Unique Consequences at Work?***
Eric Wesselmann, Illinois State University, Kimberly T. Schneider, Illinois State University, Thomas Ford, Western Carolina University, Eros R DeSouza, Illinois State University, ***Disparaging Humor as a Form of Social Exclusion***
Maayan Dvir, Purdue University, Janice Kelly, Purdue University, Kipling Williams, Purdue University, ***Is Sexual Objectification a Form of Ostracism?***
Myia S. Williams, Hofstra University, Cong Liu, Hofstra University, ***Acculturations, Social Support, and Ostracism Among Professional Immigrants***

Submitted by Cong Liu, cong.liu@hofstra.edu

4. Community of Interest: 10:30AM–11:20AM Mayfair

Technology in Assessment: Moving From Reactive to Proactive

Technology advances at a phenomenal pace. Do I-O psychologists have the necessary perspective and tools to get ahead of the game? Attendees at this COI will discuss ways research and practice can advance human-technology interaction in assessment settings. This includes, but is not limited to, assessments that are high-fidelity, virtual, mobile, incorporate game thinking, and so on.

Sarena Bhatia, Aon, ***Host***
Richard N. Landers, Old Dominion University, ***Host***
Jason G. Randall, University at Albany, SUNY, ***Host***

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

5. Symposium/Forum: 10:30AM–11:50AM Michigan A

Workplace Allies: Exploring the Stages in Becoming an Effective and Vocal Ally

This symposium will synthesize ally research by examining the multiple pathways to becoming an ally, the different ways by which allyship behaviors manifest, and the positive impacts that these behaviors can have within a workplace context. These studies utilize multiple sources of data (survey, interview, meta-analysis), in order to investigate all stages of the ally development process.

Isaac E. Sabat, Texas A&M University, ***Chair***
Kelly Dray, Texas A&M University, ***Co-Chair***
David F. Arena, Jr., University of Memphis, Shovna Tripathy, University of Memphis, Kristen P. Jones, University of Memphis, ***Negative Effects of Witnessing Subtle Discrimination: Implications for Allyship***
John W. Lynch, University of Illinois at Chicago, Arjun Mitra, University of Illinois at Chicago, ***Multiple Pathways to Becoming and Acting as an Ally***
Christian N. Thoroughgood, Villanova University, Katina Sawyer, Villanova University, Jennica R. Webster, Marquette University, Megan Peiffer, Villanova University, ***Social Effects of Oppositional Courage on Individuals With Stigmatized Identities***
Nicholas A. Smith, Portland State University, Brandon Labadie, Portland State University, Mallory A. McCord, University of Minnesota Duluth, Larry R. Martinez, Portland State University, Kelly Hamilton, Portland State University, Timothy Carsey, Portland State University, Susan Zinno, Portland State University, Jordan Sculley, Portland State University, ***Outspoken Allies: Meta-Analysis of Prejudice Confrontation Research***
Kelly Dray, Texas A&M University, Isaac E. Sabat, Texas A&M University, ***Confronting Sexism: Identifying Dimensions and Exploring Impact***

Submitted by Kelly Dray, kellydray@tamu.edu

6. Panel Discussion: 10:30AM–11:50AM Michigan B

I Get It! The Annual Census Engagement Survey Isn't Enough. Now What Do I Do?

Organizational surveys have been trending toward a more integrated and continuous listening strategy for employee feedback for some time now. This panel will discuss the many strategic and practical considerations involved. Answers will be sought to (a) how much more is better and (b) how do we maintain quality while increasing quantity?

David Daly, APS, ***Chair***
Brandon W. Jordan, Willis Towers Watson, ***Co-Chair***
Aleister A. Avila, Baptist Health South Florida, ***Panelist***
Juan Benavidez, TeleTech Inc., ***Panelist***
Gunnar Schrah, Qualtrics, ***Panelist***

Submitted by David Daly, david.daly@aps.com

7. Symposium/Forum: 10:30AM–11:50AM Ontario

Assessing Interests Across Cultures: Issues, Challenges, and Applications

For over 100 years, psychologists have assessed interests to support career choice. This symposium presents current research regarding the assessment of interests and the stability of the RIASEC model across cultures and the changing nature of work. Moreover, issues such as cross-cultural relationships between interests occupational fit are addressed.

Ronald C. Page, Assessment Associates International, ***Chair***
Nathan D. Page, Assessment Associates International, ***Measurement of Vocational Interests: Cross-Cultural Implications***
Jinyan Fan, Auburn University, Hairong Li, Auburn University, Wei Fan, East China Normal University, Hui Meng, East China Normal University, ***Measurement of Vocational Interests: Applications and Issues in China***
Christopher D. Nye, Michigan State University, James Rounds, University of Illinois at Urbana-Champaign, Fritz Drasgow, University of Illinois at Urbana-Champaign, Olexsander Chernyshenko, NTU, Singapore, Stephen Stark, University of South Florida, Cristina D. Kirkendall, U.S. Army Research Institute, ***Developing a Model of Basic Interests for Job Classification***
Sif Einarsdottir, University of Iceland, Arna Petursdottir, University of Iceland, ***Hierarchical Indigenous Interest Structure in Iceland: Doing it All Backwards***
Rong Su, University of Iowa, ***Discussant***

Submitted by Christopher D. Nye, nyechris@msu.edu

Poster Session (CWB and Legal Issues)
10:30AM–11:50AM Riverwalk

8. Poster: 10:30AM–11:20AM Riverwalk

Extending Situational Strength Theory to Account for Situation–Outcome Match

Situational strength theory is extended by contending that strong situations strengthen, not weaken, personality–performance relationships when situational cues do not match performance domains. This occurs due to an affect-driven behavioral displacement process. Results from a 2-wave survey (N = 372), analyzed using dual-stage moderated mediation, support these assertions.

Balca Alaybek, George Mason University
Zitong Sheng, Virginia Commonwealth University
Reeshad S. Dalal, George Mason University
Submitted by Balca Alaybek, bbolunme@gmu.edu

9. Poster: 10:30AM–11:20AM Riverwalk

At the Intersection of Sex and Heterosexism: Perceptions of Same Sex Harassment

This study examined the impact of bystander heterosexism on same- and opposite-sex harassment using a 3-way moderation, determining that bystanders low in heterosexism were more apt to (a) label an incident as harassment, (b) view an incident severe, and (c) intervene when observing incidents involving male perpetrators and female victims.

Stephanie Erin Vis Brown, Texas A&M University
Isaac E. Sabat, Texas A&M University
Larry R. Martinez, Portland State University
Kayla B. Follmer, Salisbury University
Elizabeth Jenkins, Texas A&M University
Submitted by Stephanie Erin Vis Brown, stephanieevbrown@tamu.edu

10. Poster: 10:30AM–11:20AM Riverwalk

The Effect of LMX and Moral Identity on Unethical Pro-Organizational Behavior

Although most unethical pro-organizational behavior (UPB) research examines organization-targeted UPB, little research has examined UPB directed at a specific member, like a supervisor. In line with social exchange theory, this study found that leader–member exchange positively predicts UPB. Though moral identity was expected to moderate the relationship, interactive effects were not significant.

Will Bryant, University of Missouri-St. Louis
Stephanie M. Merritt, University of Missouri-St. Louis
Submitted by Will Bryant, bryantwjb@gmail.com

11. Poster: 10:30AM–11:20AM Riverwalk

Uncivil in Any Culture? Cross-Cultural Scale Validation Study

In order to cross-validate a multidimensional measure of workplace incivility (MWIS), it was administered to 304 employees in the United States and 300 in China. Same-factor structure was confirmed in both samples. There were significant cross-cultural differences in 5 of the 8 MWIS factors. These findings have implications for examining workplace incivility in cross-cultural contexts.

Yiwei Chen, Bowling Green State University
Zhongjun Wang, Central China Normal University
Yisheng Peng, Hofstra University
Jennifer L. Geimer, CEB, now Gartner
Olga L. Clark, University of Hartford
Steve M. Jex, University of Central Florida
Submitted by Olga L. Clark, osharp@hartford.edu

12. Poster: 10:30AM–11:20AM Riverwalk

Microaggressions: A Meta-Analysis

Published predictors, moderators, and outcomes of experiences of microaggressions were quantitatively examined in this meta-analysis. Results show that identification was positively associated with microaggressions. Microaggressions were associated with negative psychological well-being, physical health, and job outcomes. Type of microaggression moderated the strength of these relationships.

Paula Costa, Texas A&M University
Yimin He, Texas A&M University
Jessica M. Walker, Texas A&M University
Stephanie Erin Vis Brown, Texas A&M University
Kathi N. Miner, Texas A&M University
Submitted by Paula Costa, plc339@tamu.edu

13. Poster: 10:30AM–11:20AM Riverwalk

Meta-Analyses of Personnel Assessments for Emerging Forms of Employee Crime

Advances in digital technology have led to new forms of employee crime and organizational risk. To address these emergent threats, new forms of personnel risk assessment need to be developed. A meta-analysis of 39 studies supporting the 5 dimensions of a new assessment, the Background Survey, produced an encouraging mean ρ = .46.

Michael R. Cunningham, University of Louisville
John W. Jones, General Dynamics Information Technology
Brian Dreschler, General Dynamics Information Technology
Kelly D. Dages, General Dynamics Information Technology
Submitted by Kelly D. Dages, kelly.dages@gdit.com

14. Poster: 10:30AM–11:20AM Riverwalk

Social Judgments of Electronic Multitasking in the Workplace

This set of 3 experimental studies explored factors influencing social judgments (i.e., rudeness, agency, communalism) of electronic multitasking behaviors of coworkers during work meetings. Both task switching behavior type (concurrent vs. sequential) and secondary task relevance (irrelevant vs. relevant) influenced judgments, as well as individual differences in polychronicity.

Rushika De Bruin, Northern Illinois University
Larissa K. Barber, Northern Illinois University
Submitted by Rushika De Bruin, rushika.debruin@gmail.com

15. Poster: 10:30AM–11:20AM Riverwalk

A Meta-Analysis of the Antecedents and Outcomes of Workplace Incivility

Relationships between incivility and antecedents and outcomes were meta-analyzed. Results showed that incivility was associated with dispositional and situational antecedents, but relationships were stronger for situational predictors. Incivility additionally had a stronger relationship with many employee outcomes in comparison to the relationships found for other forms of mistreatment.

Lindsay Y. Dhanani, University of Central Florida
Amanda M Wolcott, University of Central Florida
Submitted by Lindsay Y. Dhanani, lydhanani@gmail.com

16. Poster: 10:30AM–11:20AM Riverwalk

Interpersonal Deviance to Abusive Supervision: Does Citizenship Behavior Matter?

Drawing on the stressor-emotion model of counterproductive work behavior (CWB), this study proposes that interpersonal deviance may trigger abusive supervision through accrued supervisor negative emotions. Using a moderated-mediation model, the study also explores organizational citizenship behavior (OCB) as a conditional moderator, suggesting that OCB may help predict abusive supervision.

Gabi Eissa, University of Wisconsin-Eau Claire
Scott W. Lester, University of Wisconsin–Eau Claire
Submitted by Gabi Eissa, eissagm@uwec.edu

17. Poster: 10:30AM–11:20AM Riverwalk

Dark Triad Moderators of Overqualification and Discretionary Work Behaviors

This study explored the relationship between employee overqualification (perceived and objective) and discretionary behaviors (counterproductive workplace behaviors and organizational citizenship behaviors) with the dark triad (Machiavellianism, psychopathy, and narcissism) as a moderator of this relationship. Finding indicate that Machiavellianism and psychopathy were the strongest moderators.

Lauren Marie Engelhart, University of Minnesota Duluth
Christopher J. Lake, Kansas State University
Submitted by Christopher J. Lake, lakec@ksu.edu

18. Poster: 10:30AM–11:20AM Riverwalk

Validation of an Active–Passive Scale of Counterproductive Work Behavior

The authors developed a 21-item scale for measuring active and passive forms of counterproductive work behavior (CWB). Active CWB is defined as violating rules governing what an employee should not do by engaging in action. Passive CWB is defined as violating rules governing what an employee should do by withholding action.

Jonathan Evans, University of Arizona
Jerel E. Slaughter, University of Arizona
Submitted by Jonathan Evans, jbevans@email.arizona.edu

19. Poster: 10:30AM–11:20AM Riverwalk
Incremental Validity Meta-Analysis of Emotional Intelligence Predicting CWB
Building on previous meta-analytic foundations, this poster sought to extend the nomological net of emotional intelligence (EI) as well as test its incremental validity for counterproductive behaviors (CWB). Compared to the Big 5, models of EI provide weaker bivariate relations in predicting CWB and negligibly increment predictive validities once personality constructs are accounted for.

Casey A. Giordano, University of Minnesota
Deniz S. Ones, University of Minnesota

Submitted by Casey A. Giordano, Giord023@umn.edu

20. Poster: 10:30AM–11:20AM Riverwalk
Increasing the Power to Detect Adverse Impact in Small Selection Contexts
The use of traditional significance tests to detect adverse impact is biased against underrepresented groups in "small selection contexts", that is, when the selection ratio is small and/or the minority applicant pool is small. This study demonstrates that power to detect adverse impact in small selection contexts can be increased by using Monte-Carlo simulations.

Neil M. A. Hauenstein, Virginia Tech
Maureen E. McCusker, Virginia Tech
Bryan P. Acton, Virginia Tech
Derek A. Burns, Virginia Tech
Nathan Wycoff, Virginia Tech

Submitted by Neil M. A. Hauenstein, nhauen@vt.edu

21. Poster: 10:30AM–11:20AM Riverwalk
Comparing Unmatched Count and Randomized Response With Sensitive Behaviors
Randomized response (RRT) and unmatched count techniques (UCT) are used to elicit true endorsement of undesired behaviors. Only weak support for these methods was found as direct questioning (DQ) generally led to equal or better estimates of undesired behaviors. This may be due to the benefits of explaining anonymity protection methods with DQ or may suggest that RRT and UCT are underperforming.

Peter S. Hegel, North Carolina State University
Amanda L. Young, North Carolina State University
Unber Ahmad, North Carolina State University

Submitted by Unber Ahmad, usahmad@ncsu.edu

22. Poster: 10:30AM–11:20AM Riverwalk
A Temporally Based Investigation of Experienced Incivility and Perpetrated CWB
This study utilizes a multistate–doubletrait model to assess the relative influence of the stable (institutional) and dynamic (episodic) components of experienced incivility on perpetrated CWB. Results indicate that these components are associated with meaningfully different conclusions regarding the relationship between experienced incivility and perpetrated CWB.

Alexandra Henderson, Zayed University
Russell A. Matthews, University of Alabama

Submitted by Alexandra Henderson, alexandra.henderson@zu.ac.ae

23. Poster: 10:30AM–11:20AM Riverwalk
An Organizational Counterproductivity Measure: The SOS Scale
As a field, I-Os often focus on the interests of the business, such as the construct of counterproductive work behaviors, but rarely ponder the consequences of counterproductive and oppressive situations created by the organization. This study details the method and analysis of a new scale to measure counterproductive working conditions as well as future studies and implications for the measure.

Laura N. Johnson, University of Minnesota
Aaron M. Schmidt, University of Minnesota

Submitted by Laura N. Johnson, wall0540@umn.edu

24. Poster: 10:30AM–11:20AM Riverwalk
The Use of Humor as Ingratiation in the Interview
Applicants actively engage in ingratiatory interview behaviors to appear likeable. This paper examines the fit of Cooper and Kong's (2015) humor expression items with 2 validated measures of interview ingratiation. Humor correlated with other interview impression management, but it is distinct in measurement and its relationship with Extraversion.

Eden-Raye Lukacik, University of Calgary
Joshua S. Bourdage, University of Calgary

Submitted by Eden-Raye Lukacik, edenraye.lukacik@gmail.com

25. Poster: 10:30AM–11:20AM Riverwalk
Personality Testing and the ADA
Authors examine whether the use of personality tests might see increased challenges under the Americans with Disabilities Act due to new literature suggesting normative personality and personality disorders belong to common continua. The EEOC guidance lacks clarity on the issue, and the science suggests a seemingly inevitable collision course of which I-O psychologists should be wary.

Arturia T. Melson-Silimon, University of Georgia
Nathan T. Carter, University of Georgia

Submitted by Arturia T Melson-Silimon, atm36555@uga.edu

26. Poster: 10:30AM–11:20AM Riverwalk
Cross Level Effects of Group Diversity and Self-Managing Climate on Gossip
The impact of group diversity and climate on gossip is examined. Analysis of data from 312 nurses in 39 groups revealed that employees in informationally diverse groups are less likely to negatively gossip, whereas those working in socially diverse groups tend to do so when self-managing climate is high. Findings offer implications regarding the contextual factors on gossip.

Jinhee Moon, Sungkyunkwan University
Andrea Kim, Sungkyunkwan University
Youngsang Kim, The Chinese University of Hong Kong
Jiseon Shin, Sungkyunkwan University

Submitted by Jinhee Moon, moonjinhee77@naver.com

27. Poster: 10:30AM–11:20AM Riverwalk
Health-Related Impairment and Well-Being at Work in Prediction of CWB
This study investigates how health and disability-related impairment predict counterproductive workplace behaviors (CWB) compared to normal-level predictors of well-being (job satisfaction, Neuroticism). Mental and physical impairment in various life domains moderately predicts organizational CWB and predicts above Neuroticism and job satisfaction.

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

Submitted by Mariah Moore, moor1291@umn.edu

28. Poster: 10:30AM–11:20AM Riverwalk
The Role of Emotions and Cognitive Bias in Ethical Decisions
This study examined the impact of the discrete emotions of anger and guilt and confirmation bias on ethical sensemaking processes and decision ethicality. Anger and guilt negatively impacted several sensemaking strategies. Anger led to lower decision ethicality compared to both guilt and neutral conditions. Mediational effects were also found. Practical and theoretical implications are discussed.

Alisha M. Ness, CRFP
Shane Connelly, University of Oklahoma

Submitted by Alisha M. Ness, alishamarie8@gmail.com

29. Poster: 10:30AM–11:20AM Riverwalk
Effects of Incivility, Servant Leadership, and Gender on Emotional Exhaustion
Applying stress theories, this poster examined servant leadership and gender as moderators of the relationship between workplace incivility and emotional exhaustion among University faculty. Analyses revealed that incivility was moderately related to emotional exhaustion among men and among women reporting high levels of servant leadership but only weakly among women reporting low levels.

Ricardo Obasare, University of Houston
Alec B. Nordan, University of Houston
Tiffany M. Bisbey, Rice University
Nikola Fedorowicz, University of Houston

Mike Olson, University of Houston
Allison M. Tringale, University of Houston
L. A. Witt, University of Houston

Submitted by L. A. Witt, witt@uh.edu

30. Poster: 10:30AM–11:20AM Riverwalk

A Few Bad Eggs: Counterproductive Work Behavior and Safety Incidents

This study examined the relationship between supervisory ratings of counterproductive work behaviors (CWBs) and objectively recorded safety incidents in a sample of over 800 manufacturing employees. Results indicated that engaging in at least one CWB significantly increased the likelihood of a safety incident, whereas multiple CWBs further increased the likelihood of a safety incident.

Matthew S. O'Connell, Select International, Inc.
Kristin M. Delgado, Select International, Inc./Wright State University
Esteban Tristan, Select International, Inc.

Submitted by Matthew S. O'Connell, moconnell@selectintl.com

31. Poster: 10:30AM–11:20AM Riverwalk

"There's a Fly in my Soup!" Trait Aggression in Service Industry Workers

This study focused on how aggression and customer related social stressors effect customer directed CWBs and tips/hour. There were significant trait aggression interaction effects for both CDCWB and tips/hour. Ambiguous customer expectations had a positive effect on CD-CWB. Customer verbal aggression had a negative effect on tips/hour.

Lauren N. Scanlan, East Carolina University
Mark C. Bowler, East Carolina University
Jennifer L. Bowler, East Carolina University

Submitted by Lauren N Scanlan, scanlanl16@students.ecu.edu

32. Poster: 10:30AM–11:50AM Riverwalk

Investigating the Nomological Network of Workplace Aggression

Although workplace aggression is defined with an "intent to harm others," aggression scales do not commonly measure intent. Sampling 500 working adults, it was found that inclusion of intent in aggression's measurement displays implications for correlations with constructs such as personality, job satisfaction, and CWB. Correlations were smaller when intent was included in aggression.

Oren R. Shewach, University of Minnesota
Paul R. Sackett, University of Minnesota

Submitted by Oren R Shewach, shewa006@umn.edu

33. Poster: 10:30AM–11:20AM Riverwalk

Is the Legal System in Sync With I-O Assessment Practices?

Legal cases spanning 40 years were analyzed to determine how (a) job analysis, (b) validity assessments, (c) diverse panels of SMEs, and (d) the use of noncognitive with cognitive tests related to judges' determinations of job relatedness in employment testing.

Edward J. Sullivan, Florida International University
Chockalingam Viswesvaran, Florida International University
Asia A. Eaton, Florida International University

Submitted by Edward J Sullivan, ejsinsouth@yahoo.com

34. Poster: 10:30AM–11:20AM Riverwalk

A Dual Process Account of Counterproductive Work Behavior

Predicting counterproductive work behaviors (CWB) can save valuable company resources. This study finds support that use of a dual process model of decision making captures unique variance in socially oriented CWB beyond what is captured by either past behavior or a single process decision model.

Ryan Kenneth Thibodeau, University of Akron
Dev K. Dalal, University at Albany, State University of New York
Janet L. Barnes-Farrell, University of Connecticut

Submitted by Ryan Kenneth Thibodeau, ryankthibodeau@gmail.com

35. Poster: 10:30AM–11:20AM Riverwalk

Modeling and Predicting Serious CWBs Using Improved Analytic Methods

Research seeking to study and prevent serious forms of employee misbehaviors has been stymied by low incident rates and nonnormal responses. Polychoric (cf., Pearson) correlation-based analytic methods offer solutions to these kinds of data. This 2-study (N = 172; N = 454) research provides support for these analytic methods in building models that distinguish serious and minor CWBs.

Benjamin Thomas, University of Nebraska at Omaha
Kyle Kercher, University of Nebraska at Omaha

Submitted by Benjamin Thomas, benjaminthomas@unomaha.edu

36. Poster: 10:30AM–11:20AM Riverwalk

Welcome to the Dark Side...of Political Skill

This study presents the Dark Political Skill Scale (DPSS), which reflects the covert and dishonest side of political effectiveness in the workplace that is not captured by current conceptualization and measurement of political skill. The DPSS provides the opportunity for a more comprehensive means of assessing the full range of competencies that underlie political effectiveness.

Jocelyn D. Wiltshire, University of Lethbridge
Kibeom Lee, University of Calgary

Submitted by Jocelyn D. Wiltshire, jocelyn.wiltshire@gmail.com

37. Poster: 10:30AM–11:20AM Riverwalk

Designing a Multidimensional Scale of Organizational Gossiping

I-O psychology equates gossiping at work with spreading malicious rumors, an indication of CWB. This research elaborates on the multifunctional nature of gossiping and describes the development of the first scale in I-O psychology to measure it. The scale has 3 dimensions: normative, informational, and self-promotional gossiping. Their construct validity was established as well.

Georgi P. Yankov, Bowling Green State University

Submitted by Georgi P. Yankov, georgi.petkoff@gmail.com

38. Poster: 10:30AM–11:20AM Riverwalk

Evaluations of Individuals Who Engage in Deviant Technology Use in Meetings

This study investigated how self-interested, pro-organizational, and ambiguous technology use in meetings, along with meeting relevance and type of device used, differentially impacted evaluations of the attendees who engage in such behavior.

Michael A. Yoerger, University of Nebraska Medical Center
Joseph E. Mroz, University of Nebraska at Omaha
Nicole B. Landowski, University of Nebraska at Omaha
John D. Crowe, University of Nebraska at Omaha
Joseph A. Allen, University of Nebraska at Omaha

Submitted by Michael A. Yoerger, myoerger@unomaha.edu

39. Special Event: 10:30AM–11:50AM Sheraton 1

Dunnette Prize Winner Address: Thomas J. Bouchard, Jr.

Finding Out How Things Work: Using strong inference strategies recommended by Dunnette (1966), Dr. Bouchard presents a new 4-stratum model of the structure of mental abilities, followed by briefer discussions of work in the domains of personality, occupational interests, and social attitudes. This work is then tied together with a meta-theory (Experience Producing Drive Theory) based on genetics, evolution, and learning. See http://www.siop.org/Conferences/18con/Dunnette.aspx for more information.

MultiDisciplinary

Thomas J. Bouchard, Jr., University of Minnesota (Emeritus)
Jeffrey J. McHenry, Rainier Leadership Solutions, ***Host***

Submitted by Jeffrey J. McHenry, jeff.mchenry@rainierleadership.com

40. Panel Discussion: 10:30AM–11:50AM Sheraton 2

Maintaining Research and Consulting Activities in Teaching Intensive Institutions

I-O psychologists at teaching intensive institutions seeking a competitive research agenda or fruitful consulting activities face the challenges of differing expectations and limited resources and support. I-O psychologists with high teaching loads will discuss how they maintain their high quality and competitive research programs and/or productive consulting activities.

Nancy J. Stone, Missouri University of Science & Technology, ***Chair***
Elizabeth L. Shoenfelt, Western Kentucky University, ***Panelist***

Allen I. Huffcutt, Bradley University, ***Panelist***
Valerie J. Morganson, University of West Florida, ***Panelist***
Mark C. Frame, Middle Tennessee State University, ***Panelist***

Submitted by Nancy J. Stone, nstone@mst.edu

41. Symposium/Forum: 10:30AM–11:50AM Sheraton 3

Generational Theory Gets a Trophy: Limitations and Implications of a Popular Concept

This symposium highlights current research exploring the validity of generational difference in the workplace. Presentations include a review of common generalized inferences made in research on generational differences at work, 2 studies that show the impact generational labels have on stereotypes and workplace outcomes, and a program intended to reduce discrimination of younger workers.

Daniel Ravid, George Washington University, David P. Costanza, George Washington University, Ruth Imose, Northern Illinois University, Lisa Finkelstein, Northern Illinois University, ***Inappropriate Inferences From Generational Research***
Paul Werth, Saint Louis University, Cort W. Rudolph, Saint Louis University, ***Identifying With My Generation: A Theoretical Predictor of Trait Narcissism***
Cody B. Cox, St. Mary's University, Friederike K. Buettner, St. Mary's University, Cinthia Guevara, St. Mary's University, Alexandra Lopez, Adrian Guardia, Texas A&M San Antonio, ***You Remind Me of a Millennial: Exploring the Impact of Generational Labels at Work***
Jordan L. Blackhurst, Southern Illinois University Edwardsville, Joel T. Nadler, Southern Illinois University Edwardsville, Megan Katherine O'Loughlin, Southern Illinois University Edwardsville, ***Young Women's Core Self-Evaluations and Discrimination: Science-Based Interventions***
Hannes Zacher, Leipzig University, ***Discussant***

Submitted by Friederike K Buettner, fbuettner@mail.stmarytx.edu

42. Master Tutorial: 10:30AM–11:50AM Sheraton 4

Machine Learning in an I-O's World: Putting Algorithms in Context

This tutorial takes a deep dive into modern machine learning techniques from a conceptual standpoint, bridging standard statistical techniques familiar to I-Os and the "new" frontier. The relative merits of different approaches and a real-world case study are discussed.

Dan J. Putka, HumRRO, ***Presenter***
Tanner Bateman, FTI Consulting, ***Presenter***
Samantha Holland, DCI Consulting Group, Inc., ***Presenter***
Jennifer P. Green, George Mason University, ***Presenter***

Submitted by Samantha Holland, samahol@gmail.com

43. Special Event: 10:30AM–11:50AM Sheraton 5

SIOP Select: Translating "I-O Speak" in Multidisciplinary Teams

This session will highlight effective models of I-Os who work in multidisciplinary settings and feature HR management and legal professionals who work closely with I-Os. The panelists will offer tips and skills training on how to communicate I-O expertise, and lend science and practice contributions to endeavors outside of the field.

Katina Sawyer, Villanova University, ***Chair***
Chloe Lemelle, AT&T, ***Co-Chair***
Kevin Impelman, IBM, ***Panelist***
Katherine Sullivan, PepsiCo-Frito Lay, ***Panelist***
Doug Trabaris, AT&T, ***Panelist***
Tracey E. Rizzuto, Louisiana State University

SIOP Select

MultiDisciplinary

Submitted by Tracey E. Rizzuto, trizzut@lsu.edu

44. Alternative Session Type with Presenters: 10:30AM–11:50AM Streeterville

Dos and Don'ts: Thriving as Master's, and Undergraduate Students

A diverse panel will share unique and entertaining insights on surviving and thriving as a graduate student through a new series of thought-provoking questions. Academics and practitioners will engage in small group discussions, personalized to PhD and master's status, with value for undergraduates as well. Presubmitted questions are welcomed (sara_perry@baylor.edu).

Sara J. Perry, Baylor University, ***Chair***
Kori Callison, University of Alaska-Anchorage, ***Presenter***
Jake W. Forsman, KPMG, ***Presenter***
Chester Hanvey, Berkeley Research Group, LLC, ***Presenter***
Kayla Hoelzel, Florida Institute of Technology, ***Presenter***
Joshua A. Isaacson, PDRI, a CEB Company, ***Presenter***
Lars U. Johnson, Wayne State University, ***Presenter***
Elliot D. Lasson, UMBC, ***Presenter***
Ari A. Malka, California State University, Northridge, ***Presenter***
Alex Milam, University of Houston-Clear Lake, ***Presenter***
Cristina Rubino, California State University, Northridge, ***Presenter***
Mindy K. Shoss, University of Central Florida, ***Presenter***
Robert W. Stewart, Indeed Assessment, ***Presenter***

Submitted by Sara J. Perry, Sara_Perry@baylor.edu

45. Roundtable/Conversation Hour: 10:30AM–11:50AM Superior A

Lessons in Leadership From Our Best Bosses: Exploring Their Extraordinary Impact

This roundtable's objective is to discuss the key characteristics of a best boss and (a) engage the participants in self-reflection about their best boss and how this has impacted them, (b) facilitate a broader discussion around employee retention and engagement, and (c) discuss how to incorporate best boss characteristics into an individual's leadership brand/talent management practice.

Duncan Ferguson, Vantage Leadership Consulting, ***Host***
John E. Furcon, Transforming Talent & Organizations, LLC, ***Host***
Kathy Kurnyta, Vantage Leadership Consulting, ***Host***

Submitted by Kathy Kurnyta, katkaasia@hotmail.com

46. Alternative Session Type with Presenters: 10:30AM–11:50AM Superior B

Speed Consulting: Stories of Performance Management Transformation

Many organizations want to transform performance management from a burdensome chore to a valuable business process. In this interactive session, performance management experts offer speed consulting in small groups on hot topics, such as managing change, next-generation goal setting, driving high-quality conversations, eliminating ratings and reviews, and pay-for-performance without ratings.

Rose A. Mueller-Hanson, Community Interface Services, ***Chair***
Elaine D. Pulakos, PDRI, ***Presenter***
Alan L. Colquitt, Alan L. Colquitt, Ph.D., LLC, ***Presenter***
Maya Garza, The Mind Gym, ***Presenter***
Allen M. Kamin, Google, ***Presenter***
W. Robert Lewis, Pfizer Inc., ***Presenter***

Submitted by Rose A. Mueller-Hanson, rose.hanson@gmail.com

47. Panel Discussion: 10:30AM–11:50AM Wrigleyville

Choose Your Own Adventure Consulting II: Common Challenges, Different Approaches

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 messy and disorganized organizational structure, each focusing on one of the following areas: leadership development, performance appraisal, organizational climate, change management.

Nataliya Baytalskaya, Caliper, ***Co-Chair***
Trevor J. Shylock, Caliper, ***Co-Chair***
Patricia E. Grabarek, Infor Talent Science, ***Panelist***
Jennie Hollmann, Caliper, ***Panelist***
Lizzette Lima, Right Management, ***Panelist***
Lauren Nguyen, North Highland, ***Panelist***

Submitted by Nataliya Baytalskaya, nataliya.baytalskaya@gmail.com

48. Community of Interest: 11:30AM–12:20PM Mayfair

Let's Talk About Dirty Data! Grappling With Issues of Real-World Data

Interested practitioners and researchers are invited to join in a conversation about working with imperfect data. Presenters plan to discuss data at every stage of analysis and touch on themes like data cleaning,

missing data solutions, inattentive responders, and data integrity. Participants are encouraged to bring their particular experiences, interests, and areas of research to this discussion.

Samuel T. McAbee, Bowling Green State University, ***Host***
Bobby D. Naemi, Educational Testing Service, ***Host***
Katharine R. O'Brien, CUNA Mutual Group, ***Coordinator***

Submitted by Katharine R. O'Brien, katharine.r.obrien@gmail.com

Poster Session (Testing & Assessment): 11:30AM–12:20PM Riverwalk

49. Poster: 11:30AM–12:20PM Riverwalk
A Closer Look at Illogical Responding on the Conditional Reasoning Test of Aggression
This study explores determinants of illogical responses on the covert CRT-A and on bogus items within overt personality measures. Fatigue and cognitive ability was associated with increased illogical responding but not bogus items. A self-motivation incentive was not associated with increased illogical responding or bogus items. Illogical responding may index poor capacity rather than amotivation.

Larissa K. Barber, Northern Illinois University
Jade S. Jenkins, Texas A&M University-Texarkana
Michael F. Wagner, Northern Illinois University

Submitted by Larissa K. Barber, lbarber@niu.edu

50. Poster: 11:30AM–12:20PM Riverwalk
Effect of Would/Should Response Instructions on SJT Construct-Related Validity
This study examines the SJT would-do/should-do response instruction effect. Specifically, it examines the processing of the focal words, the effectiveness of 2 interventions to increase processing, and also seeks to replicate the posited response instruction effect.

Juan Carlos Batarse, DCI Consulting Group, Inc.
Winfred Arthur, Jr., Texas A&M University
Zach K. Traylor, Texas A&M University

Submitted by Juan Carlos Batarse, jb13@tamu.edu

51. Poster: 11:30AM–12:20PM Riverwalk
A Person-Centered Approach to Personality Assessment in the Workplace
Latent profile analysis is used to identify latent personality profiles and examine correlations between the probability of profile membership and supervisor ratings of job performance. These latent profiles may capture combinations of personality traits that may be useful in relating to job performance. Results suggest that several personality profiles were related to performance.

Caitlin E. Blackmore, Aon
David M. LaHuis, Wright State University
Evan R. Theys, Aon
John Capman, Aon

Submitted by David M. LaHuis, david.lahuis@wright.edu

52. Poster: 11:30AM–12:20PM Riverwalk
Is There a *g* in Gunslinger?: Cognitive/Personality Predictors of Firearms Proficiency
This study addressed a gap in the research literature looking at the validity of cognitive ability and personality in predicting firearms/shooting range performance, an entirely objective task-based criterion. Using 4 datasets, *g* and logical reasoning had operational validities of .162–.254. Conscientiousness had a negative operational validity (-.079) and Emotional Stability lacked validity.

Jeffrey M. Cucina, U.S. Customs and Border Protection
Kim Wilson, U.S. Customs and Border Protection
Theodore L. Hayes, U.S. Department of Justice
Philip T. Walmsley, U.S. Customs and Border Protection

Submitted by Jeffrey M. Cucina, jcucina@gmail.com

53. Poster: 11:30AM–12:20PM Riverwalk
Predicting Medical Intern Performance From Structured Interviews and Licensure Scores
This poster examined the relation between structured interviews, United States Licensing Examination (USMLE) step 1 and step 2 clinical knowledge (CK) scores, and medical intern performance. All predictors were positively related to a patient care performance dimension. Additionally, structured interviews predicted interpersonal skill and USMLE step 2 scores predicted medical knowledge.

Michael J. Cullen, University of Minnesota Medical School
Brittany J. Marcus-Blank, University of Minnesota
Jeffrey A. Dahlke, University of Minnesota
Paul R. Sackett, University of Minnesota

Submitted by Michael J. Cullen, cull0061@umn.edu

54. Poster: 11:30AM–12:20PM Riverwalk
Subgroup SAT Validity Differences Disappear When Artifacts Are Controlled
The authors illustrate the effects of range restriction and differences in course-taking patterns (a form of criterion contamination) on the validity of predictors of college academic performance. After controlling for course-taking patterns and range restriction, the validities of SAT scores for Black and Hispanic students became similar to or larger than the validities for White students.

Jeffrey A. Dahlke, University of Minnesota
Paul R. Sackett, University of Minnesota
Nathan R. Kuncel, University of Minnesota

Submitted by Jeffrey A. Dahlke, dahlk068@umn.edu

55. Poster: 11:30AM–12:20PM Riverwalk
The Impact of Nested Performance Ratings on Operational Validity Estimates
Test validation is fundamental to I-O psychology. Problems with performance ratings as criteria are well-recognized; however, with nested designs it is difficult to determine the degree that validity estimates are obscured due to rater effects. Results demonstrate attenuation in observed validities under different conditions and provide guidance for investigators doing validation research.

James Kemp Ellington, Appalachian State University
Samuel T. McAbee, Bowling Green State University
Ronald S. Landis, Illinois Institute of Technology
Alan D. Mead, Talent Algorithms Inc.

Submitted by James Kemp Ellington, ellingtonjk@appstate.edu

56. Poster: 11:30AM–12:20PM Riverwalk
Do Time Limits and Time Pressure Influence Test Takers' Emotions and Perceptions?
Little is known about time limits and emotions in personnel selection, although they are relevant in various situations. Authors studied effects of time limits and time pressure on perceptions, emotions, and reactions to a simulated test. Time pressure was related to perceptions and emotions in contrast to time limits, and emotions were connected with test takers' perceptions and reactions.

Franziska J. Gassner, Ernst & Young
Katrin Mayer, Ulm University
Klaus G. Melchers, Ulm University

Submitted by Franziska J. Gassner, f-gassner@gmx.de

57. Poster: 11:30AM–12:20PM Riverwalk
Alternative Predictors of Job Attitudes and Longitudinal Job Performance
This study examines the predictive and incremental validities of the Big 5 and HEXACO personality dimensions in predicting job performance (production and quality) over 6 time points and employee job attitudes (job satisfaction, organizational commitment, and withdrawal intentions) in a sample of employees within a large government contractor.

Amy F. Huber, jobZology
Colin Willis, Colorado State University
Kurt Kraiger, Colorado State University
Bryan J. Dik, Colorado State University

Submitted by Amy F. Huber, amy@jobzology.com

58. Poster: 11:30AM–12:20PM Riverwalk
Validation of Air Force Work Interest Navigator (AF-WIN) for Military Classification
This poster will describe development and validation of an Air Force vocational interest tool designed to guide military recruit classification

into one of 132 enlisted career fields. Concurrent validation based on 4,222 incumbents showed substantially higher levels of job satisfaction and reenlistment intent among members identified as a good match for their career field based on the tool.

James F. Johnson, U.S. Air Force
Sophie Romay, University of Houston
Laura G. Barron, U.S. Air Force

Submitted by James F. Johnson, james.johnson.271@us.af.mil

59. Poster: 11:30AM–12:20PM Riverwalk

Development and Initial Validation of the Time Management Inventory

Many popular assessments of time management lack clear theoretical grounding. Using a construct-oriented, process-based model, the authors developed and refined the Time Management Inventory (TMI). Results from 3 studies indicated an interpretable factor structure underlying reliable subscales, with the potential to predict job performance criteria, including some generalizability across cultures.

Brian H. Kim, Occidental College
Guihyun Park, Singapore Management University
Kwanghyun Kim, Korea University
Myeong Hyeon Cho, Korea University
Lilang Chen, Occidental College

Submitted by Brian H. Kim, briankim@oxy.edu

60. Poster: 11:30AM–12:20PM Riverwalk

Developing a Self-Report Scale of Employability Using the RAW Model

Using the RAW (Rewarding to work with, Ability, Willingness to work hard) model of employability, the authors constructed a short self-report scale. Exploratory factor analysis and construct validation lent support to the scale and model, but predictive validity of teammates' ratings was limited.

Janet L. Kottke, California State University-San Bernardino
Nancy J. Stone, Missouri University of Science & Technology
Elizabeth L. Shoenfelt, Western Kentucky University
Dustin Bauer, California Baptist University
Daniell Study, California State University-San Bernardino

Submitted by Janet L. Kottke, jkottke@csusb.edu

61. Poster: 11:30AM–12:20PM Riverwalk

Cognitive Complexity, Automated Assessments, and Leadership Potential

This session examined cognitive complexity as a predictor of high-potential leadership and career trajectories. Relative use of integration distinguished senior from mid-level leaders. Among senior leaders, those using relatively more integration tended to have upward trajectories, whereas those using relatively less integration were more likely to turnover and transition laterally.

David G. Kraichy, University of Saskatchewan
Krista L. Uggerslev, Northern Alberta Institute of Technology

Submitted by David G. Kraichy, kraichy@edwards.usask.ca

62. Poster: 11:30AM–12:20PM Riverwalk

Applicant Faking Detection: Investigating Subgroup Differences

Racial and gender subgroup differences on 5 faking measures were evaluated: Social Desirability, Bogus Items, Blatant Extreme Responding, Covariance Index, and Dispersion Index. Results indicated small to medium difference on mean scores of these faking measures. Adverse impact is not a concern for most groups except for Asian.

Mei-Chuan Kung, Select International, Inc.
Allison N. Besl, Select International, Inc.
Ted B. Kinney, Select International, Inc.
Amy Gammon, Select International, Inc.

Submitted by Mei-Chuan Kung, mkung@selectintl.com

63. Poster: 11:30AM–12:20PM Riverwalk

Diving Into Device: Examining Device Features, Interactive Simulations, and Reactions

This study examined devices in terms of features. Screen size and browser type were both related to performance on cognitive assessments. Differences were greatest for the most interactive simulation. Results suggest that assessments containing problem solving or interactive simulations should be completed on a large screen device with an up-to-date browser to maximize performance.

Amie D. Lawrence, Select International
Ted B. Kinney, Select International
Jessica R. Petor, Select International
Trevor D. McGlochlin, Select International

Submitted by Amie D. Lawrence, alawrence@selectintl.com

64. Poster: 11:30AM–12:20PM Riverwalk

How to Build a Cognitive Ability Test With Reduced Mean Group Differences

Guided by psychometric principles, one can build cognitive ability tests with lower mean group differences by using items with low g-saturation and by reducing the reliability of the test. Such a diminished g test predicts *g*-related criteria worse than a *g*-test with high *g*-saturation and high reliability. Assertions about specific item types causing reduced mean differences are likely incorrect.

Michael A. McDaniel, Work Skills First, Inc.

Submitted by Michael A. McDaniel, McDaniel@workskillsfirst.com

65. Poster: 11:30AM–12:20PM Riverwalk

A Comparison of Multiple SJT Scoring Strategies

Although situational judgment tests (SJTs) offer many advantages compared to other assessment tools, there is little consensus regarding SJT scoring methods. This research evaluated a number of different profile scoring strategies in terms of convergence, reliability, and mean group differences. Additional research on SJT scoring is clearly needed.

Bryon H. Miller, Ford Motor Company
Calvin C. Hoffman, Los Angeles County Sheriff's Department
Carlos Valle, Los Angeles County Sheriff's Department

Submitted by Carlos Valle, cvalle356@gmail.com

66. Poster: 11:30AM–12:20PM Riverwalk

Effects of Brief Mindfulness Training on Employment Interview Performance

This poster investigated the effects of brief mindfulness training on employment interview performance. Findings indicated that participants exposed to brief mindfulness meditation performed significantly better on the interview as compared to the control group. Implications of these findings for applicants and practitioners are discussed.

Vipanchi Mishra, West Chester University of Pennsylvania
Rachel Grix, Grant Thornton
Jonathan Godwin, West Chester University of Pennsylvania

Submitted by Vipanchi Mishra, mishra.vipanchi@gmail.com

67. Poster: 11:30AM–12:20PM Riverwalk

Predicting Cognitive and Skill Performance With Crystallized and Fluid Intelligence

This studycompared measures of crystallized and fluid intelligence in the prediction of cognitive and skill-based training performance for a high complexity job. Correlations among the intelligence tests ranged from -.02 to .38. Adding fluid intelligence to regression models featuring crystallized intelligence increased prediction of cognitive performance by 4% and skill-based performance by 19%.

Cory M. Moclaire, Naval Aerospace Medical Institute
Brennan D. Cox, United States Navy
Michael W. Natali, United States Navy
Tatana M. Olson, United States Navy
Sabrina M. Drollinger, Naval Aerospace Medical Institute

Submitted by Michael W. Natali, MWNatali@gmail.com

68. Poster: 11:30AM–12:20PM Riverwalk

A Novel Similarity to Expert Scoring Method for Situational Judgment Tests

A novel approach for scoring a situational judgement test using an expert key is described. Using a distance-based metric and accounting for both variance and covariance among expert ratings, the approach results in an intuitive and easy to interpret score (0–100 scale). The approach is demonstrated using a sample of U.S. Marine Corps instructors.

Patrick J. Rosopa, Clemson University
Jamie M. Fynes, Clemson University
Katherine Brown, Clemson University

Submitted by Patrick J. Rosopa, prosopa@clemson.edu

69. Poster: 11:30AM–12:20PM Riverwalk

A Tisket, a Tasket, I Took an In-Basket: In-Baskets, Personality, and Law Enforcement

This study examined how personality, as measured by the HEXACO, impact scores on an in-basket work sample. Using data collected from a state highway patrol agency, results indicated that officer rank and personality (Agreeableness, Honesty-Humility, and Emotionality) were predictive of participants' scores on an in-basket administered as part of a promotional process

Emilie Seyfang, Middle Tennessee State University
Mark C. Frame, Middle Tennessee State University
Alexander T. Jackson, Middle Tennessee State University
Michael B. Hein, Middle Tennessee State University
Submitted by Emilie Seyfang, emilies141@gmail.com

70. Poster: 11:30AM–12:20PM Riverwalk

Could Social Media Background Checks Discourage Qualified Job Applicants?

This study explores participants' attitudes about social media background check procedures. Results indicate that companies that request social media logins and passwords may have negative applicant reactions, decreased organizational attractiveness, and discourage qualified job applicants. Employers may have to reconsider social media usage and background check policies to stay competitive.

Baylea N. Sorto, Oracle
Sydney Lyla Reichin, Middle Tennessee State University
Mark C. Frame, Middle Tennessee State University
Michael B. Hein, Middle Tennessee State University
Richard G. Moffett, III, Middle Tennessee State University
Submitted by Sydney Lyla Reichin, sydneyreichin@gmail.com

71. Poster: 11:30AM–12:20PM Riverwalk

Faking Classification Accuracy Improved: Adopting the Tree-Process Model

Authors studied the response process of faking to rating scales by adapting a recently introduced item response theory modeling procedure, the tree-process model, using the MTurk samples under an induced faking experimental design. Significantly more extreme responding was captured in fakers. Percentage cut-offs based on extreme responding produced faker classification precision of 85% on average.

Tianjun Sun, University of Illinois at Urbana-Champaign
Bo Zhang, University of Illinois Urbana-Champaign
Mengyang Cao, Facebook
Fritz Drasgow, University of Illinois at Urbana-Champaign
Submitted by Tianjun Sun, tsun5@illinois.edu

72. Poster: 11:30AM–12:20PM Riverwalk

Development and Validation of a Situational Judgment Test of Resilience

A 40-item Resilience situational judgment test (SJT) was developed to capture resilience in context. A crowd-sourcing method was used to create scoring keys. The SJT showed good reliability, less overlap with hardiness and affect than two Likert resilience scales, and incremental validity in predicting global adjustment beyond the Likert scales.

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

73. Poster: 11:30AM–12:20PM Riverwalk

TAPAS as an Indicator for CWBs in Applicant, Honest, and Faking Conditions

TAPAS, the Army's first computer-adaptive personality test incorporating multidimensional pairwise preference items, was evaluated to determine extent of score distortion and criterion-related validity across applicant, honest, and faking conditions in a military sample. Results show scores are relatively stable across time, resistant to directed faking, and validity comparable across conditions.

John D. Trent, United States Air Force
Laura G. Barron, United States Air Force
Mark R. Rose, United States Air Force
Thomas R. Carretta, United States Air Force
Submitted by John D. Trent, JTrent@satx.rr.com

74. Poster: 11:30AM–12:20PM Riverwalk

Applying Classical Test Theory Item Analysis to Situational Judgment Test Items

Arriving at minimum test length with items that contribute the most to validity and reliability is a general goal of test development. Central to this goal is the evaluation of items. A method for applying classical test theory item analysis on rate-the-effectiveness situational judgment items for evaluation is presented.

Carlos Valle, Los Angeles County Sheriff's Department
Calvin C. Hoffman, Los Angeles County Sheriff's Department
Daniel Kowallis, Los Angeles County Sheriff's Department
Submitted by Carlos Valle, cvalle356@gmail.com

75. Poster: 11:30AM–12:20PM Riverwalk

A Field Study Evaluating the Three-Option Multiple-Choice Format

There is little empirically-based guidance regarding design of multiple-choice tests. Most guidance comes from testing experts as codified in measurement textbooks (Haladyna & Downing, 1989; Haladyna & Downing, 2002). This applied study considers the number of alternatives when writing MC test items. Surprisingly, 3-option tests had larger mean group differences.

Carlos Valle, Los Angeles County Sheriff's Department
Calvin C. Hoffman, Los Angeles County Sheriff's Department
C. Chy Tashima, Los Angeles County Sheriff's Department
Christina M. Ramirez, Los Angeles County Sheriff's Department
Submitted by Carlos Valle, cvalle356@gmail.com

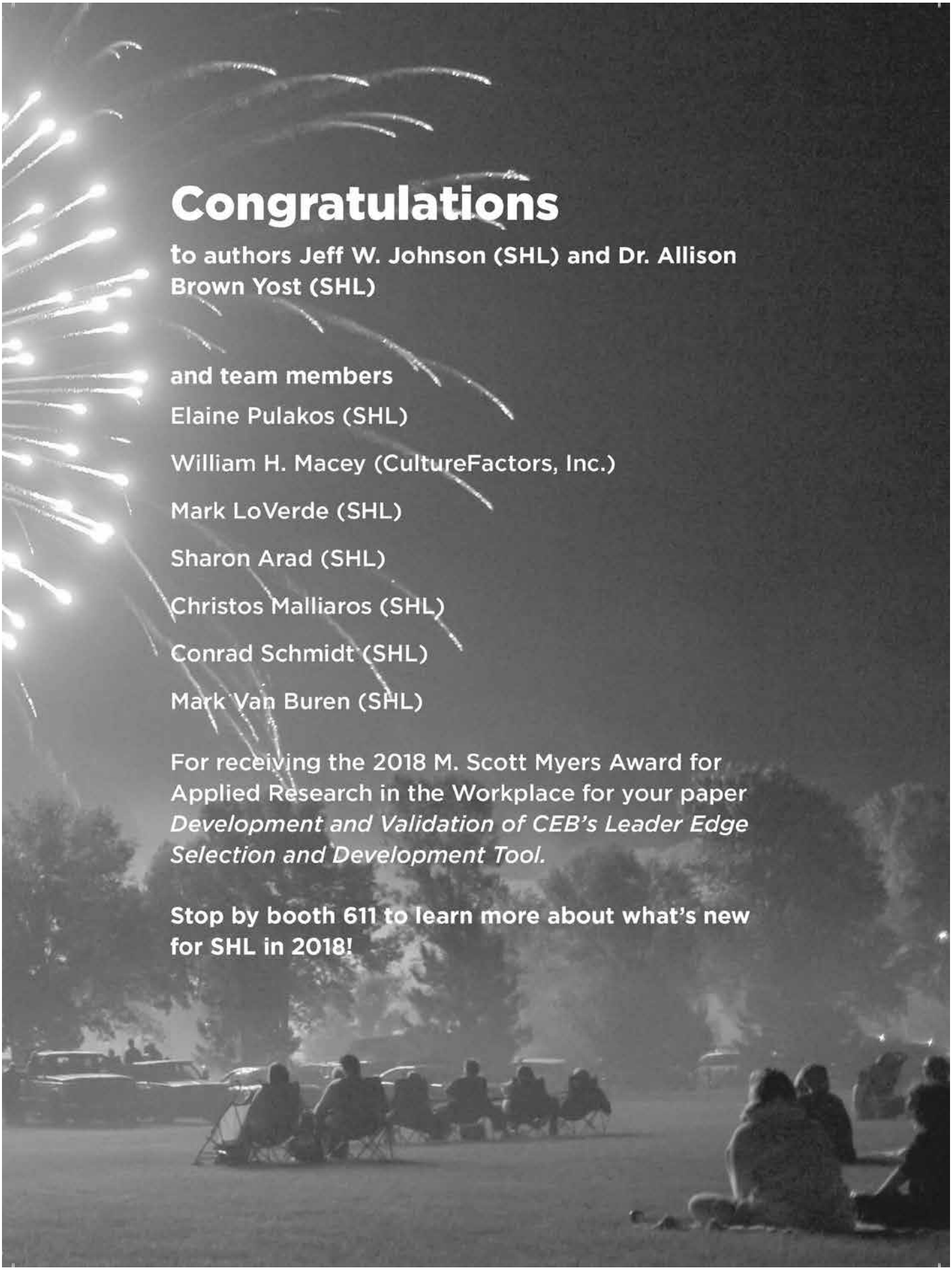
77. Poster: 11:30AM–12:20PM Riverwalk

The Relationship Among Cognition, Personality Traits, and Auditor Task Performance

From a sample of 102 auditors and 104 audit interns, findings indicate that experience moderates the effects of cognition and personality on auditor task performance. In addition, although use of a logical thinking style is associated with higher performance, for less-experienced auditors the benefits of using a logical thinking style occur only when use of an intuitive thinking style is low.

MultiDisciplinary

Ryan D. Zimmerman, Virginia Tech
Christopher J. Wolfe, Texas A&M University
Brian C. Fitzgerald, Northeastern University
Submitted by Ryan D. Zimmerman, rdzimmer@vt.edu



Congratulations

to authors Jeff W. Johnson (SHL) and Dr. Allison Brown Yost (SHL)

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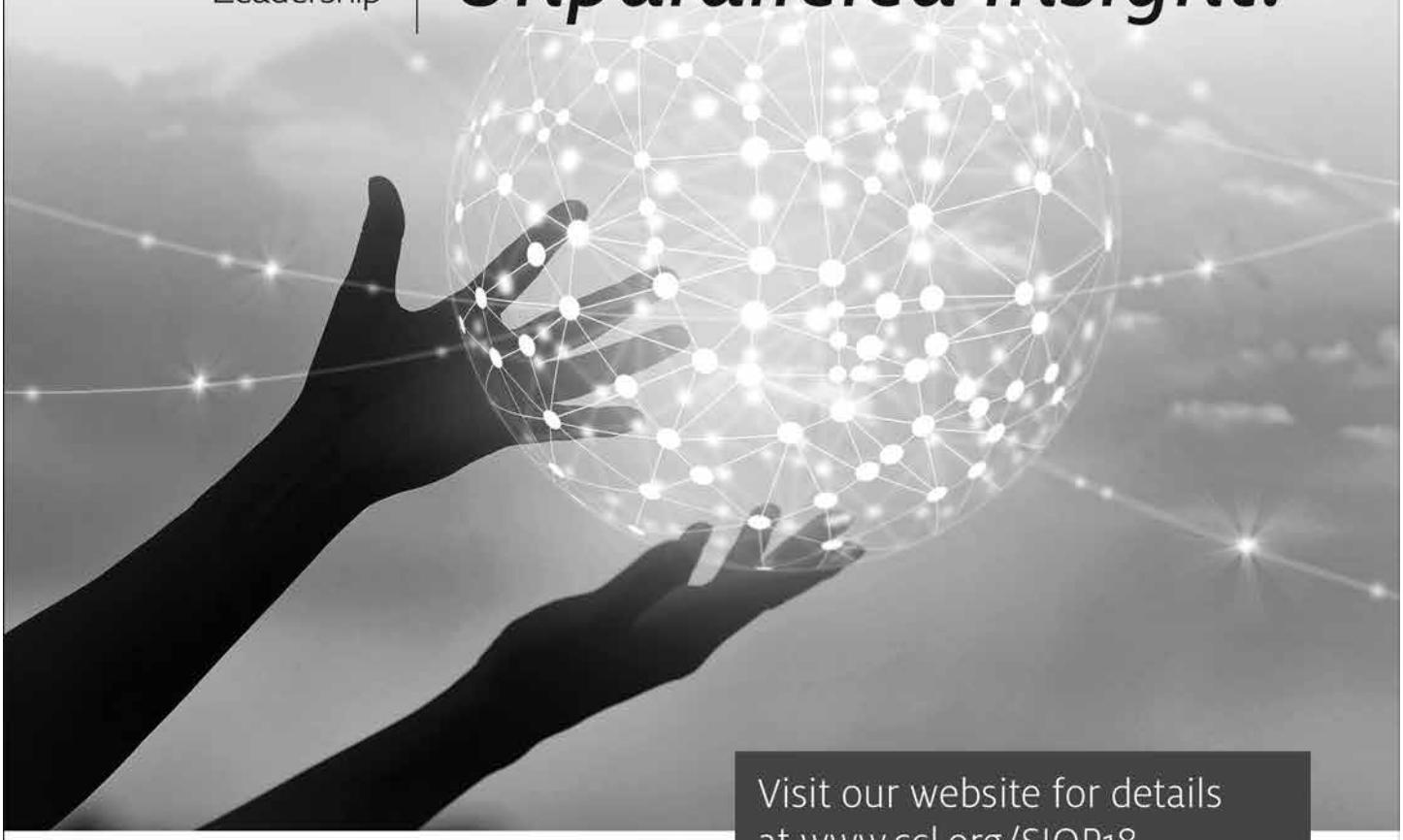

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Want to achieve results that are all your own? Visit one of these 6 OrgVitality sessions, and discover tools and approaches to help you forge your unique path to success.

Listen and Learn: Corporate Approaches to Continuous Listening
Dr. Scott Brooks
April 19, 2018 from 12:00 PM to 1:20 PM
Room Ontario

Finding the Needle in the Haystack: Finding and Acting on Quality Comments
Dr. Victoria Hendrickson
April 19, 2018 from 12:00 PM to 1:30 PM
Room Sheraton 2

Myth Busters - Which Survey Practices Are Evidence Based?
Dr. Victoria Hendrickson, Sertrice Grice, MS
April 19, 2018 from 1:30 PM to 2:50 PM
Room Huron

Innovation & Leadership: Enabling Strategic Explorations Amidst Daily Execution
Dr. Victoria Hendrickson
April 19, 2018 from 3:30 PM to 4:50 PM
Room Wrigleyville

Employee Surveys and New Technologies: Privacy and Ethical Issues
Jeffrey Saltzman
April 20, 2018 from 4:00 PM to 4:50 PM
Room Chicago 6

Bringing Successful Employment to the Intellectually Developmentally Disabled
Walter Reichman, MBA, EdD
April 21, 2018 from 1:30 PM to 2:20 PM
Room Erie

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78. Alternative Session Type with Presenters: 12:00PM–1:20PM Chicago 6

Mobile Assessment: Practical Considerations for Implementation (Demo/Discussion)

Test publishers and an employer discuss strategies for use of mobile assessments. Topics include demographic group differences for mobile versus desktop and implications of this, demonstration of novel, mobile-friendly response formats, and design considerations to optimize candidate experience across devices. Audience will participate by sampling assessment experiences live via mobile device.

Keith D. McCook, OutMatch, ***Chair***
Jared Z. Ferrell, SHAKER, ***Presenter***
Kevin Impelman, IBM, ***Presenter***
James R. Longabaugh, IBM, ***Presenter***
Jennifer E. Lowe, Hogan Assessment Systems, ***Presenter***
Andrew P. McGrory, OutMatch, ***Presenter***
Rachel D. Plugge, Baylor Health Care System, ***Presenter***

Submitted by Keith D. McCook, kmccook@outmatch.com

79. Alternative Session Type with Presenters: 12:00PM–1:20PM Chicago 7

Calling for Reinforcements: IGNITING Military Veteran Transition Research & Practice

Multidisciplinary presenters IGNITE a new veteran transition research agenda and practical support program improvements. Presentations and interactive discussions examine veteran research and needs, I-O's role in the process, myths and stereotypes, veterans' transition planning and mindsets, veteran–job fit, longitudinal research, program assessments, research–practice collaborations, and tactics.

MultiDisciplinary

Peter J. Reiley, U.S. Air Force, ***Chair***
Nathan D. Ainspan, Transition to Veterans Program Office, ***Presenter***
E. Susanne Blazek, Korn Ferry Institute, ***Presenter***
Pat Clifford, Tristate Veteran Community Alliance, ***Presenter***
Joshua Douglas Cotton, Flowserve Corporation, ***Presenter***
Mary Keeling, Center for Innovation and Research on Veterans & Military Families, ***Presenter***
Fred A. Mael, Mael Consulting and Coaching, ***Presenter***
Christopher B. Stone, Emporia State University, ***Presenter***
Jeff Wenger, RAND Corporation, ***Presenter***

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

80. Panel Discussion: 12:00PM–1:20PM Chicago 8

External and Ethnic: Living the Diversity Experience in External Practice

SIOP has recently engaged in initiatives to increase the diversity of its membership. The diversity conversation is a complicated one and must acknowledge differential issues depending on area of practice and minority group. This panel will discuss the unique challenges facing ethnic minorities in external practice and lessons learned.

Ranjit Nair, Potluck Culture LLC., ***Chair***
Sayeedul Islam, Farmingdale State College, ***Panelist***
Ena Sawhney Johnson, PricewaterhouseCoopers, ***Panelist***
Keisha Phillips-Kong, Keiphi Consulting Inc., ***Panelist***
Frances Taveras-Amato, Mercer | Sirota, ***Panelist***
Vivian A. Woo, Mercer | Sirota, ***Panelist***

Submitted by Vivian A. Woo, vivian.woo@mercer.com

81. Symposium/Forum: 12:00PM–1:20PM Chicago 9

Psychological Contracts: Exclusion, Career Stages, and Employer Reactions to Breach

Psychological contracts explore the relationship between employer and employee, with the literature focusing on employee breach and resulting attitudes. This symposium extends the literature by examining outcomes from coworkers as a result of breach, the importance of employee and employer obligations at various career stages, and employer emotional responses to appraisal.

Lisa Schurer Lambert, Georgia State University, ***Chair***
Tanja R. Darden, Georgia State University, ***Co-Chair***
Thomas Zagenczyk, Clemson University, Kevin S. Cruz, University of Richmond, Kristin Scott, Clemson University, Christian N. Thoroughgood, Villanova University, Janelle H. Cheung, Oregon Health & Science University, ***Psychological Contract Breach and Coworker Exclusion***
Tim Vantilborgh, University of Brussels, Yannick Griep, University of Brussels, Safâa Achnak, University of Brussels, ***How Exchanges in Employee–Employer Psychological Contracts Relate to Career Stages***
Tanja R. Darden, Georgia State University, Lisa Schurer Lambert, Georgia State University, ***Psychological Contracts From the Employer's Perspective: Role of Supervisor Emotions***

Submitted by Tanja R Darden, tdarden6@gsu.edu

82. Symposium/Forum: 12:00PM–1:20PM Chicago 10

Context Matters: Expanding Work–Family Research

It has long been lamented that work–family research participants are primarily Western, well-educated, and professional workers. With an international group of presenters and presentations that include qualitative and quantitative reviews, as well as primary studies, this symposium brings together a set of papers that expand the context within which work–family experiences are typically examined.

Eugene Agboifo Ohu, Pan-Atlantic University, Jing Zhang, California State University, San Bernardino, Candice L. Thomas, Saint Louis University, Christiane Spitzmueller, University of Houston, Esther Ogochukwu Anwuzia, Lagos Business School, Kennedy Mazara, Jr., Saint Louis University, ***Low-Income Nigerian Worker Work–Family Conflict and Child Family Satisfaction***
Mary K. Hunt, Illinois Institute of Technology, Meghan L. Pickett, Illinois Institute of Technology, Shujaat F. Ahmed, Amtrak, Roya Ayman, Illinois Institute of Technology, ***Work–Family Experience of Migrant, Immigrant, and Expatriate Workers: A Review***
Peter P. Yu, Baruch College & The Graduate Center, CUNY, Kristen M. Shockley, University of Georgia, ***Work–Family Conflict and Satisfaction: Collectivism and Performance Orientation***
Tammy D. Allen, University of South Florida, Kimberly A. French, Georgia Institute of Technology, Soner Dumani, American Institutes for Research (AIR), Kristen M. Shockley, University of Georgia, ***A Cross-National Meta-Analysis of Work–Family Conflict Relationships***

Submitted by Tammy D. Allen, tallen@mail.usf.edu

83. Symposium/Forum: 12:00PM–1:20PM Erie

Transgender Employee Experiences: Understanding the Issues to Create Solutions

This symposium examines work experiences of sexual minority and gender nonconforming employees with focus on transgender employees. Researchers investigate negative work experiences (low-intensity work mistreatments; transitioning) and present individual and organizational work strategies (support, mindfulness). Findings provide options to improve organizational and individual employee outcomes.

Ann H. Huffman, Northern Arizona University, ***Chair***
Steve T. Discont, Illinois Institute of Technology, Mahima Saxena, Illinois Institute of Technology, ***Examining Workplace Mistreatment and Occupational Health in Sexual Minority Employees***
N. Derek Brown, Portland State University, Nicholas A. Smith, Portland State University, Larry R. Martinez, Portland State University, ***Transcending Boundaries or Engendering Burdens? Impact of Workplace Gender Transitions***
Lisa Fleming, Northern Arizona University, Ann H. Huffman, Northern Arizona University, M. David Albritton, Northern Arizona University, Patrick C. Doyle, Northern Arizona University, ***Seeking Support: Varying Pathways to a Trans Friendly Workplace***
Christian N. Thoroughgood, Villanova University, Katina Sawyer, Villanova University, Jennica R. Webster, Marquette University, ***Transgender Discrimination and Paranoid Cognition: Mindfulness as a Buffering Factor***

Submitted by Ann H. Huffman, ann.huffman@nau.edu

84. Symposium/Forum: 12:00PM–1:20PM Huron

Scientist–Practitioner Collaboration in Virtual Leadership Research and Practice

Global remote teams are becoming more the norm than the exception in today's workplace. Scientist–practitioners have a great deal to contribute to the study and practice of leadership on virtual teams. This symposium presents a range of contributions on the topic starting with a theoretical framework to experimental and applied research to case studies.

Radostina Purvanova, Drake University, Renata Kenda, Tilburg University, ***Paradox-***

ical Virtual Leadership: Reconsidering Virtuality Through a Paradox Lens
Steven D. Charlier, Georgia Southern University, Radostina Purvanova, Drake University, Lindsey M. Greco, Oklahoma State University, Cody J. Reeves, Brigham Young University, ***Who Emerges Into Virtual Team Leadership Roles***
Daniel P. Russell, RHR International, Nicole Stephens, Electronic Arts, ***Great Remote Leadership: The Electronic Arts Story***
Alyson B. Margulies, US Foods, Rebecca Levine, PepsiCo, ***Case Studies in Developing Leaders' to Lead Virtual Teams***

Submitted by Daniel P. Russell, drussell@vt.edu

85. Panel Discussion: 12:00PM–1:20PM Michigan A

The Future of Learning and Development Research: Threats and Opportunities

Drawing on the combined expertise of a diverse panel of experts in different areas within broad areas of learning and development (L/D), this session will examine and discuss both threats to I-O psychology's influence on the broad field of L/D and opportunities for us to leverage our expertise to have greater influence in the future. Panelists share insights to help navigate the L/D landscape.

Kurt Kraiger, Colorado State University, ***Chair***
Tara S. Behrend, George Washington University, ***Panelist***
Kenneth G. Brown, University of Iowa, ***Panelist***
Lisa Burke-Smalley, University of Tennessee at Chattanooga, ***Panelist***
David B. Peterson, Google, Inc., ***Panelist***
Eduardo Salas, Rice University, ***Panelist***
Eric A. Surface, ALPS Insights, ***Panelist***

Submitted by Kurt Kraiger, kurt.kraiger@colostate.edu

86. Panel Discussion: 12:00PM–1:20PM Michigan B

Strategic 360 Feedback: Applications, Challenges, and Opportunities

The editors of *The Handbook of Strategic 360 Feedback* are joined by contributors and experts to discuss themes emerging from this soon-to-be-published resource. The discussion will consider both new approaches to this challenging process along with progress (or lack thereof) since the last major work of this kind 17 years ago.

Allan H. Church, PepsiCo, ***Chair***
David W. Bracken, DWBracken & Associates, ***Panelist***
John W. Fleenor, Center for Creative Leadership, ***Panelist***
Dale S. Rose, 3D Group, ***Panelist***
Michael A. Campion, Purdue University, ***Panelist***
Janine Waclawski, PepsiCo, ***Panelist***

Submitted by David W. Bracken, dwbracken@gmail.com

87. Symposium/Forum: 12:00PM–1:20PM Ontario

Listen and Learn: Corporate Approaches to Continuous Listening

Increasingly more organizations are implementing some form of a continuous listening strategy. This symposium will present the journeys of 4 distinct organizations. Presenters will discuss their organizations' approaches to continuous listening, the challenges they encountered during the design and implementation, their successes, and lessons learned.

Lilia Hayrapetyan, Citi, ***Chair***
David M. Koch, Citi, Lilia Hayrapetyan, Citi, ***Continuous Listening at Citi: Real Time Data for Real Time Action***
Brittnie Shepherd, PepsiCo, Christina Fleck, PepsiCo, Bennett A Price, PepsiCo, Vanessa A. Jean, PepsiCo, Christopher T. Rotolo, PepsiCo, ***Keeping an Ear to the Ground: PepsiCo's Path Toward Continuous Listening***
Jennifer Diamond Acosta, Allstate Insurance Company, Emily Spiegel, Allstate Insurance Company, ***Inspiring Change With Continuous Listening at Allstate***
Mara Simensen, Bank of America, Stephen Lindia, Bank of America, ***Pulse Surveys at Bank of America: Becoming More Agile Through Continuous Listening***
Scott M. Brooks, OrgVitality, ***Discussant***

Submitted by Lilia Hayrapetyan, lilia.hayrapetyan@citi.com

88. Alternative Session Type with Presenters: 12:00PM–1:20PM Sheraton 1

Adverse Impact Analysis: The Who, What, When, How, and Why

This session brings together diverse stakeholders concerned with adverse impact (employment lawyers, clients, assessment developers, academics) to provide their perspective on reporting and contextual constraints with respect to AI reporting and considerations across selection strategies. Panelists will also discuss 1 or 2 considerations for AI scenarios submitted by participants in advance.

John Capman, Aon, ***Chair***
Juliet Aiken, University of Maryland, ***Presenter***
Kate Bischoff, tHRive Law & Consulting, LLC, ***Presenter***
Lisa Grant Harpe, DCI, ***Presenter***
Nicholas R. Martin, Aon, ***Presenter***
Michelle Rodrigues, Jefferson County Personnel Board, ***Presenter***
Sheldon Zedeck, University of California-Berkeley, ***Presenter***

Submitted by John Capman, john.capman@aonhewitt.com

89. Symposium/Forum: 12:00PM–1:20PM Sheraton 2

Finding the Needle in the Haystack: Finding and Acting on Quality Comments

Comments are a critical component of surveys, yet the sophistication of collecting, analyzing and reporting text data is far behind that of quant data. This symposium brings focus to the quality of comment data. Findings will inform how to design and process a comment section that collects quality data and how to leverage this data to drive meaningful action.

Victoria Hendrickson, OrgVitality, LLC, ***Chair***
David C. Morris, Carrington Mortgage Holdings, ***Using Unique Word Count and Sentiment as Proxies for Quality in Performance Feedback***
Reanna P. Harman, ALPS Insights, James Kemp Ellington, Appalachian State University, Eric A. Surface, ALPS Insights, Alicia Chen, ALPS Insights, ***Reducing Bias and Improving Comment Quality by Changing the Prompt***
Jennifer J. Brown, Google, Inc., Lauren Barbato, Google, Inc., ***Who Writes Useful Comments? Helping Organization Leaders Parse Open-Ended Text***
Victoria Hendrickson, OrgVitality, LLC, ***Walking the Talk: Linking Comment Quality to Survey Action***

Submitted by Victoria Hendrickson, victoria.hendrickson@orgvitality.com

90. Symposium/Forum: 12:00PM–1:20PM Sheraton 3

Measurement Issues and Impacts of Dark Personality

Dark side traits have attracted a large amount of research attention. Yet, measurement of these traits is more difficult, relative to other personality traits. This symposium focuses on the measurement of dark side personality from different approaches, providing guidelines for developing or choosing dark personality measures in future research.

Scott Highhouse, Bowling Green State University, ***Chair***
Hanyi Min, Bowling Green State University, ***Co-Chair***
Blaine H. Gaddis, Hogan Assessment Systems, Jeff Foster, Hogan Assessment Systems, Brandon Ferrell, Hogan Assessment Systems, ***Distinguishing Dark-Side Personality From Personality Disorders***
Hanyi Min, Bowling Green State University, Ivica Pavisic, Bowling Green State University, Nicholas Howald, Bowling Green State University, Scott Highhouse, Bowling Green State University, Michael J. Zickar, Bowling Green State University, ***Comparing Three Sadism Measures***
Laurence R. Gore, Ohio State University, ***Do Dark Triad Traits Predict Managerial Decisions?***
Peter D. Harms, University of Alabama, Dustin Wood, University of Alabama, Karen Landay, University of Alabama, Graham H. Lowman, University of Alabama, Tuscaloosa, ***Finding Your Way in the Darkness: Scale Design Issues in Dark Personality Research***
Bradley J. Brummel, University of Tulsa, ***Discussant***

Submitted by Hanyi Min, mhanyi@bgsu.edu

91. Master Tutorial: 12:00PM–1:20PM Sheraton 4

Deep-Learning Introduction and Applications Within I-O Psychology and HR Analytics

MultiDisciplinary

A detailed tutorial covers deep learning, the history, the current applications, and the future expectations. Although the master tutorial is presented by a data scientist with expertise in deep learning, the second part of the master tutorial will help ground the conversation from that of an I-O psychologist.

Benjamin J. Taylor, Ziff, ***Host***
Dan J. Putka, HumRRO, ***Presenter***

Submitted by Benjamin J. Taylor, bentaylorche@gmail.com

92. Special Event: 12:00PM–1:20PM Sheraton 5

SIOP Select: I-O Igniting Innovation

The theme of the session is innovation through I-O psychology and features professionals who work on innovation and in innovative environments. Panel members will talk about the overall theme of innovation and creativity. Featuring both researchers and consultants, the presenters will also discuss how the science of innovation can inform and impact the practice of innovation, and vice-versa.

Richard N. Landers, Old Dominion University, ***Chair***
Silvia Bonaccio, University of Ottawa, ***Co-Chair***
Markus Baer, Washington University in St. Louis, ***Panelist***
Peggy Boyer, Leadership Accelerated, ***Panelist***
Robert Jeff Kollar, CNXT EoE Inc., ***Panelist***
Chandra D. Miller, Health Care Services Corp., ***Panelist***
Shreya T. Sarkar-Barney, Human Capital Growth, ***Panelist***
Tracey E. Rizzuto, Louisiana State University,

Submitted by Tracey E. Rizzuto, trizzut@lsu.edu

93. Panel Discussion: 12:00PM–1:20PM Streeterville

Developing Physicians to Be Leaders: Our Lives May Depend On It

MultiDisciplinary

The healthcare system faces challenges that create a great need for physician leaders. I-O psychologists have a significant opportunity to ensure an adequate supply of physician leaders. The purpose of this session is to discuss key issues that are unique to physician leaders and how I-O psychologists can contribute to the selection and development of physician leaders.

Veronica S. Harvey, Schmidt Harvey Consulting, LLC, ***Co-Chair***
Sarah Carr Evans, Leadership Insights Consulting, LLC, ***Co-Chair***
Alan M. Friedman, J3Personica, ***Panelist***
Joe Mazzenga, NuBrick Partners, ***Panelist***
Thomas Shanley, Ann & Robert H. Lurie Children's Hospital of Chicago, ***Panelist***

Submitted by Veronica S. Harvey, veronicas.harvey@gmail.com

94. Alternative Session Type with multiple papers: 12:00PM–12:50PM Superior A

An IGNITEd Research Incubator: How Can I-O Help "Cure" Healthcare Provider Burnout?

With physicians twice as likely to burn out versus the general population (Shanafelt et al., 2015), burnout in healthcare must be reduced. This session combines IGNITE-style presentations from 5 experts with a research incubator to create action items on reducing burnout. A Google Document will be shared to SIOP attendees for broader input. Responses will contribute to a special issue in OPR.

MultiDisciplinary

Marissa L. Shuffler, Clemson University, ***Chair***
Nastassia M. Savage, Clemson University, ***Chair***
Megan E Gregory, Michael E. DeBakey Veterans Affairs Medical Center/Baylor College of Medicine, ***Presenter***
Ashley M. Hughes, University of Illinois at Chicago, ***Presenter***
Tod N. Tappert, Greenville Health System, ***Presenter***
Donald Wiper, Greenville Health System, ***Presenter***

Submitted by Nastassia M. Savage, nsavage@clemson.edu

95. Alternative Session Type with Presenters: 12:00PM–1:20PM Superior B

Using Data and Ideation to Bring Company Values to Life: A How-To Guide

Three I-O practitioners and one startup founder will share applied methodologies and conduct hands-on activities to guide and inspire attendees to elevate the impact their companies' values have on employee behaviors and decision making. Using survey data and group ideation techniques, attendees will learn how to uncover new values or reignite existing ones to optimize organizational outcomes.

David E. Ostberg, Culture Amp, ***Chair***
Chloe Hamman, Culture Amp, ***Presenter***
Courtney Bigony, 15Five, ***Presenter***
Shane Metcalf, 15Five, ***Presenter***

Submitted by David E. Ostberg, dostberg@comcast.net

96. Alternative Session Type with multiple papers: 12:00PM–12:50PM Wrigleyville

Let's Practice What We Preach: The Science AND Practice of Mindfulness at Work

In a unique format, presenters will disseminate results of a research study or practitioner program applying mindfulness to worker well-being and then lead the audience through a related mindfulness practice. The audience will hear from academic and practitioner presenters and connect with mindfulness practice for intentional purposes of self-compassion, resilience, rumination and engagement.

Lillian T. Eby, University of Georgia, ***Chair***
Kate M. Conley, University of Georgia, ***Co-Chair***
Vicki L. Flaherty, IBM, ***Mindfulness@IBM: An Employee-Led Community Supporting IBM's Transformation***
Andy Lee, Aetna, ***The Mindfulness Challenge: Enhancing Engagement Through a Digital Mindfulness Program***
Kate M. Conley, University of Georgia, Kimberly A. French, Georgia Institute of Technology, Lillian T. Eby, University of GeorgiaTammy D. Allen, University of South Florida, ***One Year Later: The Sustained Effects of Mindfulness Training on Employee Well-Being***
Adam A. Kay, University of British Columbia, Daniel Skarlicki, University of British Columbia, ***Mindfulness Increases Psychological Capital via Self-Compassion***

Submitted by Kate M. Conley, kmc81050@uga.edu

97. Community of Interest: 12:30PM–1:20PM Mayfair

Alternative Work Arrangements: Agile Project Management Methods Are Here!

Interested practitioners and researchers are invited to join a conversation about the changing work environment. Agile project management, rapid technological advances, innovation and transformations, change management, and more will be discussed. Participants are encouraged to share their own experiences, research, and ideas to this COI on alternative work arrangements.

Jasmine Langevine, Deloitte, ***Host***
Mike Morrison, Michigan State University, ***Host***
Katharine R. O'Brien, CUNA Mutual Group, ***Coordinator***

Submitted by Katharine R. O'Brien, katharine.r.obrien@gmail.com

Poster Session (Testing & Assessment/Technology/Withdrawal): 12:30PM–1:20PM Riverwalk

98. Poster: 12:30PM–1:20PM Riverwalk

What Do Your Tweets Say About You? Measuring Trait Sentiment

Many organizational decisions are now made using sentiment, yet how much sentiment reflects person-contributed variance versus situational variance is unknown. This study shows that a psychometrically reliable and valid measure of trait sentiment can be achieved using topic modeling to create measurement occasions, treating tweet content as systematic error, leaving only the stable trait behind.

MultiDisciplinary

Elena Auer, Old Dominion University
Richard N. Landers, Old Dominion University
Ross Gore, Old Dominion University/Virginia Modeling, Analysis & Simulation Center

Submitted by Elena Auer, eauer@odu.edu

99. Poster: 12:30PM–1:20PM Riverwalk

Guidelines, Standards, and Principles, Oh My! Clarifying Core Validity Requirements

Validating selection systems is a scientific, technical, and legal challenge. The jungle of theoretical concepts, professional standards, and legal requirements exacerbates this challenge. The Uniform Guidelines and Standards were analyzed to identify their overlap, and these core validation requirements were organized into an integrative conceptual framework to highlight their role in validation.

John F. Binning, DeGarmo, Inc.
Jessica Jacob Chackoria, Illinois State University
Jacob B. Pfleger, Illinois State University

Submitted by John F. Binning, binning@degarmo.com

100. Poster: 12:30PM–1:20PM Riverwalk

LinkedIn Profile Endorsements Uniquely Relate to Executive-Level Consultants' Sourced

This poster examined LinkedIn profiles and performance among consultants at a professional services firm. Skill endorsements were positively related to their sourced revenue (ß = .40, $p < .05$); those with more endorsements tended to have higher sourced revenue. Skill endorsements also related to sourced revenue above and beyond general mental ability and personality factors.

John E. Buckner, V, AlixPartners

Submitted by John E. Buckner, V, john.buckner.v@gmail.com

101. Poster: 12:30PM–1:20PM Riverwalk

More Evidence of Specific abilities Incrementing *g* for High Ability Individuals

Spearman's Law of Diminishing Returns suggests specific ability tests are most likely to add incrementally beyond general cognitive ability to predicting performance for high ability occupations. Results demonstrated that the Cyber Knowledge test generally added more incremental prediction to general cognitive ability for the highest versus moderately high ability group.

Kristophor G. Canali, U.S. Army Research Institute for the Social and Behavioral Sciences
Peter Legree, U.S. Army Research Institute for the Social and Behavioral Sciences
Alexander P. Wind, U.S. Army Research Institute for the Behavioral and Social Sciences
Jon C. Willford, George Washington University

Submitted by Kristophor G. Canali, kgc99001@yahoo.com

102. Poster: 12:30PM–1:20PM Riverwalk

Working Memory: An Incremental Predictor of Learning and Task Performance

Authors tested a partial mediation model in which working memory (WM) incrementally predicts task performance above g through task knowledge and through a direct effect. Results indicate that WM explains additional variance in both task knowledge and task performance, and the partial mediation model was supported using one of the 2 WM tasks used.

Devin Carter, Virginia Tech
Neil M. A. Hauenstein, Virginia Tech

Submitted by Devin Carter, devinc92@vt.edu

103. Poster: 12:30PM–1:20PM Riverwalk

Development of an Intercultural Sensitivity Measure

The authors developed a 48-item measure of intercultural sensitivity that closely approximated the underlying theoretical model (DMIS). In terms of test construction, the measure produced reliable factor scores and reflected individual differences in intercultural sensitivity. Practical implications for use in selection are discussed.

Sara J. Crouch, Ingredion
Scott B. Morris, Illinois Institute of Technology

Submitted by Sara J. Crouch, sarajcrouch@gmail.com

104. Poster: 12:30PM–1:20PM Riverwalk

Make That Data Count: Exploring Overlooked Behavior in Multimedia Simulations

Increased use of multimedia assessments has allowed organizations to collect behavioral data on applicants beyond traditional predictors of performance. This study examines the usefulness of this type of trace data by exploring the relationship between automatically collected behaviors and personality, cognitive ability, and task performance in a multimedia simulation.

Rachel C. Dreibelbis, University of South Florida/Aon
Sarena Bhatia, Aon
Eleni V. Lobene, Aon
Tara K. McClure, Aon

Submitted by Rachel C. Dreibelbis, rdreibelbis@mail.usf.edu

105. Poster: 12:30PM–1:20PM Riverwalk

Psychological Situational Characteristics: Do They Cause Traits to Activate?

Using trait activation theory as framework, authors examined the moderating role of 2 psychological situation characteristics, positive and negative valence, and 2 personal characteristics, positive and negative affect, in predicting turnover intentions. Results indicated a significant interactive effect of negative valence and negative affect, but not for positive valence and positive affect.

Jared Farris, University of South Alabama
Matt C. Howard, University of South Alabama

Submitted by Jared Farris, jcf1321@jagmail.southalabama.edu

106. Poster: 12:30PM–1:20PM Riverwalk

Trainee Prior Video Game Experience: Scale Creation and Validation

Video games may serve as training media, meriting research into prior video game experience (PVGE) effects. Current PVGE measures fail to capture the full construct, thwarting effective research. This study developed a PVGE measure. An initial scale was constructed, content validity assessed, game genres defined, and construct validation examined with a sample with various game experiences.

Daniel A. Gandara, Illinois Institute of Technology
Rafal A. Wojtowicz, Illinois Institute of Technology
Kristina N. Bauer, Illinois Institute of Technology

Submitted by Daniel A. Gandara, d.a.gandara@gmail.com

107. Poster: 12:30PM–1:20PM Riverwalk

Investigating the Role of Cognitive Load in Virtual World Training Programs

This field study investigated the role of cognitive load in optimizing training programs taught in 2 Virtual Worlds. Participants were assigned to one of 2 conditions, and measures were taken from instructor ratings on on-site exercises. Findings indicated nonsignificant group differences but resulted in higher means across all variables for 1 condition, warranting further exploration.

Joelene Goh, University of Central Florida
Barbara Truman, Institute for Simulation and Training
Daniel Barber, Institute for Simulation and Training

Submitted by Joelene Goh, joelene.goh@knights.ucf.edu

108. Poster: 12:30PM–1:20PM Riverwalk

Assessing the Causal Role of Satisfaction and Shocks on Turnover With an Experiment

This study was conducted to rigorously examine the relationship between shocks and satisfaction in the prediction of turnover using a lab-based, experimental design. Hypotheses included main effects as well as an interaction between shocks and satisfaction in the prediction of turnover. Results revealed partial support for the hypotheses.

Kathleen E. Hall, Ohio University
Allison N. Besl, Select International
Leah R. Halper, Ohio University
Jeffrey B. Vancouver, Ohio University

Submitted by Kathleen E. Hall, kh350912@ohio.edu

109. Poster: 12:30PM–1:20PM Riverwalk

Construct Validity for Numerical Reasoning Assessment: A 21st Century Skill

This paper describes numerical reasoning ability and its importance in today's data-driven organizations. Research examining the construct validity of 2 numerical reasoning assessments is presented and discussed along with implications for employee selection and development. Results also provide insight concerning the nature of the numerical reasoning construct.

Mary Ann Hanson, Pearson
Kama D. Dodge, Pearson TalentLens

Submitted by Mary Ann Hanson, maryann.hanson333@gmail.com

110. Poster: 12:30PM–1:20PM Riverwalk

Supervisor Trustworthiness and Employee Withdrawal: The Role of Evaluation Certainty

This study examined serial indirect effects of trustworthiness evaluations on job search behavior through trust and turnover intentions. Also, authors position evaluation certainty as an important boundary condition of the effects of trustworthiness evaluations. Findings show that trustworthiness evaluations held with greater certainty exert a more robust influence on downstream consequences.

Brian C. Holtz, Temple University
David De Cremer, University of Cambridge

Biyun Hu, Temple University
Joseph Kim, Temple University
Robert Giacalone, Daniels College of Business
Submitted by Brian C. Holtz, bholtz@temple.edu

111. Poster: 12:30PM–1:20PM Riverwalk

Multiple Identities and Engagement in the Teaching Profession

In 2 samples of STEM education majors, one's identity as a teacher predicted intent and entry into the profession. Furthermore, using the lens of multiple-goal self-regulation, it was found that different identities (teacher vs. scientist) interacted, such that the negative effect of a science identity was buffered by a strong teaching identity.

MultiDisciplinary

Michael Horvath, Cleveland State University
Joanne E. Goodell, Cleveland State University
Vasilios D. Kosteas, Cleveland State University
Submitted by Michael Horvath, m.horvath59@csuohio.edu

112. Poster: 12:30PM–1:20PM Riverwalk

Moderators of the Relationship Between Perceived Employability and Turnover

Using data collected at 3 points in time, this study examines the relation between perceived employability and voluntary turnover and the moderating roles of job embeddedness and perceived organizational support. Results indicate that both moderators reduce the positive association between employability and voluntary turnover.

Alexandra Ilie, Illinois State University
Dan Ispas, Illinois State University
Joey Morrison, Illinois State University
Jessica Jacob Chackoria, Illinois State University
Haley Hume, Illinois State University
Dragos G. Iliescu, Bucharest University, Romania
Submitted by Dan Ispas, dispas@gmail.com

113. Poster: 12:30PM–1:20PM Riverwalk

The Bright and Dark Sides of OCBs: A Meta-Analysis

Using a meta-analytic research design, authors examined the moderating effect of national culture on the relations among OCB, mental health, and withdrawal. Findings indicate that OCBI and OCBO are negatively related to withdrawal. Also, significant moderating effects of 2 national cultural dimensions (individualism and uncertainty avoidance) were found.

Anoop Javalagi, University of Illinois at Urbana-Champaign
Yijue Liang, University of Illinois at Urbana-Champaign
Anqing Zheng, University of Illinois at Urbana-Champaign
Amit Kramer, University of Illinois at Urbana-Champaign
Submitted by Yijue Liang, yijuel2@illinois.edu

114. Poster: 12:30PM–1:20PM Riverwalk

An Evaluation of Assessment Center Exercise Order Effects

This study investigated the effects of assessment center exercise order presentation on dimension performance ratings. Significant mean differences in PEDRs were found to exist in a pattern that was supportive of a priori expectations based on priming theory. Effect size estimates of the differences in PEDRs ranged from small to large.

Randy Knebel, East Carolina University
Mark C. Bowler, East Carolina University
Jennifer L. Bowler, East Carolina University
Alexander M. Schoemann, East Carolina University
Submitted by Randy Knebel, knebelr14@students.ecu.edu

115. Poster: 12:30PM–1:20PM Riverwalk

Job Hopping: Development and Application of a Precise Definition

Evidence from 4 stakeholder groups (career counselors, human resources professionals, working adults, university students) indicates that one or more job changes per year is considered job hopping. Applying this definition to 1,900 resumes, between 13% and 28% of online job seekers could be classified as job hoppers.

Christopher J. Lake, Kansas State University
Nathaniel M. Voss, Kansas State University
Taylor Paige Hofeling, Kansas State University
Morgan Griffis, Kansas State University
Cassandra Chlevin, Kansas State University
Submitted by Christopher J. Lake, lakec@ksu.edu

116. Poster: 12:30PM–1:20PM Riverwalk

Using a Situational Judgment Test to Develop Professionalism and Interpersonal Skills

Prior research indicates situational judgment tests (SJTs) are a valid form of assessment for many types of roles. However, little to no research has examined the effectiveness of SJTs in a developmental context. This study investigates whether an SJT based training intervention can improve the professionalism and interpersonal skills of medical residents. Results are mixed.

Brittany J. Marcus-Blank, General Mills
Michael J. Cullen, University of Minnesota Medical School
Paul R. Sackett, University of Minnesota
Submitted by Brittany J. Marcus-Blank, brittany.marcusblank@genmills.com

117. Poster: 12:30PM–1:20PM Riverwalk

Wading Into Deep Waters: Exploring the Utility of Behavioral Data in Work Simulations

With new assessment technologies enabling the collection of trace behavioral data, research is needed to understand the utility of such data for high-stakes decisions. This paper examines the relationships between work style and trace data behavior, as driving at overall performance. Results show trace data are significantly correlated with both personality and important assessment outcomes.

Chad C. Parson, Aon
Eleni V. Lobene, Aon
Evan R. Theys, Aon
Submitted by Chad C. Parson, chad.parson@aon.com

118. Poster: 12:30PM–1:20PM Riverwalk

A Construct-Driven Approach to Creating a Short SJT to Meet Business Challenges

To address business challenges when using SJTs in selection, a pilot construct-based 10-item SJT for a high-volume role was constructed. The pilot SJT was trialed with 2,177 practice test takers with a measure for construct validity. Results showed the 10-item SJT had reliability .709 and construct validity .26 similar to an SJT twice as long and no adverse impact for age, gender, or ethnicity.

Nairita Paul, CEB, now Gartner
Darya Mishyna, CEB, now Gartner
Michael Lippstreu, CEB, now Gartner
Submitted by Michael Lippstreu, mike_lippstreu@yahoo.com

119. Poster: 12:30PM–1:20PM Riverwalk

"Mobile First" Versus "PC First": The Consequences of Assessment Design on Outcomes

This study examined the impact of design (Mobile First or designed for mobile device administration vs. designed for nonmobile device administration) on test performance, reactions, and test completion across device types. Results indicate that when applicants use mobile devices on tests not designed for mobile devices, they have lower scores and reactions but no completion differences.

Jessica R. Petor, Select International
Ted B. Kinney, Select International
Amie D. Lawrence, Select International
Allison N. Besl, Select International
John F. Skinner, Sears Holdings Corporation
Submitted by Jessica R. Petor, M.S., jpetor@selectintl.com

120. Poster: 12:30PM–1:20PM Riverwalk

Using Computer-Based Assessments to Measure Personality: Reexamining Project A

Computer-based assessments (CAs) can vary on a range of characteristics (e.g., delay times, stimuli). These characteristics may influence the degree to which personality differences affect measurement. This study involves a reanalysis of Project A psychomotor CAs, under hypothesized conditions, to explore evidence for a personality trait effect.

Justin D. Purl, Human Resources Research Organization
Amanda J. Koch, Human Resources Research Organization
Teresa L. Russell, Self-Employed
Submitted by Amanda J. Koch, akoch@humrro.org

121. Poster: 12:30PM–1:20PM Riverwalk

Lost in a Downturn? Examining Industry Turnover of Layoff Victims

Using a sample of recently laid-off oil and gas workers, this poster examined the industry embeddedness–industry turnover relationship and contingencies of layoff procedural justice and industry insecurity. Results showed that industry embeddedness was negatively related to industry turnover, and low levels of layoff procedural justice and high levels of insecurity strengthened this relationship.

Zachary M. Roberts, PepsiCo
Allison Tsao, University of Houston
Maryam Ahmad Kazmi, University of Houston
Christiane Spitzmueller, University of Houston
Bob Newhouse, Newhouse Consultants
Evonzia Jeff-Eke, University of Houston

Submitted by Zachary M. Roberts, zachrobs@gmail.com

122. Poster: 12:30PM–1:20PM Riverwalk

Using Job Components Validity to Hire Quickly and at Low Cost Under a Consent Decree

Jefferson County, Alabama needed to rapidly develop legally compliant selection procedures to exit a 35-year-old employment discrimination consent decree. Most jobs have small samples and criterion data are not available. To address the challenges, authors leveraged a job components validity approach in a unique manner by generating content and criterion validity estimates using multiple criteria.

Charles A. Scherbaum, Baruch College & The Graduate Center, CUNY
Lorren O. Oliver, Personnel Board Jefferson County AL
Ken Yusko, University of Maryland/College Park
Harold W. Goldstein, Baruch College & The Graduate Center, CUNY
Paul Agnello, Baruch College & The Graduate Center, CUNY
Wyatt E. Stahl, Wayne State University
Brian L. Bellenger, Personnel Board of Jefferson County AL
Jeffrey L. Crenshaw, Personnel Board/Centrus Personnel Solutions
Tonya Dawson, Jefferson County Commission (AL)
Marcus W. Dickson, Wayne State University
Juliet Aiken, University of Maryland
Elliott C. Larson, Baruch College & The Graduate Center, CUNY

Submitted by Charles A. Scherbaum, charles.scherbaum@baruch.cuny.edu

123. Poster: 12:30PM–1:20PM Riverwalk

Gamers at Work: Predicting Workplace Relevant Behaviors Across Domains

Organizations are increasingly gamifying various practices. One important limitation of this may be the cross-domain generalizability of behaviors between game play and workplace contexts. This study explores the cross-domain generalizability of several important workplace constructs including prosocial OCB behaviors, aggressive CWB behaviors, and domain specific goal orientation.

Elizabeth M. Short, Missouri University of Science and Technology
Nathan Weidner, Missouri University of Science and Technology

Submitted by Elizabeth M Short, lizzie.short0323@gmail.com

124. Poster: 12:30PM–1:20PM Riverwalk

Applying Theory to Empirical Keying: Contextual Impacts on Empirical Biodata Validity

Empirically keyed biodata is predictive of performance outcomes, and yet it is criticized as black-box empiricism. A theoretical model is introduced that explains how contextual demands of the calibration sample affect the construct validity and generalizability of empirically scored biodata. Initial support for the model was found across 2 field studies.

Andrew Speer, Wayne State University
Neil Christiansen, Central Michigan University
Sydney R. Siver, Wayne State University

Submitted by Andrew Speer, speer1ab@gmail.com

125. Poster: 12:30PM–1:20PM Riverwalk

Integrating Exit Interview and Engagement Survey Results

Data from 2 engagement surveys and an exit interview program within a large organization were used to look at the relationships between the 2 data sources and with turnover. Declines in engagement over time were related to turnover. Relationships between ratings on the engagement survey and subsequent reasons provided for leaving the organization.

Heather Sutphin, Burke, Inc.
Jaci Jarrett Masztal, Burke, Inc.

Submitted by Heather Sutphin, pierce_hr@hotmail.com

126. Poster: 12:30PM–1:20PM Riverwalk

Intentional Withdrawal of Organizational Citizenship Behavior

This effort examines the intentional withdrawal of OCB as an additional form of withdrawal behavior not previously discussed in the literature. Contextual shifts at the organizational and individual levels were examined as factors in the induction of OCB withdrawal. Results suggest that individual's withdrawal OCB in contexts of low justice but increase their OCB when facing downsizing threat.

Megan Rene Turner, University of Oklahoma
Brett Torrence, University of Oklahoma
Keith Strasbaugh, University of Oklahoma
Chanda S. Sanders, University of Oklahoma
Shane Connelly, University of Oklahoma

Submitted by Megan Rene Turner, mrturner@ou.edu

127. Poster: 12:30PM–1:20PM Riverwalk

Cybervetting: Advancing Research With Theory Development

Although research on web-based preemployment screening (i.e., cybervetting) is limited, much of what is known has been examined without a theoretical basis. As such, the purpose of this paper is to describe existing rater cognition theories and judgment and decision-making processes that may serve as a starting point to examining this assessment technique through a theoretical lens.

Julia Hylton Whitaker, University of Texas at Arlington
Amber N. Schroeder, University of Texas at Arlington

Submitted by Amber N. Schroeder, amber.schroeder@uta.edu

128. Poster: 12:30PM–1:20PM Riverwalk

I-O Content on Twitter: A Text Mining Approach

In order to detect the most current "hot topics" in I-O, the authors applied a text mining approach on archival social media data from 7 top twitter accounts in the I-O field using twinemachine (www.twinemachine.com) and a series of computerized text mining tools such as MEH (Boyd, 2017) and RIOT Scan (Boyd, 2015).

Xu Zhu, Hofstra University
Bernard Gorman, Hofstra University

Submitted by Xu Zhu, zxu2@pride.hofstra.edu

129. Alternative Session Type with Presenters 1:00PM–1:50PM Superior A

I-Outreach: Building I-O Bridges to Those Outside of Our Own Universities

This alternative session blends a panel and roundtable discussion to highlight methods I-O psychologists are using to raise awareness about our field to students and community members outside of I-O. This session will begin with presentations on a range of I-O outreach efforts, followed by a panelist-led breakout session to discuss opportunities, challenges, and new ideas around these methods.

Tori L. Crain, Colorado State University, ***Chair***
Daniel B. Shore, George Mason University, ***Co-Chair***
Keaton A Fletcher, University of South Florida, ***Presenter***
Sharon Glazer, University of Baltimore, ***Presenter***
Lisa M. Kath, San Diego State University, ***Presenter***
Janet L. Kottke, California State University-San Bernardino, ***Presenter***

Submitted by Daniel B Shore, danielshore86@gmail.com

130. Special Event: 1:30PM–2:20PM Chicago 6

SIOP Select: Solutions for Sexual Harassment: Lessons From Federal Agencies

In this session, the audience will discuss findings from studies of sexual harassment of federal employees conducted by 3 different federal agencies. Findings related to the character, context, correlates, and consequences of unwanted gender-related behaviors in the workplace are presented, and intervention and prevention efforts are discussed with active participation from the audience.

Vicki J. Magley, University of Connecticut, ***Chair***
Armando X. Estrada, Temple University, ***Presenter***
Cynthia H. Ferentinos, U.S. Merit Systems Protection Board, ***Presenter***
Samantha Daniel, Office of People Analytics (OPA), ***Presenter***

Submitted by Dev K. Dalal, dev.dalal@gmail.com

131. Alternative Session Type with Presenters 1:30PM–2:50PM Chicago 7

Dispelling Myths: Lessons Learned From Multigenerational Research and Cases

There is much debate about generational differences and impact. What differences are real? How are they measured? Are leaders equipped to deal with different generations? Are leaders carrying stereotyped perceptions of generations that are incorrect or even damaging? This session will answer these questions and showcase what organizations with different generational mixes are discovering and doing.

William A. Schiemann, Metrus Group, Inc., ***Chair***
Sally Anderson, Google, ***Presenter***
Jennifer J. Deal, Center for Creative Leadership, ***Presenter***
Jennifer Hersom, Bank of America, ***Presenter***
Yelena Ogan, Groupon, ***Presenter***
Jerry Seibert, Metrus Group, Inc., ***Presenter***

Submitted by William A. Schiemann, wschiemann@metrus.com

132. Panel Discussion: 1:30PM–2:50PM Chicago 8

Technology and Workforce Health and Well-Being: Both a Cause and a Cure?

This session presents practitioner and academic perspectives on the role of technology in both perpetuating and resolving workplace stress and the associated individual and organizational health outcomes. Attendees are invited to participate in strategizing future research directions and best practices for using technology solutions as part of organizational health and well-being initiatives.

Amy C. Pytlovany, SAP SuccessFactors, ***Chair***
Larissa K. Barber, Northern Illinois University, ***Panelist***
Charlotte Fritz, Portland State University, ***Panelist***
Autumn D. Krauss, Sentis, a Propulo Group Company, ***Panelist***

Submitted by Amy C. Pytlovany, pyt@pdx.edu

133. Panel Discussion: 1:30PM–2:50PM Chicago 9

Where I-O Meets IT: Securing Talent Data in the Age of Breaches, Hacks, and Leaks

This session will explore the role that I-O psychologists play in safeguarding talent data within organizations. The panelists will address questions related to physical security concerns and how the risk of data breaches can be mitigated. In addition, issues related to privacy and how talent data can and should be shared within organizations and across national borders will be discussed.

Jocelyn M. Hays, Hogan Assessment Systems, ***Chair***
José H. David, Merck & Co., ***Panelist***
Ryan A. Ross, Hogan Assessment Systems, ***Panelist***
Jarrett H. Shalhoop, CEB, now Gartner, ***Panelist***
Michael A. Zottoli, Bank of America, ***Panelist***

Submitted by Jocelyn M. Hays, Jhays@hoganassessments.com

134. Symposium/Forum: 1:30PM–2:50PM Chicago 10

The Aging Workforce: Applying Novel Methods to Difficult Questions

Research on the aging workforce is a growing area of our field. Although this line of inquiry is clearly important for both researchers and practitioners, researchers interested in studying aging and work are faced with a unique set of challenges. This symposium brings together researchers at various career stages who will present research applying novel methods to produce quality research.

Cort W. Rudolph, Saint Louis University, ***Chair***
Reed J. Bramble, Wayne State University, ***Co-Chair***
Reed J. Bramble, Wayne State University, Emma K. Duerk, Wayne State University, Boris B. Baltes, Wayne State University, ***Longitudinal Designs and Datasets: Applications to Aging, Work, and Retirement***
Greg R. Thrasher, Oakland University, ***Who Are the Older Leaders? A Person-Centered Approach to Age and Leadership***
Eileen C. Toomey, Johnson & Johnson, Cort W. Rudolph, Saint Louis University, ***Age-Conditional Effects of Socioemotional Competencies on Daily Empathy***
Clarissa Bohlmann, Leipzig University, Hannes Zacher, Leipzig University, ***Interactive Effects of Age, Gender, And Motives on Evaluations of Proactivity***
Donald M. Truxillo, Portland State University, ***Discussant***

Submitted by Greg R. Thrasher, thrasher@oakland.edu

135. Symposium/Forum: 1:30PM–2:50PM Erie

Women at Work: New Considerations and Advancements in Research and Practice

This study explores new considerations in research relevant to women's experiences in the workplace. Specifically, we discuss how pregnancy, breastfeeding, and menstruation at work impacts female employees well-being and performance, their coworkers' affective and behavioral reactions, and their organizations.

Sabrina D. Volpone, University of Colorado Boulder, ***Chair***
Allison S. Gabriel, University of Arizona, ***Co-Chair***
LeClaire Teets, Indiana University-Purdue University Indianapolis, Alex P. Lindsey, Indiana University-Purdue University Indianapolis, Kristen P. Jones, University of Memphis, Dominique Burrows, Indiana University-Purdue University Indianapolis, David F. Arena, Jr., University of Memphis, ***Reducing Discrimination Against Pregnant Workers: A Policy Capturing Study***
Traci Sitzmann, University of Colorado Denver, Eden B. King, Rice University, Hannah Markell, George Mason University, ***Facial Expressions of Disgust Toward Breastfeeding and Pumping***
Hannah Markell, George Mason University, Yingyi Chang, George Mason University, Eden B. King, Rice University, ***Challenging and Supportive Experiences Related to Breastfeeding at Work***
Allison S. Gabriel, University of Arizona, Sabrina D. Volpone, University of Colorado Boulder, Rebecca MacGowan, University of Arizona, Christina Moran, Marsh, Berry & Co., Inc., ***Daily Experiences of Breastfeeding Women at Work***
Daphna Motro, Hofstra University, Allison S. Gabriel, University of Arizona, Aleksander P. J. Ellis, University of Arizona, ***Menstruation Affects Discretionary Behaviors Among Women at Work***

Submitted by Sabrina D. Volpone, sabrina.volpone@colorado.edu

136. Symposium/Forum: 1:30PM–2:50PM Huron

Myth Busters: Which Survey Practices Are Evidence Based?

Surveys are ubiquitous for I-O practitioners. As organizations get more complex, surveys keep leadership connected with the voice and experience of employees. Leaders depend on survey feedback and invest in these programs, yet many survey practices are not evidence based. This symposium tackles commonly held assumptions with robust, data-driven studies to identify which (if any) are supported.

Victoria Hendrickson, OrgVitality, LLC, ***Chair***
Christina Fleck, PepsiCo, Nicole Herk, Target Corporation, Victoria Hendrickson, OrgVitality, LLC, ***The Impact of Increased Survey Cadence***
Lauren M. Zimmerman, Johnson & Johnson, ***Anonymous Versus Confidential Surveys: Is There Actually an Impact on Responses?***
Sertrice Grice, OrgVitality, ***Millennials Versus the World: The Truth Behind Generational Differences in the Workplace***
Hong Yu, Microsoft, ***A Comparison on Machine Coded and Self-Reported Topics on Employee Feedback***

Submitted by Victoria Hendrickson, victoria.hendrickson@orgvitality.com

137. Community of Interest: 1:30PM–2:20PM Mayfair

Communicating With Organizational Leaders: Selling Our Intervention

The adoption of I-O interventions depends on convincing organizational leaders of their utility. Ineffective communication with leaders can prevent successful implementation of I-O interventions. In this session, attendees can discuss the latest in research and practice relevant to effectively communicating with organizational leaders, thereby leading to greater impact of I-O implementations.

Lilly Lin, Korn Ferry, ***Host***
Kevin Nolan, Hofstra University, ***Host***
Dev K. Dalal, University at Albany, State University of New York, ***Coordinator***

Submitted by Dev K. Dalal, dev.dalal@gmail.com

138. Panel Discussion: 1:30PM–2:50PM Michigan A

From Purists to Pragmatics: Using Talent Assessments for Selection in M&A Scenarios

As experts in measurement, I-O psychologists are well suited to help organizations through employee selection efforts via assessment during corporate mergers and acquisitions (M&A). This session will present academic and applied perspectives regarding the use of assessments for M&A, and actions the I-O community may need to take to better position itself for such high stakes selection efforts.

Ena Sawhney Johnson, PricewaterhouseCoopers, ***Chair***
Jeffrey A. Jolton, PricewaterhouseCoopers, ***Panelist***
Jeffrey R. Labrador, IBM, ***Panelist***
Matthew J. Such, Lee Hecht Harrison, ***Panelist***
Chockalingam Viswesvaran, Florida International University, ***Panelist***

Submitted by Ena Sawhney Johnson, ena.sawhney@gmail.com

139. Symposium/Forum: 1:30PM–2:50PM Michigan B

Of Situations and Responses: Unpacking the Elements of Situational Judgement Tests

Although the criterion-related validity of situational judgement tests (SJTs) is among the highest of performance predictors, there is substantial disagreement regarding what SJTs measure and how elemental features of SJTs may impact resulting scores. Presented are a variety of perspectives on the influence of SJT elements on the response process and constructs that are reflected in SJT scores.

Michael G. Hughes, Human Resources Research Organization, ***Chair***
Alexandra Harris, University of Georgia, ***Co-Chair***
Jan Corstjens, Ghent University, Filip Lievens, Singapore Management University, ***A Closer Look at Context Versus Action in SJT Responding: An Eye-Tracking Analysis***
Alexandra Harris, University of Georgia, Nathan T. Carter, University of Georgia, ***Reinserting (and Removing) Situations in Situational Judgement Tests***
Michelle Martin-Raugh, Educational Testing Service, Richard J. Tannebaum, Educational Testing Service, Juliya Golubovich, Educational Testing Service, Harrison J. Kell, Educational Testing Service, ***The Role of Situation Perception in Teaching Performance***
Taylor Parks Sullivan, Human Resources Research Organization, Michael G. Hughes, Human Resources Research Organization, ***Situational Judgement Tests: Debating Response Formats***
Michael A. McDaniel, Work Skills First, Inc., ***Discussant***

Submitted by Alexandra Harris, alexandramichelleharris@gmail.com

140. Symposium/Forum: 1:30PM–2:50PM Ontario

Discrete Emotions at Work: Experiencing Anger, Guilt, Compassion, and Pride

Work situations elicit discrete emotions with distinct action tendencies. Four papers show how distressing work events (i.e., ostracism, work–family conflict, value conflict, and customer distress) evoke 4 discrete emotions (i.e., anger, guilt, compassion, and pride) and the moderating conditions that determine employee well-being and work behavior.

Kraivin Chintakananda, Singapore Management University, Yuchuan Liu, Singapore Management University, Gary J. Greguras, Singapore Management University, ***Ostracism and Deviance: The Roles of Anger, Guilt, and Avoidance Coping***
Elizabeth A. Adair, University of Minnesota, Theresa M. Glomb, University of Minnesota, ***Work-Related Conversations With Children Influence Parental Guilt and Pride***
Jennifer Diamond Acosta, Allstate Insurance Company, Alicia A. Grandey, Pennsylvania State University, ***A Self-Determination Perspective on Displaying Compassion at Work***
Elisabeth K. Gilbert, University of Florida, Joyce E. Bono, University of Florida, ***Pride, Guilt, and More: Leaders' Emotional Responses to Value Conflicts***
Sigal G. Barsade, University of Pennsylvania, ***Discussant***

Submitted by Alicia A. Grandey, aag6@psu.edu

Poster Session (Work–Family): 1:30PM–2:20PM Riverwalk

141. Poster: 1:30PM–2:20PM Riverwalk

Measuring the Dispositional Tendency to Spread Oneself Too Thin

This research expands our understanding of the causes of role conflict to include decision-making tendencies. Specifically, authors develop and validate a self-report measure for a new construct, the dispositional tendency to spread oneself too thin. The construct predicts role conflict-above and beyond other known predictors.

Louis Boemerman, George Mason University
Lauren Kuykendall, George Mason University

Submitted by Louis Boemerman, lboemerm@masonlive.gmu.edu

142. Poster: 1:30PM–2:20PM Riverwalk

Core Self-Evaluation and Work–Family Conflict: The Double-Edged Sword Effect

The relation between CSE and WFC in a sample of 213 employees is examined through a 3-wave survey. Findings indicate a negative indirect effect of CSE on WFC via enjoyment of work but a positive indirect effect via driven to work. Further, employees' POFS was found to suppress the expression of CSE on WFC via both mediators.

Chenduo Du, Renmin University of China
Zhen Wang, Central University of Finance and Economics
Haoying Xu, University of Illinois at Chicago

Submitted by Chenduo Du, chenduo_du@163.com

143. Poster: 1:30PM–2:20PM Riverwalk

Work and Family Centrality Across the Lifespan: Shifting Priorities of Older Workers

Work centrality, or the importance someone places on work in their life, was hypothesized to decrease with age. Alternatively, family centrality was hypothesized to increase with age. Results from this study indicate support for these hypotheses. Additionally, post hoc analysis revealed that the hypothesized effects were present for parents but not for nonparents.

Emma K. Duerk, Wayne State University
Reed J. Bramble, Wayne State University
Boris B. Baltes, Wayne State University

Submitted by Emma K. Duerk, ekduerk@gmail.com

144. Poster: 1:30PM–2:20PM Riverwalk

Work–Family Conflict: The Importance of Resource Placement and Distinction

The aim of this paper is to create a job-demands resource model for work–family conflict that proposes 2 opportunities for resources to reduce negative effects of work–family conflict on motivation in organizations. Additionally, the model distinguishes between family and organizational resources and emphasizes proper placement of resources depending on the domain from which the stress arises.

Allyson Jessie Finken, University of Oklahoma
Lori Anderson Snyder, University of Oklahoma

Submitted by Allyson Jessie Finken, allyson.j.finken-1@ou.edu

145. Poster: 1:30PM–2:20PM Riverwalk

A New Measure of Work–Life Balance: Work & Life Balance Scale-All Roles

A new measure of work–life balance, Work & Life Balance Scale-All Roles (WLBS-AR), was developed that improved upon previous measures: (a) captured the effectiveness and satisfaction of individuals across the total-role system, (b) included domains beyond work and family, and (c) provided initial validity evidence. WLBS-AR should be used in future research to promote generalizability of findings.

Rose Fonseca, University of Tulsa
Jennifer M. Ragsdale, University of Tulsa

Submitted by Rose Fonseca, rose-fonseca@utulsa.edu

146. Poster: 1:30PM–2:20PM Riverwalk

Work-Related Cognitions During Off-Work Time and Job Performance

This study provides support for the importance of off-work cognitions in regard to job performance. Work-related cognitions during nonwork time were differentially related to job performance. Affective rumination and positive work reflection predicted performance in the expected direction. Problem-solving pondering showed a U-shaped relationship with performance.

Rose Fonseca, University of Tulsa
Jennifer M. Ragsdale, University of Tulsa

Submitted by Rose Fonseca, rose-fonseca@utulsa.edu

147. Poster: 1:30PM–2:20PM Riverwalk

Meta-Analysis of the Relation Between Job Satisfaction and Subjective Well-Being

This study examined the association between measures of job satisfaction and subjective well-being (SWB) using meta-analysis of 243 correlations from 89 studies conducted since 1976. Study design, occupation, and culture moderated association between job satisfaction and SWB, with stronger relations in longitudinal designs and samples using white-collar workers or workers from Eastern cultures.

Haolin Fu, University of Nebraska-Lincoln
Janet P. Near, University of Nebraska-Lincoln

Submitted by Haolin Fu, haolinfu.msf@gmail.com

148. Poster: 1:30PM–2:20PM Riverwalk

Influence of Occupational Callings on Work–Family Enrichment

This study found that employees who were living their calling experienced higher levels of work–family integration and work-to-family but not family-to-work enrichment than those who were called to a different occupation and for whom a calling was irrelevant. To the author's knowledge, this is the first study to apply occupational callings to work–family scholarship.

Michele W. Gazica, Embry-Riddle Aeronautical University

Submitted by Michele W Gazica, gazicam@erau.edu

149. Poster: 1:30PM–2:20PM Riverwalk

The Longitudinal Dynamics Among Work–Family Conflict, Enrichment, and Balance

This study tested longitudinal linkages among work–family conflict, enrichment, and balance. Specifically, using both lagged and reverse causation effects, authors evaluated the dynamic nature of work–family constructs over 3 time points. Results support the notion that conflict and enrichment influence balance satisfaction and effectiveness, and balance influences conflict and enrichment.

Paige E. Hartman, Auburn University
Anna J. Lorys, Auburn University
Jesse S. Michel, Auburn University

Submitted by Paige E. Hartman, paigehartman@auburn.edu

150. Poster: 1:30PM–2:20PM Riverwalk

Domain Transition and Spouse Reaction on Relationship Between Job Demands–Turnover

This study examines the relationship between job demands and turnover intention. Utilizing 158 pairs of dual-earner couples, results show that (a) domain transitions affected male more than female workers and (b) female workers were more influenced by spousal attitudes toward their work than male workers, implying gender difference in turnover process in the context of work–family interface.

Youjeong Huh, University of Alabama
Michael T. Ford, University of Alabama

Submitted by Youjeong Huh, yhuh1@crimson.ua.edu

151. Poster: 1:30PM–2:20PM Riverwalk

How Can Empowering Leadership at Work Result in Enriched Family Lives?

This study examined the mediating mechanisms explaining why empowering leadership may affect work–family enrichment. Four waves of data were obtained from full-time US employees. Empowering leadership consisted of behaviors that fulfill subordinates' psychological needs and promote work engagement, which in turn significantly predicted improvements in the quality of family life.

Minseo Kim, Central Michigan University
Terry A. Beehr, Central Michigan University

Submitted by Minseo Kim, kim4m@cmich.edu

152. Poster: 1:30PM–2:20PM Riverwalk

Perceived Work–Family Conflict Is Predominantly Dispositional not Situation Based

Work–family conflict (WFC) has traditionally been conceived of as a situationally based construct, but recent literature suggests it might also have dispositional determinants. Applying Cole et al.'s (2005) trait–state–occasion latent variable model to longitudinal data, it was found instead that WLC consisted of 75% stable trait-based variance and 25% situationally specific occasion variance.

Charles E. Lance, Organizational Research & Development
Tracy L. Griggs, Winthrop University
Marshall Pattie, James Madison University

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

153. Poster: 1:30PM–2:20PM Riverwalk

Examining the Buffering Effect of Mindfulness in Work–Family Contexts: A Diary Study

This poster examined state mindfulness as a new component in the traditional work–family literature. Fifty-nine U.S. workers participated in this 7-day diary study. Work-to-family spillover significantly predicted morning mood the next day. State mindfulness moderated the effect of negative work-to-family spillover on morning positive mood and the effect of morning positive mood on daily OCB.

Anqi Li, Institute for Cross Cultural Management
Zhiqing E. Zhou, Florida Institute of Technology

Submitted by Anqi Li, anqili2011@gmail.com

154. Poster: 1:30PM–2:20PM Riverwalk

Supervisor and Subordinate Perceptions of LMX and Resulting Work–Family I-Deals

Research suggests LMX is beneficial for work–family. This study built on this finding by incorporating the supervisor's perspective of LMX (SLMX) and examining i-deals as potential underlying mechanisms. Task and schedule i-deals mediated this relationship for work–family enrichment and conflict, respectively. After accounting for LMX, SLMX was significantly related to task i-deals and WFE.

Michael Litano, Capital One
Debra A. Major, Old Dominion University

Submitted by Michael Litano, michael.litano@gmail.com

155. Poster: 1:30PM–2:20PM Riverwalk

A Tale of Two Leaders: LMX Congruence Effects on Employee Work–Family Outcomes

Research suggests LMX is linked to better subordinate work–family outcomes. Extending this finding, this study examines LMX in a matrix organization. LMX with one's immediate supervisor and project manager were related to work–family interference and enrichment, each contributing unique effects. Moreover, work–family conflict was lowest when LMX relationships were aligned at higher levels.

Michael Litano, Capital One
Valerie J. Morganson, University of West Florida

Submitted by Michael Litano, michael.litano@gmail.com

156. Poster: 1:30PM–2:20PM Riverwalk

A Meta-Analytic Review of Work–Life Balance Outcomes

The relationship between work–life balance effectiveness and satisfaction and its outcomes were examined through meta-analysis. A total of 38 studies and 42 samples were identified from the literature and grouped into outcomes of performance, health, and job attitudes/intentions. Findings indicate that WLB has important implications for employee outcomes.

Anna J. Lorys, Auburn University
Jesse S. Michel, Auburn University

Submitted by Anna J. Lorys, ajl0032@auburn.edu

157. Poster: 1:30PM–2:20PM Riverwalk

The Effects of Cultural Value Orientations on Work–Family Conflict

The relationship of cultural value orientations on individuals' work–family conflict is tested. Individuals face more family-to-work conflict (FWC) and work-to-family conflict (WFC) in countries higher on embeddedness (vs. autonomy) and hierarchy (vs. egalitarianism) values. Embeddedness had an indirect effect on FWC via family demands. Hierarchy had an indirect effect on FWC via work demands.

Aline D. Masuda, EADA
Florencia Sortheix, EADA
Barbara Beham, Berlin School of Business & Law

Submitted by Aline D. Masuda, amasuda@eada.edu

158. Poster: 1:30PM–2:20PM Riverwalk

Not all Telework Is Created Equal: A Closer Look at the Nature of Telework

This study examined important contextual issues regarding telework, including the way employees became teleworkers, their distance from the office, their tenure teleworking, and telework norms in their teams. These issues impact psychological outcomes, such as work–family conflict, isolation, and autonomy, and in turn, turnover intentions, job satisfaction, and organizational knowledge.

Kristie L. McAlpine, Michigan State University
Bradford S. Bell, Cornell University
Emmanuelle Lèon, ESCP Europe

Submitted by Kristie L. McAlpine, kmcalp@msu.edu

159. Poster: 1:30PM–2:20PM Riverwalk

Profiles of Work–Family Spillover: An Examination of Antecedents and Outcomes

This study used latent profile analysis to identify groups of individuals based on work–family conflict and enrichment flowing in both directions. Results uncovered 3 profiles, which were significantly associated with trait affectivity, integration behaviors, balance, satisfaction, and health. Implications for theory and organizational initiatives geared toward employee well-being are discussed.

Jeremiah T. McMillan, University of Georgia
Kristen M. Shockley, University of Georgia

Submitted by Jeremiah T. McMillan, jeremiahmcm@gmail.com

160. Poster: 1:30PM–2:20PM Riverwalk

Exploring How Mindfulness Links to Work Outcomes: Positive Affectivity and Enrichment

This study investigated the underlying mechanisms that explain potential benefits of trait mindfulness on work outcomes using a community-based sample of 117 adults. Evidence was found for a serial multiple mediation model of positive affectivity and work–life enrichment in the relationship between mindfulness and work outcomes (i.e., job satisfaction, emotional exhaustion, turnover intentions).

Laurel A. McNall, SUNY Brockport
Jamie Tombari, California State University-San Bernardino
Melissa Brown, SUNY Brockport

Submitted by Laurel A. McNall, lmcnall@brockport.edu

161. Poster: 1:30PM–2:20PM Riverwalk

Electronic Overtime: The Effects of Technology Use for Work and After-Hours Practices

Researchers examined the relationship between aspects of communication technology usage (CTU), work–life balance (WLB), autonomy, job boundary control (JBC), and job satisfaction. Findings indicate that although WLB accounted for a majority of the variance in job satisfaction (r^2 = .31), workers autonomy, JBC, and frequency of CTU significantly predicted additional variance (r^2 = .41).

Ryan Miller, Valdosta State University
Cody Roslund, Valdosta State University

Submitted by Ryan Miller, ryamiller@valdosta.edu

162. Poster: 1:30PM–2:20PM Riverwalk

Different Strokes for Different Folks: Network Analysis of FSOP and EE in Two Samples

This study employed a novel data analytic technique, network analysis, to examine the relationship between facets of family-supportive organization perceptions (FSOP; Allen, 2001) on "symptoms" of emotional exhaustion. It was found that tenured/tenure-track faculty uniquely benefit from FSOP, relative to their non-tenure-track peers.

Alec B. Nordan, University of Houston
Allison M. Tringale, University of Houston
Mike Olson, University of Houston
Dustin Maneethai, University of Houston
L. A. Witt, University of Houston

Submitted by Alec B. Nordan, alec.nordan@gmail.com

163. Poster: 1:30PM–2:20PM Riverwalk

Multiple Job Holding: The More, the Worse (Than Single Job Holding)

Multiple job holders (MJH) are neglected in organizational research. MJH were compared to single job holders (SJH). MJH reported worse well-being and job attitudes than SJH. A relative weights analysis provided evidence that family supportive supervision may mitigate negative well-being outcomes. Findings suggest the importance of studying MJH; extensive future research directions are discussed.

Rachel E. Parsons, Bowling Green State University
Russell A. Matthews, University of Alabama

Submitted by Rachel E. Parsons, rachgre@bgsu.edu

164. Poster: 1:30PM–2:20PM Riverwalk

The Effects of Work and Nonwork Boundary Fit on Role Satisfaction and Happiness

This poster examined the impact of work/nonwork boundary fit on subjective happiness, mediated by work and nonwork satisfaction. The study confirmed positive direct effects for work/nonwork boundary fit on role satisfaction and role satisfaction on subjective happiness. Significant mediation effects were found for role satisfaction between work/nonwork boundary fit and subjective happiness.

Michael A. Rotch, Auburn University
Sadie K. O'Neill, Auburn University
Jesse S. Michel, Auburn University

Submitted by Michael A. Rotch, michaelrotch@auburn.edu

165. Poster: 1:30PM–2:20PM Riverwalk

The Effects of Experienced Leadership on Romantic Partners

Effects of workplace leadership on the well-being of employees' romantic partners are examined. Hierarchical regression results suggest that after accounting for personal, relationship, and organizational factors, romantic partners' perceptions of their partners positive workplace leadership predict increased well-being, whereas neutral and negative leadership predict reduced partner well-being.

Chelsie Josephine Smith, Carleton University
Amanda McEvoy, Carleton University
Kathryne E. Dupre, Carleton University

Submitted by Chelsie Josephine Smith, chelsie.smith@carleton.ca

166. Poster: 1:30PM–2:20PM Riverwalk

Family-Supportive Supervisors and Team Cohesion: The Moderating Role of Justice

Longitudinally testing part of Straub's (2012) theoretical framework, it was found that family-supportive supervisor behavior (FSSB) positively predicted team-cohesion 6 months later; however, authors were unable to find support for distributive and procedural justice as moderators of this relationship. Results indicate that FSSB is a complex process in need of additional theoretical testing.

Shalyn Stevens, Colorado State University
Rebecca Marie Brossoit, Colorado State University
Leslie B. Hammer, Portland State University
Tori L. Crain, Colorado State University
Todd Bodner, Portland State University
Donald M. Truxillo, Portland State University

Submitted by Shalyn Stevens, shalyns@colostate.edu

167. Poster: 1:30PM–2:20PM Riverwalk

Keep Calm and Be Resilient: The Role of Positive Coping With Work–Family Stressors

This study unites 2 emerging research areas: positive psychological capital in organizations and individual traits in work–family conflict. Evidence that resiliency changes the effects of work–family conflict on performance is found. Results show more negative relationships between work–family conflict and family and in-role performance among resilient employees, contrary to predictions.

Lisa W. Sublett, University of Houston-Clear Lake
Emily M. Hunter, Baylor University
Cindy Wu, Baylor University

Submitted by Lisa W. Sublett, sublett@uhcl.edu

168. Poster: 1:30PM–2:20PM Riverwalk

Different Sides of a Token: Family Support and Gender Dynamics Predicting Justice

This study examined how sex and gender tokenism jointly influenced the relationship between family-supportive organization perceptions (FSOP;

Allen, 2001) and procedural justice. FSOP positively predicted procedural justice, yet, the relationship varied based on sex and tokenism. FSOP yielded higher justice perceptions for women and token men but decreased justice perceptions for nontoken men.

Allison M. Tringale, University of Houston
Jordan E. Kirkland, University of Houston
Leanne E. Atwater, University of Houston

Submitted by Allison M. Tringale, allison.tringale@gmail.com

169. Poster: 1:30PM–2:20PM Riverwalk

Evaluation of Decision-Making Logics as Mediators in Episodic Work–Family Conflict

This study employed an experience sampling methodology (ESM) to evaluate the role of decision logics as within-individual mediators of relationship between contextual variables namely role pressure, role support, and activity importance, and the decision to prioritize work or family in episodic work-family conflict situations.

Lalitha Urs, University of Minnesota
Aaron M. Schmidt, University of Minnesota

Submitted by Lalitha Urs, lalitha.urs@gmail.com

170. Poster: 1:30PM–2:20PM Riverwalk

The Relation Between Engagement and Work Interference With Family: A Meta-Analysis

Research suggests engagement may have a downside, leading to greater work interference with family (WIF), but results suggest mixed findings. Positive relations are only found where working conditions are poor. This effect was not observed in cross-sectional studies, wherein momentary engagement contaminates WIF, resulting in a negative relation regardless of conditions.

Rachel L. Williamson, University of Georgia
Nathan T. Carter, University of Georgia

Submitted by Rachel L. Williamson, will2493@uga.edu

171. Poster: 1:30PM–2:20PM Riverwalk

Formal and Informal Work–Family Support at Work: A Meta-Analytic Comparison

This meta-analysis found that informal work–family support, or family supervisor support and perceived work–family supportive culture, was related to employee WFC, FWC, work attitudes, strain, and work performance. It was also found that compared with formal work–family policy, informal support yields stronger effect on employee outcomes.

Lusi Wu, Rong Su, University of Iowa
Hongzhi Chen, Purdue University

Submitted by Lusi Wu, wu628@purdue.edu

172. Panel Discussion: 1:30PM–2:20PM Sheraton 1

What—Essentially—Is an Essential Function? ADA-Compliant Job Analysis Best Practices

This panel discussion brings together experts from diverse professional backgrounds to discuss the challenges, legal obligations and risks, and best practices associated with conducting job analyses for the purpose of identifying essential functions to fulfill employer requirements under the Americans with Disabilities Act (1990).

Sarah N. Gilbert, DCI Consulting Group Inc.,, ***Chair***
Francis P. Alvarez, Jackson Lewis P.C., ***Panelist***
Arthur Gutman, DCI Consulting, ***Panelist***
Cliff R Haimann, DCI Consulting Group, Inc., ***Panelist***
Erika Robinson-Morral, American Institutes for Research, ***Panelist***

Submitted by Sarah N. Gilbert, sgilbert@dciconsult.com

173. Symposium/Forum: 1:30PM–2:50PM Sheraton 2

Examining Middle Warnings Given During Personality Tests Within Selection Contexts

MultiDisciplinary

Middle warnings have recently emerged as a promising faking-mitigation procedure for personality tests within selection contexts. This symposium presents 4 empirical studies conducted in different cultures (U.S. and China) using different data collection methods (survey and physiological data) that further examine the utility and mechanisms of middle warnings.

Jinyan Fan, Auburn University, ***Chair***
Elissa M. Hack, Auburn University, ***Co-Chair***
Felix J. Lopez, PepsiCo, Ning Hou, St. Cloud State University, ***Testing a New Faking-Mitigation Procedure in a U.S. Applicant Sample***
Hairong Li, Auburn University, Guoxiang Zhao, Henan University, Minghui Wang, Henan University, Yongxin Li, Henan University, Lu Zheng, Auburn University, Hui Meng, East China Normal University, ***Investigating Mechanisms of a Middle Warning: A Field Experiment***
Elissa M. Hack, Auburn University, Jennifer Robinson, Auburn University, ***Mechanisms of a Middle Warning: Emotional States and Physiological Responses***
Mark A. Roebke, Wright State University, Gary N. Burns, Wright State University, Cheyna Brower, Wright State University, ***Efficacy of and Reactions to Early Versus Middle Warnings***
Michael A. Campion, Purdue University, ***Discussant***

Submitted by Jinyan Fan, fanjinyan@yahoo.com

174. Panel Discussion: 1:30PM–2:50PM Sheraton 3

Every Second Counts: Leadership Development When Lives Depend on It

MultiDisciplinary

Healthcare leadership development is critical for worker well-being and patient outcomes. To move this area forward, a multidisciplinary panel of experts from I-O, human factors, public health administration, and academic medicine will engage the audience in an innovative, social-media assisted discussion of healthcare leadership best practices and future directions.

Marissa L. Shuffler, Clemson University, ***Chair***
Dana C. Verhoeven, Clemson University, ***Co-Chair***
Chelsea A. LeNoble, Clemson University, ***Co-Chair***
Deborah DiazGranados, Virginia Commonwealth University, ***Panelist***
Ashley M. Hughes, University of Illinois at Chicago, ***Panelist***
Victoria L. Kennel, University of Nebraska Medical Center, ***Panelist***
Tod N. Tappert, Greenville Health System, ***Panelist***
Donald Wiper, Greenville Health System, ***Panelist***

Submitted by Dana C. Verhoeven, dverhoe@g.clemson.edu

175. Master Tutorial: 1:30PM–2:50PM Sheraton 4

Data Wrangling Using R, RStudio, and Python

This interactive session will serve as an introduction to the process of data wrangling using R followed by a repeat of the procedures in Python to serve as a stepping stone for those interested in learning both languages. If you plan on following along, please bring a laptop computer with R, RStudio, and Anaconda already loaded. Files will be available from https://github.com/RobStilson.

Frederick R. Stilson, TalentQuest, ***Presenter***
Gina M. Bufton, Georgia Institute of Technology, ***Presenter***

Submitted by Frederick R. Stilson, robstilson@gmail.com

176. Special Event: 1:30PM–2:20PM Sheraton 5

SIOP Select: TeamSIOP Gameshow Battle for the TeamSIOP Theme Track Championship

Attention all board game and game show fans! This playful, interactive session will feature I-O "celebrities" and enthusiastic audience members as contestants in a fun-filled battle of wills and I-O prowess. The first-round winner will match-off against a surprise contestant in a battle to be named TeamSIOP Theme Track Champ! Come, compete, watch, and cheer!

Chloe Lemelle, AT&T, ***Chair***
Richard N. Landers, Old Dominion University, ***Co-Chair***
Steven G. Rogelberg, University of North Carolina Charlotte, ***Panelist***
Eric D. Heggestad, University of North Carolina Charlotte, ***Panelist***
Tammy D. Allen, University of South Florida, ***Panelist***
Gary P. Latham, University of Toronto, ***Panelist***

Submitted by Tracey E. Rizzuto, trizzut@lsu.edu

177. Panel Discussion: 1:30PM–2:50PM Streeterville

Applications of Artificial Intelligence by Practitioners

I-Os are now in the midst of an artificial intelligence (AI) revolution with the rapid proliferation of AI products and services being offered to organizations. Panelists will discuss how AI is being applied in the areas of hiring, training, customer service, performance management, diversity, employee surveys, and employee wellness. The benefits and precautions of AI will be debated.

MultiDisciplinary

Romella J. El Kharzazi, Equal Employment Opportunity Commission, ***Panelist***
Benjamin J. Taylor, Ziff, ***Panelist***
Alex Zhavoronkov, Insilico Medicine, ***Panelist***
Sara P. Weiner, Glint, ***Panelist***
Mark Vickers, HR.com, ***Panelist***
Brock Dubbels, McMaster University, ***Panelist***
Submitted by Romella J. El Kharzazi, me@romella.xyz

178. Alternative Session Type with Presenters
1:30PM–2:50PM **Superior B**

I-O for the Greater Good: Funding Your Science With the National Cancer Institute

MultiDisciplinary

I-O researchers and practitioners are well-poised to help address problems in cancer care delivery. NCI, part of the NIH, is one of the largest federal sponsors of competitive research grants. This interactive session will review the NIH/NCI grants life cycle, offer tips from an I-O scientist who has secured NIH funding, and deconstruct the specific aims of a successful grant application.

Sallie J. Weaver, National Cancer Institute, ***Chair***
Veronica Chollette, National Cancer Institute, ***Presenter***
Mark G. Ehrhart, University of Central Florida, ***Presenter***
Submitted by Sallie J. Weaver, sallie.weaver@nih.gov

179. Alternative Session Type with Presenters
1:30PM–2:50PM **Wrigleyville**

The SIOP 2018 Living History Series Presents: Nancy T. Tippins

Nancy Tippins has played a major role in the practice of I-O psychology, particularly in employee selection and assessment, publishing influential articles and edited volumes on the topic, and has served as president of SIOP. In this session, the Living History series continues by interviewing I-O luminaries with the goal of learning from their stories.

Nathan T. Carter, University of Georgia, ***Host***
Nancy T. Tippins, The Nancy T. Tippins Group, ***Presenter***
Submitted by Nathan T. Carter, carternt1981@gmail.com

180. Alternative Session Type with Presenters
2:00PM–2:50PM **Superior A**

How to Find and Build Effective Research Partnerships

This session combines a symposium and group mentoring with 5 experts who have built successful research partnerships. Presenters will share their experiences, tips, and lessons learned in short presentations. Graduate students, faculty, and practitioners will have an opportunity to receive tailored advice in group mentoring breakouts and will have access to a Research Partnership Toolkit.

Jennifer L. Geimer, CEB, now Gartner, ***Co-Chair***
Gerald F. Goodwin, U.S. Army Research Institute, ***Co-Chair***
Valentina Bruk Lee, Florida International University, ***Presenter***
Ted B. Kinney, Select International, ***Presenter***
Ken Lahti, Psychobabble, ***Presenter***
Kristin Sanderson Allen, CEB, now Gartner, ***Presenter***
Shonna D. Waters, BetterUp, ***Presenter***
Submitted by Jennifer L. Geimer, jennifer.geimer@gartner.com

181. Panel Discussion: 3:30PM–4:50PM **Chicago 6**

The New World of Performance Management: An Update on Practice and Research

No topic has been hotter in human resource departments than the persecution and evolution of performance management. This panel discussion will address what has worked, failed, and sputtered for organizations that have made serious commitments to reengineering their performance management systems. Also discussed will be what further research, changes, and tough questions need to be addressed.

Ben Wigert, Gallup, ***Chair***
Alan L. Colquitt, Alan L. Colquitt, Ph.D., LLC, ***Panelist***
Richard J. Chambers, II, General Mills, ***Panelist***
Shelby Kan, Accenture, ***Panelist***
Christopher T. Rotolo, PepsiCo, ***Panelist***
Annelise Schuepbach, Google, ***Panelist***
Submitted by Ben Wigert, ben_wigert@gallup.com

182. Debate: 3:30PM–4:50PM **Chicago 7**

Are Modern Assessments Ethical?

Technological advances in psychometric assessment have rapidly created new and sophisticated methods of collecting and analyzing personal information that can be used to create an assessment of an individual's personality. This debate will look at the many sides of how technology is enabling personality assessment and the ethics that need to be considered when developing and using these new tools.

Fung (John) M. Chan, Aon, ***Moderator***
Seymour Adler, Aon, ***Presenter***
Charles A. Handler, Rocket-Hire LLC, ***Presenter***
Eric J. Sydell, Shaker, ***Presenter***
Michael J. Zickar, Bowling Green State University, ***Presenter***
Submitted by Fung (John) M. Chan, john.chan.2@aonhewitt.com

183. Panel Discussion: 3:30PM–4:50PM **Chicago 8**

Mindfulness at Work: Challenges and Opportunities

This panel brings together scholars from academia and industry to discuss the role of mindfulness practices in the workplace. Topics to be addressed include the adequacy of current conceptualizations of mindfulness, its consequences for individuals and organizations, methods and practicalities of intervention and assessment, and future research needs.

Stephanie A. Zajac, Houston Methodist Hospital-MITIE Simulation Center, ***Co-Chair***
Jason G. Randall, University at Albany, SUNY, ***Co-Chair***
Vicki L. Flaherty, IBM, ***Panelist***
Charlotte Fritz, Portland State University, ***Panelist***
Theresa M. Glomb, University of Minnesota, ***Panelist***
Andy Lee, Aetna, ***Panelist***
Christopher S. Reina, Virginia Commonwealth University, ***Panelist***
Submitted by Stephanie A Zajac, szajac@houstonmethodist.org

184. Alternative Session Type with Presenters
3:30PM–4:50PM **Chicago 9**

Research Methods for Healthcare Teams: Technology, Opportunities, and Lessons Learned

Teams are the norm in the complex healthcare environments. This IGNITE + Panel hybrid highlights novel, unobtrusive methods for understanding action team phenomena, including physiological monitoring, behavioral coding and computational modeling applied to healthcare. Lessons learned and best practices for implementation are discussed.

Sarah H. Parker, Virginia Tech, ***Chair***
Maureen E. McCusker, Virginia Tech, ***Co-Chair***
Samantha K.B. Perry, Aptima, Inc.
Rosemarie Fernandez, University of Florida
James A. Grand, University of Maryland
Scott M. Pappada, University of Toledo

MultiDisciplinary

Submitted by Maureen E. McCusker, mem66@vt.edu

185. Special Event: 3:30PM–4:20PM **Chicago 10**

SIOP Select: Innovators in the Field: Advice From Practice Award Winners

This session will be presented by recent winners of the Distinguished Professional Contributions Award and M. Scott Myers Award. They include an academic, an internal practitioner, and an external practitioner. They will discuss how to learn from each other, what steps they took to innovate, and future directions for entrepreneurs and researchers alike.

William H. Macey, CultureFactors, Inc., ***Presenter***
William Shepherd, The Wendy's Company, ***Presenter***
Robert E. Ployhart, University of South Carolina, ***Presenter***
Submitted by Holly S. Payne, hspayne1@gmail.com

186. Panel Discussion: 3:30PM–4:20PM **Erie**

"The Why" of Validation: Practitioner's Guide to Wooing Those Who Couldn't Care Less

Proposing traditional validation studies with supervisory performance ratings pose challenges. Although they meet legal requirements, they often fall short in showcasing the impact of the selection system on "the real work." This panel will discuss strategies for communicating "the why"

behind programmatic validation research, balancing legal requirements with business outcomes.

Brett M. Wells, Talent Plus, Inc., ***Co-Chair***
Kristina R. Barr, CEB, now Gartner, ***Co-Chair***
Christopher J. L. Cunningham, University of Tennessee at Chattanooga/ Logi-Serve, ***Panelist***
Dara Drescher, CEB, now Gartner, ***Panelist***
David B. Schmidt, DDI, ***Panelist***
Tracey Tafero, Amazon, ***Panelist***

Submitted by Brett M. Wells, brwells@talentplus.com

187. Symposium/Forum: 3:30PM–4:50PM Gold Coast

How Judgment and Decision-Making Research Can Inform Effective I-O Practice

Many concepts in judgment and decision-making (JDM) research are directly applicable to workplace issues. JDM research findings can be used to inform various organizational practices. The studies presented in this symposium contribute new applied JDM findings that may also be used by practitioners to inform organizational practices and interventions in various work settings.

Michael T. Braun, University of South Florida, ***Chair***
Michelle S. Kaplan, University of South Florida, Shannon Cooney, University of South Florida, Samantha L. Garrett, University of South Florida, Michael T. Braun, University of South Florida, ***When Choices Don't Add Up: Differential Effectiveness in Decision Making***
Levi Sassaman, University at Albany, SUNY, Dev K. Dalal, University at Albany, SUNY, ***Uncertainty Perceptions in Effect Sizes***
Susannah Huang, Bowling Green State University, Margaret E. Brooks, Bowling Green State University, Scott Highhouse, Bowling Green State University, ***Examining the Relative Importance of Individual Differences on Choice Deferral***
Nathaniel M. Voss, Kansas State University, Christopher J. Lake, Kansas State University, ***Communicating Interview Validity Evidence: Examining Numeracy and Presentation Format***
Kelsey-Jo Ritter, Manchester University, Don C. Zhang, Louisiana State University, ***Overcoming Resistance Against the Structured Interview: The Role of Story Telling***

Submitted by Xiaoyuan (Susan) Zhu, xiaoyuan.zhu@uconn.edu

188. Symposium/Forum: 3:30PM–4:50PM Huron

What You Need to Know Now: Law, Diversity, Technology, Selection, Leadership Updates

This symposium provides updates on 5 major areas of I-O psychology that have rapidly changed over the past 10 years: EEOC law interpretations, managing diversity, technology's impact on human resources, trends in employee selection and a network perspective on leadership development. Papers cover recent changes, suggestions for future research and recommendations for practice.

MultiDisciplinary

Lisa Baranik, University at Albany, ***Co-Chair***
Lisa M. Kath, San Diego State University, ***Co-Chair***
Elizabeth Bradley, Fortney & Scott, LLC, ***EEOC Updates Under the Trump Administration***
Leslie Ashburn-Nardo, Indiana University- Purdue University Indianapolis, ***Workplace Diversity Research: What You Need to Know and What We Can't Afford to Ignore***
Richard Johnson, University at Albany, State University of New York, ***Technology and the Changing Nature of Human Resources***
Dev K. Dalal, University at Albany, State University of New York, ***Recent Developments in Employee Selection***
Kristin L. Cullen-Lester, University of Houston, Cynthia K. Maupin, University of Georgia, Dorothy R. Carter, University of Georgia, ***Incorporating Social Networks Into Leadership Development: A Critical Evaluation***

Submitted by Lisa Baranik, lbaranik@gmail.com

189. Community of Interest: 3:30PM–4:20PM Mayfair

I-O and Job Automation: Implications for the Future of Work

According to a famous study, nearly half of U.S. jobs could be automated. In this COI, attendees discuss practical and psychological impacts of job automation for organizations and their employees. Also, they will discuss how I-O can contribute to understanding, measuring, and developing the future of work. Attendees are invited to an interactive session with both practitioners and researchers.

Neil Morelli, The Cole Group, ***Host***
Brendan G. Neuman, Basil Assessment, ***Host***
Katharine R. O'Brien, CUNA Mutual Group, ***Coordinator***

Submitted by Katharine R. O'Brien, katharine.r.obrien@gmail.com

190. Panel Discussion: 3:30PM–4:50PM Michigan A

The Future Is Now: Virtual Reality in Organizations

There is growing interest in I-O psychology about applying virtual reality (VR) technology in organizations, but very few empirical or practical resources available to provide guidance. This panel brings together I-O scientist–practitioners to discuss the use of VR in organizations, including current applications, implementation challenges, research needs, and future directions.

A. James Illingworth, Geode People, Inc., ***Chair***
Betsir G. Zemen, ***Co-Chair***
Reece Akhtar, RHR International, ***Panelist***
Matt C. Howard, University of South Alabama, ***Panelist***
David J. Lux, Georgia-Pacific, ***Panelist***
Kizzy M. Dominguez, K. Parks Consulting Inc. (KPC), ***Panelist***

Submitted by Betsir G. Zemen, bzemen@knights.ucf.edu

191. Symposium/Forum: 3:30PM–4:50PM Michigan B

Organizational Practices Contributing to Successful Aging at Work

Because workforces are aging rapidly around the world, organizations should facilitate successful aging at work and help their older workers to maintain their ability and motivation to continue working. This symposium aims to discuss organizational practices that influence the ability and motivation to continue working of older workers and when and why these organizational practices matter.

Dorien Kooij, Tilburg University, ***Chair***
Hannes Zacher, Leipzig University, ***Co-Chair***
Karen Pak, Tilburg University, Dorien Kooij, Tilburg University, Annet de Lange, Radboud University Nijmegen, Marc Van Veldhoven, Tilburg University, ***HR Practices and the Ability, Motivation, and Opportunity to Continue Working***
Grant Brady, Portland State University, Donald M. Truxillo, Portland State University, David Cadiz, Portland State University, Jennifer R. Rineer, RTI International, ***The Efficacy of Work Ability Interventions: A Meta-Analysis***
Stanimira Koleva Taneva, Loughborough University, UK, John Arnold, Loughborough University, ***Pathways to Successful Aging in Organizations***
Helene Henry, Catholic University of Leuven, Donatienne Desmette, Catholic University of Leuven, ***HRM Practices and Job Satisfaction Among Older Workers***
Mo Wang, University of Florida, ***Discussant***

Submitted by Dorien Kooij, t.a.m.kooij@uvt.nl

192. Alternative Session Type with multiple papers: 3:30PM–4:50PM Ontario

Paving Two-Way Streets: Digital Dyads to Drive Technology Research and Practice

This symposium mashes up researcher–practitioner dyads at the leading edge of 3 technology topics—recruitment and selection, workplace automation, and training gamification—to illustrate techniques and tactics for bridging science and practice. Approaches for bidirectional success crafting research that informs practice (R2P) and practice that shapes new research questions (P2R) are provided.

Nathan J. Mondragon, HireVue, Joshua P. Liff, HireVue, Stanley M. Gully, Pennsylvania State University, Jean Phillips, Pennsylvania State University, Kaytlynn R. Griswold, Pennsylvania State University, ***Technological Platforms for Recruitment and Selection Interviews***
Jenna C. Shapiro, IBM, Michael Gibbs, University of Chicago, ***Workplace Automation***
Michael B. Armstrong, Old Dominion University, Tiffany R. Poeppelman, LinkedIn, ***Learning Technology and Gamification***
Evan F. Sinar, DDI, ***Discussant***

Submitted by Tiffany R. Poeppelman, tiffanyripley@gmail.com

Poster Session (Careers/Research Methods): 3:30PM–4:20PM Riverwalk

193. Poster: 3:30PM–4:20PM Riverwalk

What Gets Published? Experimentally Manipulating Implicit Expectations of Reviewers

The use of hedges (i.e. words that create vagueness) in submitted manuscripts seems to be expected by editors and reviewers of high impact

I-O journals. However, previous research cannot establish causality. This experiment provided first evidence that authors' use of hedges impacts reviewers' (*N* = 96) recommendation for publication. Results also suggest that this expectation is rather implicit.

Nida ul Habib Bajwa, Saarland University
Cornelius J. König, Saarland University
Hannah Honecker, Saarland University
Markus Langer, Saarland University

Submitted by Markus Langer, markus.langer@uni-saarland.de

194. Poster: 3:30PM–4:20PM Riverwalk

Within-Person Increases in Careless Responding During Questionnaire Completion

This study (*N* = 381) found that participants respond more carelessly as they progress further into a questionnaire, that increased carelessness was accompanied by increased resource depletion, and that participants who were warned that carelessness would be punished displayed smaller increases in carelessness. These findings provide insights into the causes and prevention of careless responding.

Nathan A. Bowling, Wright State University
Anthony Gibson, Wright State University
Joseph W. Houpt, Wright State University
Cheyna Brower, Wright State University

Submitted by Nathan A. Bowling, nathan.bowling@wright.edu

195. Poster: 3:30PM–4:20PM Riverwalk

High School Experiences Predict First-Year College STEM Outcomes

College freshman in STEM (Science, Technology, Engineering, and Math) majors were surveyed over their first school year. For all 3 time periods, there were significant medium-sized correlations between high school teacher influence and learning orientation, and between high school coursework preparation and self-efficacy.

Brittany Bradford, Rice University
Margaret E. Beier, Rice University

Submitted by Brittany Bradford, brittanycaitlin@gmail.com

196. Poster: 3:30PM–4:20PM Riverwalk

Listening to the Employee Voice: Pulse Survey and Daily Diary Practices

Employee voice has been redefined beyond annual surveys, with a shift to more continuous approaches. This submission discusses 2 major approaches to continuous listening among practitioners and academics (pulse surveys and daily diaries) and to further the conversation on how both fields can collaborate on ideas and methodologies.

Jim M. Burlak, IBM Kenexa
Jenna C. Shapiro, IBM
Cameron Klein, IBM Kenexa

Submitted by Jim M. Burlak, jimburlak@gmail.com

197. Poster: 3:30PM–4:20PM Riverwalk

Impact of Different Theoretical Mechanisms on Optimal Time Lags in I-O Panel Designs

Authors analyzed how different stress mechanisms (e.g., accumulation, adaptation) affect the significance of cross-lagged effects over a range of possible time lags. Even under extreme stable conditions (e.g., stable stressors and accumulating strains), optimal time lags to achieve significance turned out to be much smaller than researcher might expect. Results also apply to other I-O areas.

Christian Dormann, Johannes Gutenberg-University Mainz

Submitted by Christian Dormann, Christian@tcdormann.de

198. Poster: 3:30PM–4:20PM Riverwalk

Suggested Methods for Use of the Amazon MTurk Platform for Aptitude Test Development

The Amazon Turk crowdsourcing platform was used to support a successful development phase of a battery of cognitive ability (aptitude) tests. Compared to traditional alternatives, workers provided a greater amount of complete, high quality data and at a lower cost. Test distributions and reliabilities were comparable to that of offline participants who had completed similar tests.

Kevin A. Field, Ball Foundation/Career Vision
Victoria M. Harmon, Ball Foundation/Career Vision

Submitted by Kevin A. Field, kfield6@gmail.com

199. Poster: 3:30PM–4:20PM Riverwalk

The Bigs Project: An Evaluation of a High School Employability Skills Intervention

The Bigs program addresses the student employability skills gap by developing critical career skills and competencies. Using Kirkpatrick's (1979) training evaluation framework, the authors meta-analytically examined the Bigs effect on student reactions, learning, transfer, and results across 26 samples. Findings support social cognitive career theory and show promise for career development research.

David R. Glerum, The Ohio State University
Timothy A. Judge, The Ohio State University

Submitted by David R. Glerum, glerum.3@osu.edu

200. Poster: 3:30PM–4:20PM Riverwalk

Late Responders to Military Online Occupational Health Surveys

This study examines response timing on resistance behaviors, substantive survey results, and nonresponse bias. Online occupational health screenings were available to 2 U.S. Air Force wings for a 9-week period. Late responders showed higher rates of resistance behaviors and similar rates for quality of responses, burnout, and psychological distress.

Tanya Goodman, Neurostat Analytical Solutions, LLC
Lillian Prince, Prince Research & Analytic Services, LLC
Wayne Chappelle, U.S. Air Force School of Aerospace Medicine
William Thompson, Neurostat Analytical Solutions

Submitted by Tanya Goodman, tanya.goodman08@gmail.com

201. Poster: 3:30PM–4:20PM Riverwalk

MTurk as a Viable Source for Organizational and Occupational Health Research

This poster examined the viability of using Amazon's Mechanical Turk (MTurk) workers for research by assessing their labor market characteristics and other organizational and occupational health variables in a multiwave study. Findings indicated that workers come from diverse labor markets, and effect size magnitudes provide evidence for attaining reliable and stable data from MTurk.

Paige E. Hartman, Auburn University
Anna J. Lorys, Auburn University
Sadie K. O'Neill, Consultant
Jesse S. Michel, Auburn University

Submitted by Paige E. Hartman, paigehartman@auburn.edu

202. Poster: 3:30PM–4:20PM Riverwalk

Can Mentoring Help Job Seekers to Be More Active? A Moderated Mediation Model

This study examined the influence of the mentoring functions on individuals' job search. Results indicated that job search self-efficacy mediated the positive influence of mentoring functions on job search behavior. Additionally, normative beliefs moderated the mediating effect of job search self-efficacy on the mentoring functions–job search behavior relationship when normative beliefs were high.

Kuo-Yang Kao, National Chiao Tung University
Hao-Hsin Hsu, National Chiao Tung University
Xiaocong Li, Huaiyin Normal University
Ruirui Lian, Anhui Jianzhu University

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

203. Poster: 3:30PM–4:20PM Riverwalk

Career Development Practices in a Global Economy

I-Os have entered an international era where the need for dynamic, globally equipped, adaptive employees has become increasingly necessary to the success of organizations. This study compared 2,870 individuals across 46 nations to identify the career development practices they used and their relationship to job satisfaction.

Nathan Iverson, California Baptist University

Submitted by Nathan Iverson, niverson@calbaptist.edu

204. Poster: 3:30PM–4:20PM Riverwalk

Linking Mentoring to Career Plateau: The Mediating Role of Well-Being

This study investigated the relationships among mentoring functions, job satisfaction, emotional exhaustion, and career plateau. Results indicated

that career mentoring was related to decreased emotional exhaustion and career plateau. Moreover, the relationship between career mentoring and career plateau was mediated by job satisfaction and emotional exhaustion.

Kuo-Yang Kao, National Chiao Tung University
Hui-Ting Lee, National Chiao Tung University
Ines Dax, National Chiao Tung University

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

205. Poster: 3:30PM–4:20PM Riverwalk

Work-Value Profile and Career Outcomes

Latent profile analysis was used to model the conjoint effects of intrinsic and extrinsic work values reported by a cohort of lawyers. Five work-value profiles emerged, with gender being an antecedent to profile membership. The profiles were meaningfully associated with practice setting and salary, thus providing support for the utility of the person-centered approach in studying work values.

Chee Wee Koh, Public Service Division, Singapore

Submitted by Chee Wee Koh, koh_chee_wee@psd.gov.sg

206. Poster: 3:30PM–4:20PM Riverwalk

Cross-Cultural Differences in Job and Retirement Attitudes in the U.S and South Korea

The study examines how job satisfaction and job security relate to retirement satisfaction differently in the U.S and South Korea. Results showed that there was a significant positive relationship between job security and retirement satisfaction for Americans, but there was no significant relationship for the Korean sample.

Soohyun Lee, The Graduate Center & Baruch College, CUNY
Peter P. Yu, The Graduate Center & Baruch College, CUNY

Submitted by Peter P. Yu, peter.yu@baruch.cuny.edu

207. Poster: 3:30PM–4:20PM Riverwalk

The Effect of ROPES and Gratitude on Newcomers' Psychological Contract Breach Change

A longitudinal field study was conducted to test the effect of ROPES intervention and trait gratitude on a group of new nurses' psychological contract breach change during the first-year post-entry. Results showed that both intervention and gratitude could help reduce newcomers' psychological contract breach, but the interactional effect of the 2 variables on breach was not found.

Hairong Li, Auburn University
Jinyan Fan, Auburn University
Melissa J. Stuhlman, Auburn University
Xiang Yao, Peking University
Lu Zheng, Auburn University

Submitted by Hairong Li, hzl0060@auburn.edu

208. Poster: 3:30PM–4:20PM Riverwalk

The Role of Workplace Orientation Perceptions on Orientation Satisfaction

This study examined how new hires' perceptions of their orientation program affected orientation satisfaction. Results showed that satisfaction with the orientation's components, orientation effectiveness, perceived understanding of the agency's mission after orientation, and perceived role clarity after orientation were significantly related to orientation satisfaction.

Benjamin E. Liberman, United States Office of Personnel Management
Choe E Shannon, University at Albany, SUNY
Andrew DeCesare, University at Albany, SUNY

Submitted by Benjamin E. Liberman, bel2104@columbia.edu

209. Poster: 3:30PM–4:20PM Riverwalk

Predictors of Satisfaction With the Hiring Process Among Federal New Hires

This study examined how new hires' perceptions of their agencies' hiring process affected their overall perceived satisfaction with the hiring process. Results showed that perceived ease of the hiring process, hiring timeliness, and hiring-related customer service but not hiring communication were significantly related to hiring process satisfaction.

Benjamin E. Liberman, United States Office of Personnel Management
Choe E Shannon, University at Albany, SUNY
Andrew DeCesare, University at Albany, SUNY

Submitted by Benjamin E. Liberman, bel2104@columbia.edu

210. Poster: 3:30PM–4:20PM Riverwalk

Directive Leadership and Newcomer Socialization: A Dynamic Approach

This study investigated how directive leadership changes over time and how the change affects change in newcomer socialization outcomes (i.e., role clarity and job anxiety) with a longitudinal 4-wave study. Moreover, individual Chinese traditionality (i.e., to what extent individuals adhere to Chinese traditional values) was examined as a moderator of the effects of directive leadership change.

Han Liu, Huazhong University of Science & Technology
Haijiang Wang, Huazhong University of Sciences and Technology
Feng Jiang, Central University of Finance and Economics
Jianqiao Liao, Huazhong University of Science &Technology

Submitted by Han Liu, liuhanwhu@hust.edu.cn

211. Poster: 3:30PM–4:20PM Riverwalk

Enhancing Perspective and Authenticity to Improve Age-Diverse Mentoring Relationships

The aging of the workforce creates opportunities for experienced employees to transmit their expertise to younger employees via mentoring, but age-dissimilar interactions bring challenging interpersonal dynamics. A model is proposed in which the effects of age dissimilarity on the mentoring relationship is mediated by metastereotyping and identity management, and suggest 2 interventions.

Hannah Markell, George Mason University
Sara Barth, University of Maryland, College Park
Eden B. King, Rice University
Jennifer L. Wessel, University of Maryland, College Park

Submitted by Hannah Markell, hmarkell@gmu.edu

212. Poster: 3:30PM–4:20PM Riverwalk

Mentor–Mentee Agreement on Relationship Characteristics, Attitudes, and Outcomes

This study examined mentor–mentee agreement on a variety relationship and outcomes variables. Findings indicate mentor–mentee agreement is high on objective characteristics but only moderate on more subjective variables. This suggests that researchers should collect data on subjective and attitudinal variables from both parties to fully understand the relationships among mentoring variables.

Alyssa D. Marshall, Colorado State University
Melanie E. Kramer, Colorado State University,
Dorey S. Chaffee, Colorado State University
Kurt Kraiger, Colorado State University

Submitted by Alyssa D. Marshall, amarsha@rams.colostate.edu

213. Poster: 3:30PM–4:20PM Riverwalk

A Sound Model for International Employee Surveys

Organizations more and more utilize employee survey data for EbM and change management. However, survey models are often underdeveloped in structure (specifying variables but not their interactions) and seldom systematically validated. Synthesizing results of 123 meta-analyses, 7 possible models are proposed and comparatively tested by applying meta-meta-analytic structural equation modeling.

Bjørn Dominik Matthaei, Daimler AG
Felix C. Brodbeck, LMU München

Submitted by Felix C. Brodbeck, brodbeck@psy.lmu.de

214. Poster: 3:30PM–4:20PM Riverwalk

When Is the Retired More Satisfied? A Multilevel Analysis Across 43 Countries

Multilevel analyses across 43 countries (N = 7939) based on World Values Survey wave 6 were conducted to investigate the predictors of life satisfaction among retirees. Main findings were financial situation, health, life conditions, feelings of control, and having a spouse were the main predictors of life satisfaction. Several cross-level interactions with country characteristics were reported.

Afife Basak Ok, Ankara University
Yonca Toker, Middle East Technical University

Submitted by Yonca Toker, ytoker@metu.edu.tr

215. Poster: 3:30PM–4:20PM Riverwalk

Not all Vocational Interest Inventories Are Equal: A Multitrait–Multimethod Study

This study addressed convergent validity in measures of vocational interests via a multitrait–multimethod analysis on 4 interest inventories and 6 RIASEC traits. Results show fairly large trait loadings (average = .8; good convergent validity) but non-negligible method loadings (average = .4). In contrast to scale scores, high point codes exhibit lower levels of agreement (average kappa = .4).

Wei Ming Jonathan Phan, University of Illinois, Urbana-Champaign
Kisha S. Jones, Pennsylvania State University
Mary Russell, University of Illinois Urbana-Champaign
Daniel A. Newman, University of Illinois at Urbana-Champaign
James Rounds, University of Illinois at Urbana-Champaign
Phil M Lewis, National Center for O*NET Development

Submitted by Wei Ming Jonathan Phan, wphan2@illinois.edu

216. Poster: 3:30PM–4:20PM Riverwalk

Beta Coefficients Don't Impute Missing Correlations Well in Meta-Analytic Research

Peterson and Brown (2005) suggested that researchers could use standardized regression weights (i.e., beta coefficients) to impute missing zero-order correlations in meta-analyses. This study demonstrates with actual meta-analytic data that betas do not impute zero-order correlations very well. Researchers should refrain from using beta estimation procedures in meta-analysis.

Philip L. Roth, Clemson University
Huy Le, University of Texas at San Antonio
In-Sue Oh, Temple University
Chad H. Van Iddekinge, Florida State University
Philip Bobko, Gettysburg College

Submitted by Philip L. Roth, rothp@clemson.edu

217. Poster: 3:30PM–4:20PM Riverwalk

Effects of Religion and Spirituality on Career Calling Perceptions

This poster examined how individual differences in religiosity and spirituality relate to career calling perceptions and downstream criteria. Contradicting previous research, results show that nondenominational spirituality is a stronger predictor of callings than denominational religiosity. Spirituality had indirect effects on vocational outcomes via the presence of, and search for, a calling.

Shivani Shah, Jason Dahling, The College of New Jersey
Mindi N. Thompson, University of Wisconsin-Madison
Katharine Hansel, The College of New Jersey

Submitted by Jason Dahling, dahling@tcnj.edu

218. Poster: 3:30PM–4:20PM Riverwalk

Did You Check Your Data? A Preliminary Quantitative Literature Review

This study aims to conduct a preliminary quantitative literature review to screen the paper that did data cleaning before analysis. Results show that over half of the studies performed data cleaning, indicating the credibility of their results. However, there is still much to improve. Findings guide future studies to use more advanced screening techniques to improve the data quality.

Qiuyu Su, University of Alabama
Justin A. DeSimone, University of Alabama

Submitted by Qiuyu Su, qsu2@crimson.ua.edu

219. Poster: 3:30PM–4:20PM Riverwalk

It's a Tradition: Longevity as Justification for Hazing New Employees

Employee onboarding can take the form of employee hazing, which persists in organizations despite negative connotations. In this study (*N* = 107), support was observed for system justification theory in explaining the perpetuation of workplace hazing, namely that raters view long-term hazing systems as more just than recently adopted hazing systems.

Benjamin Thomas, University of Nebraska at Omaha
Patricia Meglich, University of Nebraska at Omaha

Submitted by Benjamin Thomas, benjaminthomas@unomaha.edu

220. Poster: 3:30PM–4:20PM Riverwalk

Vocational Interests Toward Complex Occupations Make a Difference in STEM Work Life

The STEM Interest Complexity Measure, measuring interests toward complex tasks under the realistic and investigative work environments, was investigated with employed engineering-scientist and technologist-technician samples. Interest levels were higher for the higher complexity engineering-scientist sample. Interest and work criteria associations were again higher for the high-complexity sample.

Yonca Toker, Middle East Technical University

Submitted by Yonca Toker, ytoker@metu.edu.tr

221. Poster: 3:30PM–4:20PM Riverwalk

Personality, Perceived Benefits, and Willingness to Mentor in Formal Programs

This study examined the relationship between perceived benefits to participating and willingness to mentor in a formal program with personality moderating. Results indicated that the relationship was more positive for those who demonstrated high levels of Conscientiousness and Openness than for those with low levels. Strategies for attracting and supporting qualified mentors are discussed.

Kristen Voetmann, Seattle Pacific University
Dana L. Kendall, Seattle Pacific University
Scott C. Campanario, ORS Impact
Mathea Krogstad, Seattle Pacific University
Vatia Caldwell, Seattle Pacific University

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

222. Poster: 3:30PM–4:20PM Riverwalk

Results-Blind Review: A Masked Crusader for Science

The results-blind review initiative is a path to publication aimed at addressing concerns within the organizational sciences. Authors surveyed editorial board members of 7 applied psychology and management journals to understand their reactions to the initiative. There are noted advantages and disadvantages to the initiative as well as commonly held misperceptions.

Haley Woznyj, Longwood University
Kelcie Grenier, University of North Carolina at Charlotte
Roxanne Ross, University of North Carolina at Charlotte
George C. Banks, University of North Carolina at Charlotte
Steven G. Rogelberg, University of North Carolina at Charlotte

Submitted by Haley Woznyj, hmyers11@uncc.edu

223. Symposium/Forum: 3:30PM–4:50PM Sheraton 2

Leveraging Leadership: Role of Leaders in Creating Collaborative Work Environments

Three presentations examine the role of leaders in creating collaborative work environments. 1: highlights 3 collaborative leadership challenges identified by consulting firm clients. 2: provides literature review results and framework for understanding leader's role in fostering intergroup collaboration. 3: presents study findings involving 40 leaders to uncover tensions and leadership behaviors.

Jon Ross Blankenship, Spencer Stuart Leadership Consulting Firm, ***Key Leadership Challenges: A Practitioner's Perspective***
Kristen Campbell, University of Cincinnati, Donna Chrobot-Mason, University of Cincinnati, Kristin L. Cullen-Lester, University of Houston, Eun Young Nae, University of Houston, ***Intergroup Leadership: Reviewing Current Literature and Developing an Organizing Framework***
Nicholas Aramovich, Alliant International University, Donna Chrobot-Mason, University of Cincinnati, John W. Fleenor, Center for Creative Leadership, ***Exploring Differences in Boundary Spanning Ability: Leaders' Challenges and Practices***

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

224. Master Tutorial: 3:30PM–4:50PM Sheraton 4

Empirical Abduction as a Basis for Discovery and Theory Development

This interactive session will enhance participants' understanding of abductive reasoning, an important yet largely neglected approach that involves theory development on the basis of empirical exploration. Participants will learn how abduction may be used to identify and offer

plausible explanations for new phenomena and relationships, and explore resolutions for discrepant findings or anomalies.

Peter A Bamberger, Tel Aviv University, ***Chair***
Jennifer Mueller, University of San Diego, ***Presenter***
Sandra Robinson, Univ of British Columbia, ***Presenter***
Junqi Shi, Sun Yat-sen University, ***Presenter***

Submitted by Peter A Bamberger, peterb@post.tau.ac.il

225. Special Event: 3:30PM–4:50PM Sheraton 5

SIOP Select: Using I-O to Combat Community Violence (Chicago Case Study)

This case study of the Chicago Violence Reduction Strategy (VRS) will highlight ways that I-Os can ease the complexities of public–private partnerships and assist in tackling root causes of violence in their communities. This panel features a diverse selection of Chicago community leaders from law enforcement, faith-based community, small business, and neighborhood association organizations.

MultiDisciplinary

Tracey E. Rizzuto, Louisiana State University, ***Chair***
Silvia Bonaccio, University of Ottawa, ***Co-Chair***
Katina Sawyer, Villanova University, ***Co-Chair***
Amy Dawgert Grubb, Federal Bureau of Investigation, ***Panelist***
Marjolijn Bruggeling-Joyce, University of California, Los Angeles, ***Panelist***
Kenneth Johnson, Chicago Police Department, ***Panelist***
Michael Allen, Uptown Baptist Church, ***Panelist***
Craig Chico, Back of the Yards Neighborhood Council, ***Panelist***

Submitted by Tracey E. Rizzuto, trizzut@lsu.edu

226. Symposium/Forum: 3:30PM–4:50PM Streeterville

What Should We Do About Alpha II: Alternatives to Alpha?

Methodologists often claim that coefficient alpha is overused and misunderstood. This symposium examines alternatives to coefficient alpha, including retest reliability, omega, marginal reliability, and generalizability theory. Each presentation will describe when and how the alternative reliability estimation method will outperform alpha.

William Revelle, Northwestern University, David Condon, Northwestern University, ***Alternative Measures of Reliability: From α to ω?***
Dustin Wood, University of Alabama, Graham H. Lowman, University of Alabama, Tuscaloosa, Qiuyu Su, University of Alabama, Peter D. Harms, University of Alabama, ***Building a Better Similarity Detector by Adjusting for Item Retest Reliability***
Bo Zhang, University of Illinois Urbana-Champaign, Tianjun Sun, University of Illinois at Urbana-Champaign, Fritz Drasgow, Univ of Illinois at Urbana-Champaign, Olexsander Chernyshenko, NTU, Singapore, Christopher D. Nye, Michigan State University, Stephen Stark, University of South Florida, Len White, Army Research Institute; Human Resource Tactics, ***Reliability of Unfolding Rating Scales and Multidimensional Forced Choice Measures***
Justin A. DeSimone, University of Alabama, ***An Introduction to Generalizability Theory***
Stephen Stark, University of South Florida, ***Discussant***

Submitted by Justin A. DeSimone, jadesimone@cba.ua.edu

227. Master Tutorial: 3:30PM–4:50PM Superior B

Rigor and Relevance With Necessary Condition Analysis (NCA)

Jan Dul, Erasmus University, Netherlands, ***Presenter***

NCA understands cause-effect relations as "necessary but not sufficient". This logic differs from conventional additive logic, and provides new theoretical and practical insights. NCA puts a ceiling line on the data in XY-scatter plot, representing the level of X that is necessary but insufficient for a given level of Y. The rapidly growing interest in NCA justifies this tutorial. www.erim.nl/nca

Jan Dul, Erasmus University, ***Presenter***

Submitted by Jan Dul, jdul@rsm.nl

228. Symposium/Forum: 3:30PM–4:50PM Wrigleyville

Innovation and Leadership: Enabling Strategic Explorations Amid Daily Execution

The term innovation is equal parts buzzword and Rorschach ink blot test. I-Os want organizations to be innovative but many have different ideas of what that means. This symposium anchors innovation within context of an organization's strategy and leadership and provides robust studies on defining, measuring, and leading for innovation.

Victoria Hendrickson, OrgVitality, LLC, ***Chair***
Lauren M. Zimmerman, Johnson & Johnson, ***Leading Innovation: Interviewing Leaders to Develop an Organization-Wide Innovation Definition***
Meghan R. Lowery, Eli Lilly and Company, Joel T. Nadler, Southern Illinois University Edwardsville, ***The Relationship Between Innovation Climate and Leadership***
Victoria Hendrickson, OrgVitality, LLC, ***Exploring, Executing, and Boundary Spanning: Three Types of Innovators***
David M. Koch, Citi, Lilia Hayrapetyan, Citi, ***Fostering Growth and Innovation at Citi***

Submitted by Victoria Hendrickson, victoria.hendrickson@orgvitality.com

229. Alternative Session Type with Presenters 4:00PM–4:50PM Superior A

The Road Not Taken: Career Choices in I-O

There are several distinct career paths explored by graduates of organizational psychology programs: academia, external consulting, internal practice, and public service. This session calls on the experience of organizational psychologists in these different roles to provide a candid and spirited debate why their chosen path was the wrong choice.

Anthony Auriemmo, Michael Kors, ***Chair***
Peter J. Rutigliano, Mercer | Sirota, ***Moderator***
Theodore L. Hayes, US Department of Justice, ***Presenter***
Mac S. Quartarone, BTS, ***Presenter***
Comila Shahani-Denning, Hofstra University, ***Presenter***

Submitted by Anthony Auriemmo, aauriemm@gmail.com

230. Community of Interest: 4:30PM–5:20PM Mayfair

Recruitment in Today's Workplace: Current Practices and Research Needs

The shortage of specialized skills, globalization of work and advancement of technology, including artificial intelligence, is challenging modern talent acquisition organizations to more quickly and accurately isolate and engage the best fit talent. In this session, attendees can discuss the latest in research and practice relevant to sourcing, recruiting and selection in the modern workplace.

Robert E. Gibby, IBM, ***Host***
Richard N. Landers, Old Dominion University, ***Host***
Bing Chun Lin, International Business Machines (IBM), ***Coordinator***

Submitted by Bing Chun Lin, bing.chun.lin@gmail.com

Poster Session (Diversity & Inclusion/Emotions): 4:30PM–5:20PM Riverwalk

231. Poster: 4:30PM–5:20PM Riverwalk

The Role of Gender Inequality in Explaining Gender Differences in Job Satisfaction

In order to understand the influence of gender inequality on gender differences in job satisfaction (JS), the authors conducted a meta-analysis based on 264 effect sizes (N = 341,949). Accounting for publication bias, men have significantly higher JS (d = -.11). Moreover, using the Gender Inequality Index, greater national gender inequality was found to predict greater gender differences in JS.

Cassondra L. Batz, Purdue University
Ho Kwan Cheung, George Mason University
Lauren Kuykendall, George Mason University
Louis Tay, Purdue University

Submitted by Cassondra L. Batz, cbatz@purdue.edu

232. Poster: 4:30PM–5:20PM Riverwalk

Leader Performance and Derailment: Exploring Gender Effects in Self–Other Ratings

Authors review the treatment of gender in self–other rating agreement (SOA) research. Also examined is the impact of overestimating self-ratings for leaders on performance and risk of derailment. Only 40% of SOA research included gender as a control variable or a variable of interest, and overrating negatively affects women's performance and derailment scores but only men's performance.

Phillip W. Braddy, Center for Creative Leadership
Rachel E. Sturm, Wright State University

Leanne E. Atwater, University of Houston
Scott N. Taylor, Babson College
Rob Austin McKee, University of Houston-Downtown

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

233. Poster: 4:30PM–5:20PM Riverwalk

Understanding the Effects of Diversity Climate: The Role of Workplace Discrimination

To expand understanding, this study examined the relationships between diversity climate and multiple forms of workplace discrimination. Diversity climate was found to reduce sexual harassment, racial/ethnic discrimination, and sexual orientation discrimination. Results further demonstrate that diversity climate impacts important outcomes through its influence on discriminatory experiences.

Lindsay Y. Dhanani, University of Central Florida

Submitted by Lindsay Y. Dhanani, lydhanani@gmail.com

234. Poster: 4:30PM–5:20PM Riverwalk

360 Degrees of Gray: The Impact of Gendered Feedback

Multirater feedback is widely used for performance management and talent development in organizations. How individuals are rated has a cumulative effect on their career growth and on business performance. Analyses of numerical ratings and narrative feedback in 360-degree appraisals reveal that women and men receive different kinds of developmental feedback.

Nikita D'Souza, YSC Consulting
Aarti Shyamsunder, Psymantics Consulting
Aishwarya Ahuja, YSC Consulting

Submitted by Aarti Shyamsunder, aarti.shyamsunder@gmail.com

235. Poster: 4:30PM–5:20PM Riverwalk

Effects of Race and Impression Management Tactics for Ex-Offender Job Applicants

The link of impression management tactics to hiring outcomes for ex-offender applicants in a postoffer context was examined. Results showed applicants who apologized or justified their records had improved outcomes compared to applicants who gave an excuse. Race had limited moderation effects.

Danielle M. Gardner, Michigan State University
Abdifatah A. Ali, University of Minnesota
Ann Marie Ryan, Michigan State University

Submitted by Danielle M. Gardner, gardn333@msu.edu

236. Poster: 4:30PM–5:20PM Riverwalk

Computationally Modeling Emotional Contagion in a Group With a Leader

Emotional contagion is conceptualized as a circular process that can spread like a disease. Unfortunately, this translates into a system with runaway behavior. To address this shortcoming, a computational model was created to represent emotional contagion within a system of controlling processes. Simulations of the model confirmed the viability of the theory rather than runaway behavior.

Kathleen E. Hall, Ohio University
Jeffrey B. Vancouver, Ohio University

Submitted by Kathleen E. Hall, kh350912@ohio.edu

237. Poster: 4:30PM–5:20PM Riverwalk

Do Moods at Work Change Over Time? A Three-Month Weekly Study of Workplace Affect

Over 12 weeks, authors tracked 126 participants' positive and negative moods in the workplace were tracked . Significant within-person variability over time was found in both mood qualities and showed that both positive and negative moods fluctuate in u-shaped trajectories over time. Neuroticism and gender predicted both within-person mood variability and between-person variation in trajectory shapes

Ana Hernandez Baeza, University of Valencia
Vicente Gonzalez-Roma, Univ of Valencia
Pia Helen Kampf, Universidad De Valencia

Submitted by Ana Hernandez Baeza, Ana.Hernandez@uv.es

238. Poster: 4:30PM–5:20PM Riverwalk

Disabilities and Job Carving: A Thematic Analysis of Facilitators and Hindrances

People with disabilities experience barriers to employment. Job carving is one approach used by employment specialists to create work opportunities. Although job carving is often used in practice, it has garnered little research attention. This qualitative study reports on facilitators and hindrances of job carving from the perspective of employment specialists and employer representatives.

Jennifer Ho, University of Ottawa
Silvia Bonaccio, University of Ottawa
Ian R. Gellatly, University of Alberta
Catherine E. Connelly, McMaster University

Submitted by Silvia Bonaccio, bonaccio@telfer.uottawa.ca

239. Poster: 4:30PM–5:20PM Riverwalk

It's Only the Test? Gender Differences in Guilt-Proneness Measurement

Research has shown that relative to men, women report higher levels of guilt proneness. This study empirically tested assumptions of multiple-group measurement invariance in the guilt subscale of the Test of Self-Conscious Affect. Results confirmed comparable factor structure and factor loadings across genders but demonstrated inequivalence at the indicator level.

Genevieve Johnson, American Institutes for Research (AIR)
Soner Dumani, American Institutes for Research (AIR)
Hairong Song, University of Oklahoma

Submitted by Genevieve Johnson, dgjohnson@air.org

240. Poster: 4:30PM–5:20PM Riverwalk

A Within-Person Approach to Affect Spin, Emotion Regulation, and Negative Affect

An experience sampling study examined how within-person affect spin related to end of day fatigue. Following only one study published to date on within-person affect spin, this study finds a positive relationship between daily affect spin and end of day fatigue, which was fully mediated by state negative affect and partially mediated by daily emotion regulation.

Sophie A. Kay, Georgia Institute of Technology
Kelsey L. Merlo, Georgia Institute of Technology
Howard M. Weiss, Georgia Institute of Technology

Submitted by Sophie A. Kay, skay@gatech.edu

241. Poster: 4:30PM–5:20PM Riverwalk

The Other Side of the Glass Cliff: Women's Acceptance of Precarious Leadership Roles

This study examined women's likelihood of accepting precarious leadership ("glass cliff") positions compared to men. Women were more likely to accept a glass cliff position. This relationship was mediated by perceptions that they were suitable for and had the leadership ability to succeed in the position, suggesting gender role stereotypes may influence women's decisions to accept such roles.

Shreya Kirolikar, Wilfrid Laurier University
Ivona Hideg, Wilfrid Laurier University
Samantha E. Hancock, Wilfrid Laurier University
Christianne Varty, Wilfrid Laurier University

Submitted by Shreya Kirolikar, shreyakirolikar@gmail.com

242. Poster: 4:30PM–5:20PM Riverwalk

Emotion Suppression and Perceived Interpersonal Citizenship Behavior

This study examines the relationship between emotion suppression and perceived interpersonal citizenship behavior (ICB). Results show that suppression promotes perceptions of ICB when relationship conflict and team goal interdependence are both high. By contrast, suppression may reduce perceived ICB when relationship conflict is high and team goal interdependence is low.

Catherine K. Lam, City University of Hong Kong

Submitted by Catherine K. Lam, mg.cat@cityu.edu.hk

243. Poster: 4:30PM–5:20PM Riverwalk

Composed for a Reason: Emotional Self-Regulation and the Power of Purpose

Results suggest that individuals with a high sense of purpose and high focus on potential also tend to score higher on emotional self-regulation

than those with low scores on purpose and potential. Results are conducive to the hypothesis that individuals are better able to emotionally self-regulate by engaging in the situation in a purposeful way.

Kayla M. Logan, Amazon.com, Inc.
Stephanie O. Lopez, Limeade
Amy D. Nagley, Seattle Pacific University
Gabrielle Metzler, Seattle Pacific University
Robert McKenna, Seattle Pacific Univ

Submitted by Kayla M. Logan, logank2@spu.edu

244. Poster: 4:30PM–5:20PM Riverwalk

Gender, Sexual Orientation, Ethnicity, Age, and Parental Status: Trust in Leadership

This study explored the relative impact of various leader demographic factors (i.e., gender, ethnicity, sexual orientation, age, and parental status) in the prediction of evaluations of the leader's trustworthiness and desirability. Results suggest gender does not impact evaluations and that the leader's sexual orientation, ethnicity, age, and parental status impact judgments.

Andrew J. Lutz, AlixPartners
Caitlyn Reich, Wayne State University
Arief B. Kartolo, University of Windsor
Michelle W. Mullins, Wayne State University
Catherine T. Kwantes, University of Windsor

Submitted by Andrew J. Lutz, fw5542@wayne.edu

245. Poster: 4:30PM–5:20PM Riverwalk

Employee Regret and Disappointment Scales: Development and Validation

A current lack of measures for regret and disappointment at work hinders incorporation into management and applied psychology research. This research aims to create and provide initial validation for psychometrically sound scales to gauge employee regret and disappointment at work. The contribution of this research is the development of the Employee Regret and Disappointment Scales (ERDS).

Chad J. Marshall, U.S. Army AMRDEC
Matt C. Howard, University of South Alabama
Mickey B. Smith, University of South Alabama

Submitted by Chad J Marshall, cjm1423@jagmail.southalabama.edu

246. Poster: 4:30PM–5:20PM Riverwalk

Employee Regret and Disappointment: Application of the Approach/Avoidance Framework

A rapidly growing number of calls have been made for a discrete-emotions approach in organizational research. These calls are satisfied by distinguishing the effects of regret and disappointment. To do so, the emotions are integrated with the approach/avoidance framework. Results of 2 studies provide support for the distinct effects regret and disappointment have on important employee outcomes.

Chad J. Marshall, U.S. Army AMRDEC
Matt C. Howard, University of South Alabama
Mickey B. Smith, University of South Alabama

Submitted by Chad J Marshall, cjm1423@jagmail.southalabama.edu

247. Poster: 4:30PM–5:20PM Riverwalk

Inclusion and Intent to Leave in the Military: The Mediating Role of Burnout

This study investigated the role of perceived inclusion on intent to leave and the role of burnout as an explanatory mechanism for that relationship. Consistent with expectations, results demonstrated an indirect effect of inclusion on intention to leave through the mediating role of burnout.

Katrina Piccone Merlini, Florida Institute of Technology
Christa P. Bupp, Select International
Mary Margaret Sudduth, Human Resources Technology
Paul Merlini, Human Resources Technology

Submitted by Katrina Piccone Merlini, kp.merlini@gmail.com

248. Poster: 4:30PM–5:20PM Riverwalk

Can Respondents Fake Having No Bias on an Implicit Association Test?

When taking implicit association tests (IATs) in organizations, respondents will likely strive to appear unbiased, without preference for particular groups. This study examines whether respondents can fake a "no preference" score on an IAT. Compared to faking a low score, faking a neutral score is substantially more difficult to do but would also be more difficult for organizations to detect.

Stephanie M. Merritt, University of Missouri-St. Louis
Michael McKenna, Aon
Brian H. Kim, Occidental College

Submitted by Stephanie M. Merritt, merritts@umsl.edu

249. Poster: 4:30PM–5:20PM Riverwalk

Perspective Taking and Guilt During Interpersonal Confrontation Against Prejudice

Prior research has established that most people act defensively and/or hostilely when they are confronted about their own prejudice. Individuals acted prosocially towards their confronter, regardless of perceived race, when they felt guilty for a prejudiced comment they had previously made.

Keana Richards, University of Pennsylvania
Jennifer L. Wessel, University of Maryland-College Park

Submitted by Keana Richards, keanari@sas.upenn.edu

250. Poster: 4:30PM–5:20PM Riverwalk

Happy Holidays? Explaining Reactions to Inclusive Religious Events at Work

This research examines how right-wing authoritarianism (RWA) and social dominance orientation (SDO) shape reactions to inclusive religious events at work. Focus is on the specific example of converting a Christmas party to an inclusive holiday party. Results show that high RWA individuals object to inclusion that threatens the security of traditional values. No support was found concerning SDO.

Caitlin Rodgers, The College of New Jersey
John Aitken, The College of New Jersey
Abigail Emmert, The College of New Jersey
Jason Dahling, The College of New Jersey

Submitted by Jason Dahling, dahling@tcnj.edu

251. Poster: 4:30PM–5:20PM Riverwalk

The Mitigating Role of Organizational Culture in Supervisor–Subordinate Dyads

This study assessed ratings of supervisors across various gendered supervisor–subordinate dyads. Results suggest that gender make-up of dyads predict leadership effectiveness ratings. Analyses suggest that organizational Involvement and mission cultures moderate the relationship between dyad and effectiveness such that higher culture scores equate to higher effectiveness ratings.

Adam A. Roebuck, Roosevelt University
Adrian Thomas, Roosevelt University
Benjamin Biermeier-Hanson, Radford University
Teresa Ristow, Radford University

Submitted by Adam A. Roebuck, aroebuck@mail.roosevelt.edu

252. Poster: 4:30PM–5:20PM Riverwalk

Disclosure Dissonance: Conflicting LGB Attitudes, Behaviors, and Environments

Intrapersonal, interpersonal, workplace, and nonworkplace outcomes of disclosing nonheterosexual identities were examined. Employing cognitive dissonance theory, the authors propose that disclosure patterns that conflict with attitudes, behaviors, and environmental norms lead to deleterious outcomes. Mixed support for this model is found using archival data and a 3-wave survey study.

Isaac E. Sabat, Texas A & M University
Eden B. King, Rice University

Submitted by Isaac E. Sabat, isaacsabat@gmail.com

253. Poster: 4:30PM–5:20PM Riverwalk

Fake a Smile, Drink a While? Examining Emotional Labor and Alcohol Use

Authors ask whether and why performing emotional labor predicts a costly health-related behavior: after-work alcohol consumption. In 2 diary studies in US and Taiwan, daily deep acting was linked to less alcohol use, whereas surface acting was positively related only for employees in

highly emotional jobs. Need for detachment, not regulatory depletion or dissonance tension, explained effects.

Gordon M. Sayre, Pennsylvania State University
Alicia A. Grandey, Pennsylvania State University
Nai-Wen Chi, National Sun Yat-sen University, Taiwan

Submitted by Gordon M. Sayre, gms5518@psu.edu

254. Poster: 4:30PM–5:20PM Riverwalk

Contagion of Congruent and Incongruent Emotions in the Workplace

This study investigates the influence of a leader's and work group's emotions on an individual's emotions, examining emotional contagion. This was accomplished by having participants watch videos of actors expressing emotions while role-playing the participant's supervisor or peer group. The strongest contagion effects were observed when leaders expressed anger and when groups expressed happiness.

D. Annie Simpson, APTMetrics
Terry A. Beehr, Central Michigan University

Submitted by D. Annie Simpson, annie.simpson327@gmail.com

255. Poster: 4:30PM–5:20PM Riverwalk

The Effect of Organizational Citizenship Behavior on Male and Female Evaluations

Authors replicate and extend Heilman and Chen (2005) to test whether performing citizenship behaviors affects performance ratings for men and women. Women were expected to perform more behaviors and not rewarded for performing altruistic behavior but were punished when they did not. The same pattern was found for men and altruistic behavior. This pattern did not generalize to agentic behavior.

Clarissa Steele, University of Missouri
Daniel B. Turban, University of Missouri

Submitted by Clarissa Steele, crsbq2@mail.missouri.edu

256. Poster: 4:30PM–5:20PM Riverwalk

Representativeness Moderates the Racial Diversity and Sales Performance Relationship

This study investigated workforce–customer racial matching (representativeness) as a moderator of the racial diversity–store performance relationship using data from 416 college bookstores. Representativeness significantly moderated the relationship between store diversity and sales with diverse bookstores embedded within diverse campuses producing higher sales than those in less diverse campuses.

Mahesh V. Subramony, Northern Illinois University
Ruth Imose, Northern Illinois University
Arielle P. Rogers, Northern Illinois University
Jesus Martinez, Northern Illinois University
Amanda J. Ferguson, Northern Illinois University

Submitted by Mahesh V. Subramony, msubramony@niu.edu

257. Poster: 4:30PM–5:20PM Riverwalk

The Role of Race Discrepancy on Multiracial Employees Professional Image

This poster examined the relationship between a multiracial employee's external racial image and how they actually self-identify. A phenomenon called race discrepancy is suggested. Race discrepancy may cause a multiracial employee to engage in frame switching strategies to try to align their self-identity with their external racial image in different workplace contexts.

Felicia D. Swafford, MA, University of Cincinnati
Stacie Furst-Holloway, University of Cincinnati

Submitted by Felicia D. Swafford, Swaffofd@mail.uc.edu

258. Poster: 4:30PM–5:20PM Riverwalk

Emotion Regulation Profiles: Antecedents and Outcomes

Using latent profile analysis, this study explored the existence of latent profiles based on emotion regulation strategies. Results revealed 3 latent profiles, labeled adaptive regulators, contextual regulators, and emotion suppressors, that varied on the use of 5 regulation strategies. Additional analyses demonstrated that these profiles differed on relevant antecedents and outcomes.

Brett Torrence, University of Oklahoma
Shane Connelly, University of Oklahoma
Megan Rene Turner, University of Oklahoma
Keith Strasbaugh, University of Oklahoma

Submitted by Brett Torrence, brettstorrence@gmail.com

259. Poster: 4:30PM–5:20PM Riverwalk

It Takes Two to Tango: Gender Dyad Composition in Negotiation

The role of gender dyad composition on negotiation emotions, behaviors, and outcomes is explored. Male job candidates in a male–male dyad experience the highest excitement. When negotiating with a female HR representative, they experienced the least anxiety, exhibited the most competitive behaviors, and earned the highest salary outcomes.

Andres Umana, Baylor University
Larissa Garcia, Baylor University
Abigail R. Corrington, Rice University
Sara J. Perry, Baylor University
Emily M. Hunter, Baylor University
Michelle (Mikki) Hebl, Rice University

Submitted by Sara J. Perry, Sara_Perry@baylor.edu

260. Poster: 4:30PM–5:20PM Riverwalk

The Resource Depletion Process of Emotional Exhaustion and Its Boundary Conditions

Drawing on conservation of resources theory, the author proposes and tests a model in which emotional exhaustion is associated with response-focused emotion regulation that is subsequently related to venting emotions at work. Cognitive and motivational resources counteract the above resource depletion process. Moderated mediation analysis based on a sample of 182 workers supports the model.

Tao Yang, Indiana University-Purdue University Fort Wayne

Submitted by Tao Yang, yangt@ipfw.edu

261. Panel Discussion: 5:00PM–5:50PM Chicago 6

Diverse Perspectives on the Future of Occupational Testing: Quo Vadis?

This session presents views on the future of occupational testing from the perspectives of experts representing a diverse range of occupational testing contexts: selection, certification, and licensing. The panel will discuss how technological shifts such as big data, artificial intelligence, and the proliferation of internet connectivity are changing how we assess skills.

Kimberly Acree Adams, American Institutes for Research, ***Chair***
Alexander Alonso, Society for Human Resource Management (SHRM), ***Panelist***
Robert I. Driggers, Driggers Consulting Solutions, LLC, ***Panelist***
Lorin M. Mueller, Federation of State Boards of Physical Therapy, ***Panelist***
Liberty J. Munson, Microsoft, ***Panelist***

Submitted by Kimberly Acree Adams, kadams@air.org

262. Alternative Session Type with Presenters
5:00PM–5:50PM Chicago 7

Life in the Network: From People Analytics to Relational Analytics

This IGNITE session presents 5 topics, each touching on a specific issue describing how relational analytics or network data offers new insights on human behavior in the workplace. Presenters draw from diverse backgrounds across management, I-O psychology, communication, and engineering to ignite their perspectives on this exciting issue.

Noshir Contractor, Northwestern University, ***Chair***
Jacqueline Ng, Northwestern University, ***Co-Chair***
Prasad Balkundi, University of Buffalo***, Presenter***
Ronald Burt, Chicago Booth School of Business***, Presenter***
Paul Leonardi, University of California Santa Barbara***, Presenter***
Tracey E. Rizzuto, Louisiana State University***, Presenter***

Submitted by Jacqueline Ng, jacqueline.ng@northwestern.edu

263. Symposium/Forum: 5:00PM–5:50PM Chicago 8

Extending Our Understanding of the Nature of Person–Environment Fit

This symposium extends understanding of P–E fit by providing evidence that personality can be understood as relating to applied outcomes through fit mechanisms, detailing how standard methods for estimating fit can be adapted to better account for measurement unreliability, and showing that the benefits of fit may come predominantly from matching the job to widely shared preferences.

Dustin Wood, University of Alabama, ***Chair***
Saba Butt, Michigan State University, Christopher D. Nye, Michigan State University, Jacob C. Bradburn, Michigan State University, Anthony S. Boyce, Aon, Fabian Elizondo, ***The Validity of Personality: P–E Fit Matters***
Rong Su, University of Iowa, Tippie College of Business, Qi Zhang, Purdue University, Louis Tay, Purdue University, Yaowu Liu, Purdue University, ***Modeling Person–Environment Fit With Latent Moderated Structural Equations***
Dustin Wood, University of Alabama, Graham H. Lowman, University of Alabama, Tuscaloosa, Peter D. Harms, University of Alabama, ***The Relative Importance of Matching to Normative Versus Distinctive Job Preferences***
Jeffrey R. Edwards, Univ of North Carolina, ***Discussant***

Submitted by Dustin Wood, dustin.wood@cba.ua.edu

264. Panel Discussion: 5:00PM–5:50PM Chicago 9

Workplace Violence Prevention: Challenges in Healthcare, Higher Education, and Courts

Considerable challenges face researchers and practitioners who seek to prevent workplace violence (WPV). Panelists will focus on noncriminal and nonsexual physical violence and homicide. They will describe gaps in the practical application of WPV prevention research and propose greater SIOP advocacy needed to address WPV prevention in healthcare, higher education, and judiciary settings.

MultiDisciplinary

Milt Hakel, SIOP Foundation, ***Chair***
Lisa Leahy Scherer, Univ of Nebraska-Omaha, ***Panelist***
Lydia E. Hamblin, The National Center for State Courts, ***Panelist***
Erika Harrell, U.S. Department of Justice, ***Panelist***
Della Derscheid, Mayo Clinic, ***Panelist***

Submitted by Lisa Leahy Scherer, lscherer@unomaha.edu

265. Symposium/Forum: 5:00PM–5:50PM Chicago 10

Continued Work in Mitigating Adverse Impact in Cognitive Ability Testing

This symposium presents recent research on new techniques that aim to reduce adverse impact in cognitive ability testing from a global perspective. These factors include different test types and adjustments to standard test types. Presenters will address adverse impact for race, gender, and age as well as some unique categories relevant to other countries.

Kristin M. Delgado, Select International/Wright State University, ***Using Gamification Features to Reduce Adverse Impact***
Darrin Grelle, CEB, now Gartner, ***Test Timers and Adverse Impact***
Kim E. Dowdeswell, CEB, now Gartner, Ashleigh Fowler, CEB, now Gartner, Leila Zid, CEB, now Gartner, Elizabeth Antoniou, CEB, now Gartner, ***Approaches to Mitigating Adverse Impact in an International Context***
Ted B. Kinney, Select International, ***Discussant***

Submitted by Darrin Grelle, darrin.grelle@cebglobal.com

266. Symposium/Forum: 5:00PM–5:50PM Erie

Understanding the Work–Life Interface From a Longitudinal Perspective

Time considerations are an important aspect of work–life research. This symposium responds to calls for longitudinal perspectives on work–life. (a) How do work–family researchers engage in longitudinal research? (b) What is the temporal nature of work–family constructs? (c) What is the trajectory of work–life constructs? (d) Are there individual differences in change in work–life constructs?

Lillian T. Eby, University of Georgia, ***Chair***
Melissa M. Robertson, University of Georgia, ***Co-Chair***
Tammy D. Allen, University of South Florida, Kimberly A. French, Georgia Institute of Technology, Michael T. Braun, University of South Florida, Keaton A Fletcher, University of South Florida, ***The Passage of Time in Work–Family Research: A Review***
Lucille S. Headrick, University of Illinois at Urbana-Champaign, Youngah Park, University of Illinois at Urbana-Champaign, ***Latent Trajectory Patterns of Work–School Conflict and Facilitation***
Russell A. Matthews, University of Alabama, Julie H. Wayne, Wake Forest University, ***Mapping the Work–Family Temporal Landscape***
Melissa M. Robertson, University of Georgia, Lillian T. Eby, University of Georgia, ***Work–Family Conflict in Early Adulthood: A Growth Mixture Modeling Approach***

Submitted by Melissa M. Robertson, melmitch@uga.edu

267. Symposium/Forum: 5:00PM–5:50PM Gold Coast

Big Fakers and Bigger Data: Emerging Insights From Practice

Selection is a high-stakes undertaking where only a chosen few receive a job offer. Given the importance of employment, applicants are incentivized to do or say whatever it takes to score well on a prehire assessment. Academics have devised many methods and tools to combat this response distortion problem. This issue is examined using data from millions of applicants.

P. Carter Gibson, Shaker, ***Chair***
Scott A. Goodman, Shaker, ***Co-Chair***
Logan L. Watts, The Graduate Center & Baruch College, CUNY, Irina Kuzmich, The Graduate Center & Baruch College, CUNY, ***Who Overclaims the Most? Demographics and Self-Enhancement on Job Applications***
David Futrell, Walmart, ***Million Dollar Items: Faking on Biodata Predicts Turnover***
Andrew J. Barsa, Shaker, Christopher T. Frost, Shaker, Marisa Seeds, Shaker, Jacqueline E. Carpenter, Shaker, ***Where Are Candidates Faking? Examining Self-Enhancement Across Item Types***
Neil Christiansen, Central Michigan University, ***Discussant***

Submitted by P. Carter Gibson, Carter.Gibson@shakercg.com

268. Panel Discussion: 5:00PM–5:50PM Huron

Optimizing Talent Through Experiences: Why Experiences Matter

I-Os have fallen short of deeply imbedding critical experiences required for success into the workplace and across the entirety of the talent management process. Panelists will share how their organizations account for experiences and how defining experiential requirements can optimize the development, readiness and performance of people across the talent continuum.

Miriam T. Nelson, Korn Ferry, ***Chair***
Kelcie Tacchi, Korn Ferry, ***Co-Chair***
Candy Albertsson, Albertsson Consulting Group, Inc, ***Panelist***
Erica I. Desrosiers, Johnson and Johnson, ***Panelist***
Matthew Dreyer, Prudential Financial, ***Panelist***
Lorraine C. Stomski, Walmart, ***Panelist***

Submitted by Miriam T. Nelson, miriam.nelson100@gmail.com

269. Alternative Session Type with Presenters 5:00PM–5:50PM Michigan A

Empowering the I-O Internship: How to Maximize Professional Experiences Early

In an Open Fishbowl discussion, a base panel of I-O practitioners of current and former interns, and intern managers from a variety of industries will engage in a dialogue about the essential experiences required of full time I-O roles today. How to prepare to be competitive though acquisition of future applied capabilities will also be the focus. Audience members will be encouraged to join.

Ashley Y. Chung, PepsiCo, ***Chair***
Ashley A. Keating, PepsiCo, ***Co-Chair***
Kristen van Breen, PepsiCo, ***Co-Chair***
Christopher J. L. Cunningham, University of Tennessee at Chattanooga / Logi-Serve, ***Presenter***
Ann D. Dickson, General Electric, ***Presenter***
Jennifer A. Higgins-Cavanaugh, Aon, ***Presenter***
Sarah E. Jones, United Airlines, ***Presenter***
Yuko Mori, Ketchum, ***Presenter***

Submitted by Ashley Y. Chung, achung03@mail.roosevelt.edu

270. Panel Discussion: 5:00PM–5:50PM Michigan B

The Soul of Organizations: I-O Psychology's Role in Shaping Culture

The purpose of this panel is to bring together expert practitioners to discuss the relationship between organizational culture and macro- and microlevel variables in the workplace, thus exploring specific practices (e.g., selection, onboarding, coaching, and training) employed by organizations to foster, maintain, strengthen, and even change their cultures.

Brad A. Chambers, Polaris Assessment Systems, Inc., ***Chair***
Mac S. Quartarone, BTS, ***Co-Chair***
Lynn Collins, BTS, ***Panelist***
LaToya Ingram Jordan, JetBlue, ***Panelist***

Michelle Weitzman-Garcia, Regeneron, ***Panelist***
Lilia Hayrapetyan, Citi, ***Panelist***

Submitted by Brad A. Chambers, bchambers@polaristest.com

271. Panel Discussion: 5:00PM–5:50PM Ontario

Does This Really Work? Practical Ways to Retain Desirable Employees

This session will cultivate a discussion around retention issues different industries face and how strategies from each industry might inform and improve the retention strategies of other areas. The panelists will discuss real world situations and provide advice from professional consultant perspectives.

Karen M. Fuhrmeister, Hogan Assessment Systems, ***Co-Chair***
Leah S. Tecle, The University of Tulsa, ***Co-Chair***
Matthew L. Arsenault, Walmart, ***Panelist***
Rachel C. Callan, Liberty Mutual, ***Panelist***
Cameron Klein, IBM Kenexa, ***Panelist***
Kimberly S. Nei, Hogan Assessment Systems, ***Panelist***

Submitted by Karen M. Fuhrmeister, kfuhrmeis@gmail.com

272. Symposium/Forum: 5:00PM–5:50PM Sheraton 4

Do Likert Scale Anchors Even Matter? More Than You Think!

Likert-type response scales are foundational to many of the most critical measurements used by organizations for selection, marketing, and organizational change. Yet surprisingly little is known about the response scales typically used. Four empirical papers designed to improve self-reports measures at the scale level are presented.

Jaci Jarrett Masztal, Burke, Inc., ***Chair***
Allan Fromen, UBS, Scott B. Morris, Illinois Institute of Technology, ***Linguistic Ambiguity in I-O: How Are Survey Anchors Interpreted?***
William Camron Casper, Rowan University, Bryan D. Edwards, Oklahoma State University, J. Craig Wallace, Oklahoma State University, Ronald S. Landis, Illinois Institute of Technology, ***Constructing Equal Distance Response Anchors on Summated Rating Scales***
Kunal Gupta, Burke, Inc., Jaci Jarrett Masztal, Burke, Inc., ***Survey Response Speed Adds Insight Beyond the Response***
Joseph D. Abraham, PSI Services LLC, Alan D. Mead, Talent Algorithms Inc, John A. Weiner, PSI, ***Feasibility of a Likert Response Scale for the 16pf Questionnaire***

Submitted by Scott B. Morris, scott.morris@iit.edu

273. Special Event: 5:00PM–5:50PM Sheraton 5

SIOP Select: Impacting My Community in Policing and Diversity Through SIOP

At recent SIOP conferences, particular attention was paid to multidisciplinary approaches to complex challenges facing society today. This session will take the conversations to action, encouraging participants to map out tactics to employ I-O psychology to impact real-world challenges within their own specific communities, with emphasis on diversity and policing as exemplars.

Kisha S. Jones, Pennsylvania State University, ***Host***
Amy Dawgert Grubb, Federal Bureau of Investigation, ***Host***
Michelle (Mikki) Hebl, Rice University, ***Host***

Submitted by Kisha S. Jones, kisha.jones@psu.edu

274. Alternative Session Type with multiple papers: 5:00PM–5:50PM Streeterville

Beyond the C-Suite: Interdisciplinary Perspectives on High-Impact Coaching

Coaching is a growing industry applicable to and effective in many organizational contexts. This interdisciplinary session will discuss coaching best practices for global virtual teams, healthcare, women's entrepreneurship, and undergraduate academics. IGNITE presentations will be followed by a panel discussion that will facilitate new ideas and inform the future of coaching research and practice.

Pamela Farago, Clemson University, Chelsea A. LeNoble, Clemson University, Marissa L. Shuffler, Clemson University, ***Caring for Caregivers: The Role of Coaching in Healthcare***
Charles P.R. Scott, DDI, Trevor N. Fry, HRSS Consulting Group, Allyson D. Pagan, Florida Institute of Technology, Yumiko Mochinushi, Florida Institute of Technology, Jessica L. Wildman, Florida Institute of Technology, ***Crossing Digital and Social Boundaries: Coaching Global Virtual Teams***
Beth J. Gitlin, BJG Global Consulting, ***"IGNITEing" Women's Entrepreneurial Growth Through Strategic Coaching***
Lee Yeager May, University of North Carolina Chapel Hill, ***Coaching as Best Practice in Undergraduate Academic Advising***

Submitted by Charles P.R. Scott, scottc2012@my.fit.edu

275. Alternative Session Type with Presenters 5:00PM–5:50PM Superior A

I-Os Launching New Frontiers at NASA: IGNITE + Roundtable Discussion Session

Three panelists and a moderator will demonstrate how advances in technology have impacted I-O practice in the areas of flexible work arrangements, HCIT, and HC analytics. After the IGNITE intros (based on 20 automatically advancing slides every 15 seconds), the format shifts to interactive round table discussions with the attendees.

Anna L. Tolentino, 2U, ***Chair***
Alana B. Cober, NASA, ***Presenter***
Elizabeth B. Kolmstetter, NASA, ***Presenter***
Benjamin H. Slade, NASA, ***Presenter***

Submitted by Anna L. Tolentino, anna.tolentino@gmail.com

276. Roundtable Discussion/Conversation Hour: 5:00PM–5:50PM Superior B

LGBT+: A Demographic Ready for Inclusion in Applied Employee Attitudes Research

The LGBT+ community is often mentioned in public media but is not as visible in applied organizational research. The objective of the proposed roundtable/conversation hour is to share talent management practices being used to give voice to LGBT+ employees in work attitudes measurement and to identify solutions to the barriers that inhibit inclusion of the LGBT+ voice in applied research.

Gena L. Cox, IBM, ***Host***
Kimberley Messer, IBM, ***Host***
Isabel Porras, Out and Equal Workplace Advocates, ***Host***

Submitted by Gena L. Cox, genacox@us.ibm.com

277. Special Event: 5:00PM–6:20PM Wrigleyville

SIOP Select: High Performance Work Practices Across the Globe

Scientists and managers from across the globe will discuss and debate about the impact of high performance work practices in different countries and cultures. The objective is to identify context appropriate practices that enable companies to be more successful in managing their human resources anywhere in the world. Created by the Alliance for Organizational Psychology.

Brian J. Ruggeberg, Aon, ***Co-Chair***
Alexis A. Fink, Intel Corporation, ***Co-Chair***
Richard A. Posthuma, University of Texas-El Paso, ***Co-Chair***
Haiyan Zhang, IBM, ***Presenter***
Michael A. Campion, Purdue University, ***Presenter***
Lionel Ekpo Effiom, University of Calabar, ***Presenter***
Samuel Etim Edet, University of Calabar, ***Presenter***
Mariana Gomez Tagle, Great Place to Work Mexico, ***Presenter***
Godwin John Udo, CFPIM, University of Texas at El Paso, ***Presenter***
Emily D. Campion, University at Buffalo, SUNY, ***Presenter***
Michel Hermans, Austral University, ***Presenter***
Claudia González Brambila, Instituto Tecnológico Autónomo de México, ***Presenter***
Joseph Evo Duke, II, University of Calabar, ***Presenter***
Gaurav Gupta, University of North Carolina Wilmington, ***Presenter***
Julia Levashina, Kent State University, ***Presenter***
Raul Lagormarsino, Universidad de Los Andes, ***Presenter***
Troy V. Mumford, Colorado State University, ***Presenter***

Submitted by Richard A. Posthuma, rposthuma@utep.edu

Poster Session (Top Poster Session): 6:00PM–6:50PM Grand Sheraton Chicago

278. Poster: 6:00PM–6:50PM Grand Sheraton Chicago
Job Crafting: A Refinement in Conceptualization and Measurement
This study addresses conceptual and measurement issues related the job crafting framework of Tims, Bakker, and Derks (2012). We show that the Tims et al. decreasing hindrance demands subscale is contaminated—it primarily reflects crafting of decreased challenge demands—and a more construct-valid version of the subscale is offered.

Matthew Joseph Johnson, Central Michigan University
Terry A. Beehr, Central Michigan University
Submitted by Matthew Joseph Johnson, johns43m@cmich.edu

279. Poster: 6:00PM–6:50PM Grand Sheraton Chicago
Cognitive Task Analysis of Miner Preparedness to Self-Escape From Mine Emergencies
Improving Self-Escape From Underground Coal Mines (National Research Council, 2013) recommended detailed analysis of the tasks miners must perform to successfully self-escape after an emergency in an underground coal mine. In response, CDC and NIOSH funded a study to accomplish this CTA. This presentation focuses on the cognitive task analysis (CTA) portion of this work.

Michael J. Keeney, Aptima, Inc.
Sterling Wiggins, APTIMA, Inc.
Kristy D. Reynolds, Aptima, Inc.
Julia L. Berger, Aptima, Inc.
Cassandra Hoebbel, National Institute for Occupational Safety and Health
Submitted by Michael J. Keeney, mkeeney@aptima.com

280. Poster: 6:00PM–6:50PM Grand Sheraton Chicago
Nonlinguistic Emotion Recognition Ability at Work: A New Model and Test
Authors propose a new theoretical model of emotion recognition ability and developed a new test, the Face-Based Emotion Matching Test (FEMT), in 4 samples with 1,253 workers overall. Construct validity is demonstrated. Additionally, criterion validity: FEMT scores are associated with political skill, adaptive performance, and interpersonal facilitation.

Iris Kranefeld, University of Bonn
Gerhard Blickle, University of Bonn
Andreas Wihler, Frankfurt School of Finance & Management
Tassilo D. Momm, University of Bonn
Jochen Menges, WHU Otto Beisheim School of Management
Submitted by Iris Kranefeld, kranefeld@uni-bonn.de

281. Poster: 6:00PM–6:50PM Grand Sheraton Chicago
How Much Preventative Behaviors Do I Need To Do? The Answer Is Not Intuitive
This study proposes that in order to maintain a low level of adverse outcomes as the likelihood of adverse outcomes increases, a sharp nonlinear increase in preventative behavior is necessary. It is also argued that this pattern of behavior is not intuitive.Individuals' tendency to rely on intuition predicted the degree to which their behavior resembled this nonlinear pattern.

Midori Nishioka, University of Waterloo
James W. Beck, University of Waterloo
Submitted by Midori Nishioka, mnishiok@uwaterloo.ca

282. Poster: 6:00PM–6:50PM Grand Sheraton Chicago
Personnel Changes in Teams: Effects on Leaders' and Subordinates' Workload and Health
This study investigates the relationship of personnel changes with workload and health impairment in a 2-wave study with a sample of 402 individuals, nested in 83 teams. Both joining and leaving team members lead to changes in workload and health. Additionally, being a leader or subordinate moderated the relationship of personnel changes with workload and health impairment.

Kathleen Otto, Philipps University of Marburg
Maximilian Simon Fischer, Philipps University of Marburg
Birgit Thomson, German Federal Institute of Occupational Safety and Health
Submitted by Kathleen Otto, kathleen.otto@staff.uni-marburg.de

283. Poster: 6:00PM–6:50PM Grand Sheraton Chicago
A Monthly Diary Study on Work–Home Stress and Support During a Military Deployment
In monthly diary data from combat-deployed soldiers, combat stressors in one month predicted worse PTS symptoms, depression, sleep, and deployment attitudes the next month, whereas family stressors interfered only with sleep the next month. Social support from work and home in one month predicted better physical health the next month.

Jennifer M. Ragsdale, University of Tulsa
Jonathan F. Kochert, U.S. Army Research Institute
Terry A. Beehr, Central Michigan University
Submitted by Jennifer M. Ragsdale, jen-ragsdale@utulsa.edu

284. Poster: 6:00PM–6:50PM Grand Sheraton Chicago
Genes and Ants: Meta-Heuristic Algorithms for Scale Length Optimization
Conventional scale reduction strategies often fail to consider multiple psychometric criteria. Computer science offers algorithms for exploring item combinations to identify optimal solutions. This study compares the psychometrics of multiple shortened scales across 3 algorithms: removing low factor loadings (i.e., conventional), genetic algorithms, and ant colony optimization.

Dan V. Simonet, Montclair State University
Holly Kobezak, Montclair State University
Thomas J. Nicoletti, Ramapo College of New Jersey
Nathan A. Hundley, University of Tulsa
Brandon Ferrell, Hogan Assessment Systems
Clarice Bourland, Montclair State University
Submitted by Dan V. Simonet, dvsimonet@gmail.com

285. Poster: 6:00PM–6:50PM Grand Sheraton Chicago
On the Move: Do Employees Change Jobs More Frequently Today Than in the Past?
The literature suggests that Millennials are "job hopping" more than previous employees. This descriptive study explores historical patterns of job change using 2 samples from National Longitudinal Surveys of Youth. Preliminary findings suggest that common assumption may not be entirely accurate, but this inaccuracy has more to do with preconceptions of previous generations' work experiences.

Alicia Stachowski, University of Wisconsin-Stout
John Kulas, Saint Cloud State University
Emily Johnson, Saint Cloud State University
Submitted by John Kulas, jtkulas@stcloudstate.edu

286. Poster: 6:00PM–6:50PM Grand Sheraton Chicago
Mitigating the Dark Side of Engagement: Positive Mood and Workplace Social Support
This study examined within-person factors that could mitigate the detrimental effects of work engagement in increasing work-to-family conflict. Experience sampling study involving 101 employees revealed that work engagement positively predicted next-day work-to-family conflict, and this relationship weakened when both start-of-workday positive mood and perceived workplace social support were high.

Marilyn A. Uy, Nanyang Technological University
Kapil Verma, Nanyang Technological University
Submitted by Marilyn A. Uy, uymarilyn@gmail.com

287. Poster: 6:00PM–6:50PM Grand Sheraton Chicago
High Performance Work Practices and Manager, Employee, and Customer Exchanges
Integrating social information processing theory with social exchange theory, a 5-wave longitudinal study explored mutual social influences among managers, employees, and customers at 102 car rental locations. Results indicated that managerial attitudes predicted changes in employees' evaluations of high performance work practices, which predicted changes in customer satisfaction.

Xiaohong Xu, Old Dominion University
Mindy E. Bergman, Texas A&M University
Justin K. Benzer, Department of Veterans Affairs
Submitted by Xiaohong Xu, redlittle1983@gmail.com

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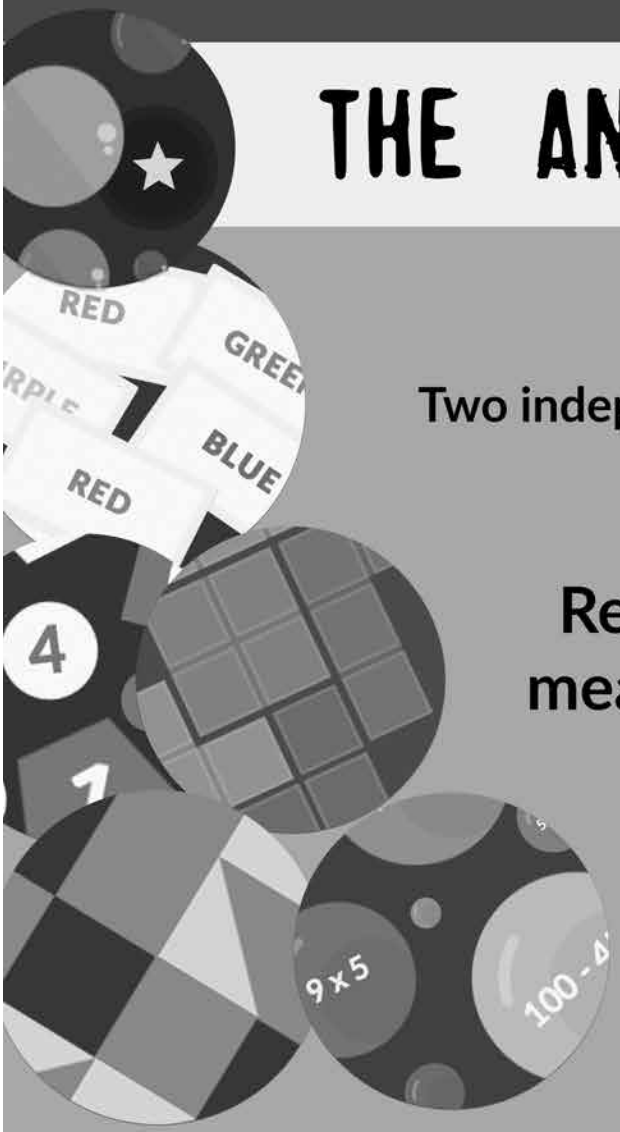

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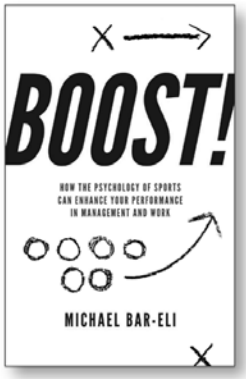

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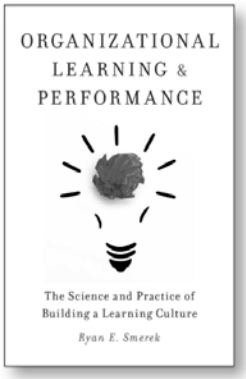

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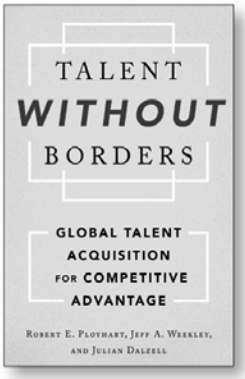

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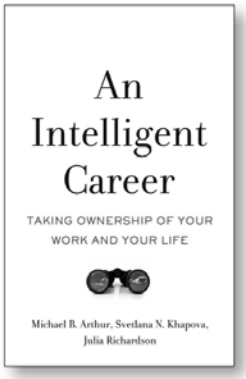
The Oxford Handbook of Talent Management
DAVID G COLLINGS, KAMEL MELLAHI, and WAYNE F. CASCIO

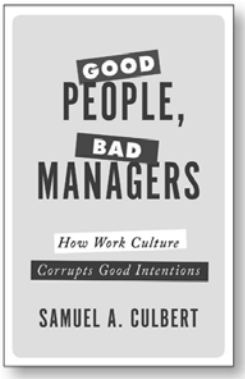
The Oxford Handbook of Workplace Discrimination
ADRIENNE J. COLELLA and EDEN B. KING

The Oxford Handbook of Work and Family
TAMMY D. ALLEN and LILLIAN T. EBY

The Oxford Handbook of the Five Factor Model
THOMAS A. WIDIGER

The Oxford Handbook of Creativity, Innovation, and Entrepreneurship
CHRISTINA SHALLEY, MICHAEL A. HITT, and JING ZHOU





Good People, Bad Managers
How Work Culture Corrupts Good Intentions
SAMUEL A. CULBERT

(Now in Paperback!)
An Intelligent Career
Taking Ownership of Your Work and Your Life
MICHAEL B. ARTHUR, SVETLANA N. KHAPOVA, and JULIA RICHARDSON

Team Creativity and Innovation
RONI REITER-PALMON

Open Innovation
Academic and Practical Perspectives on the Journey from Idea to Market
Edited by ARTHUR B. MARKMAN

Strategic Intelligence
Conceptual Tools for Leading Change
MICHAEL MACCOBY

From Big Data to Big Profits
Success with Data and Analytics
RUSSELL WALKER

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288. Symposium/Forum: 8:00AM–9:20AM Chicago 6

Are They Lying? Predictors, Measures, and Outcomes of Applicant Faking in Interviews

This symposium advances our knowledge about applicant faking in interviews. It includes 5 studies examining individual differences associated with faking, situations in which applicants fake (more), how unreliable interviewers are at spotting faking, and how faking can impact both interviewers' judgments and workplace outcomes. In short: There is still work ahead to deal with interview faking.

Nicolas Roulin, Saint Mary's University, ***Co-Chair***
Joshua S. Bourdage, University of Calgary, ***Co-Chair***
Klaus G. Melchers, Ulm University, Anne-Kathrin Buehl, Ulm University, Sabine Wank, Ulm University, ***Situational and Individual Characteristics Influence Faking Intentions in Interviews***
Brendan Lortie, Bowling Green State University, Margaret E. Brooks, Bowling Green State University, ***Investigating the Predictors and Outcomes of Interview Faking Behavior***
Michael Schilling, Saarland University, Nicolas Roulin, Saint Mary's University, Martin Obschonka, Queensland University of Technology, Cornelius J. König, Saarland University, ***Regional Differences in Faking: A Socioecological Perspective***
Deborah M. Powell, University of Guelph, Nicolas Roulin, Saint Mary's University, Joshua S. Bourdage, University of Calgary, ***Pretending to Be a S.T.A.R.: A New Approach to Assessing Faking in the Interview***
Timothy Wingate, University of Calgary, Joshua S. Bourdage, University of Calgary, ***Early Impressions and Interviewer Judgments, Attributions, and Perceptions***

Submitted by Nicolas Roulin, nicolas.roulin@smu.ca

289. Alternative Session Type with Presenters 8:00AM–9:20AM Chicago 7

International Perspectives on Multicultural Assessment Centers

Despite assessment centers (AC) increased use across the globe, comparatively little is known about designing and implementing ACs across boundaries and cultures. The purpose of this international panel of scientists and practitioners is to identify good practice approaches toward multicultural assessment and inspire a research agenda and better evidence-based practice in the future.

Lynn Collins, BTS, ***Presenter***
Paula Caligiuri, Northeastern University, ***Presenter***
Sandra Hartog, BTS, ***Presenter***
Pia Ingold, University of Zurich, Switzerland, ***Presenter***
Hennie J. Kriek, TTS-Top Talent Solutions Inc./UNISA, ***Presenter***
Rainer H. Kurz, Cubiks, Erika Reckert, BTS, ***Presenter***

Submitted by Lynn Collins, lynn.collins@bts.com

291. Symposium/Forum: 8:00AM–9:20AM Chicago 9

Examining New Frontiers and Boundary Conditions in Overqualification Research

This symposium examines the conditions under which employee overqualification may be improved or worsened. The papers discuss protean career orientation, career centrality, perceived organizational and coworker support, contingent workers, and global perspectives. Important contributions and future directions for overqualification research are highlighted.

Berrin Erdogan, Portland State University, Ines Tomas, University of Valencia, Spain, Victor Valls, University of Valencia, Spain, Francisco J. Garcia, University of Valencia, Spain, ***Career Centrality as a Moderator of Perceived Overqualification***
Pauline de Becdelievre, LISPE/IGS-RH, Paris, Francois Grima, UPEC IRG, Ludovic Taphanel, LISPE/IGS-RH, Paris, Katina W. Thompson, Illinois State University, ***Examining Outcomes of Overqualified Individuals With the Protean Career Orientation***
Anthony Duy Nguyen, Portland State University, Liu-Qin Yang, Portland State University, Lauren Simon, University of Arkansas, ***Overqualification Among the Contingent Workforce: A Self-Determination Perspective***
Aleksandra Luksyte, University of Western Australia, Talya N. Bauer, Portland State University, Maike E. Debus, University of Zurich, Berrin Erdogan, Portland State University, Chiahuei Wu, London School of Economics and Political Science, ***Investigating Extra-Role Behaviors and Cultural Orientation Among the Overqualified***
Christiane Spitzmueller, University of Houston, ***Discussant***

Submitted by Katina W. Thompson, tinathompson@ilstu.edu

292. Panel Discussion: 8:00AM–9:20AM Chicago 10

Going Beyond the IDP: Measuring the Velocity of Leadership Learning Over Time

The rate of change creates a pressing demand for agile leaders and a robust leadership pipeline. Although there are methods for accelerating leadership learning, there is little agreement on how to measure it, especially at senior levels of the organization. This session will focus on challenges and best practices in leveraging data to measure the velocity of leadership learning over time.

Raphael Y. Prager, PepsiCo, ***Co-Chair***
Veronica S. Harvey, Schmidt Harvey Consulting, LLC, ***Co-Chair***
Kenneth P. De Meuse, Wisconsin Management Group, ***Panelist***
Robert McKenna, Seattle Pacific Univ, ***Panelist***
Richmond S. Fourmy, DDI, ***Panelist***
David B. Peterson, Google, Inc., ***Panelist***

Submitted by Raphael Y. Prager, prager.rafi@gmail.com

293. Panel Discussion: 8:00AM–9:20AM Erie

The Utility and Trustworthiness of I-O Literature: Believe it or Not!

This session presents concerns about the credibility of I-O literature. Sensitivity analyses address the robustness of meta-analytic results; however, researchers often fail to conduct such analyses. Some suggest that the academic reward structure values significant results and suppresses replication. Further, the drive to provide theory often leads to questionable research practices.

Deborah L. Whetzel, Human Resources Research Organization (HumRRO), ***Chair***
John P. Campbell, Univ of Minnesota, ***Panelist***
Jose M. Cortina, Virginia Commonwealth University, ***Panelist***
Jeffrey M. Cucina, U.S. Customs and Border Protection, ***Panelist***
Sven Kepes, Virginia Commonwealth University, ***Panelist***

Submitted by Deborah L. Whetzel, dwhetzel@humrro.org

294. Panel Discussion: 8:00AM–8:50AM Gold Coast

Are the Robots Taking Over? Assessments in the Digital Age

Organizations across all industries are being transformed by digital technologies. This panel assembles assessment practitioners to share perspectives on changes in assessments: (a) assessing differently with new techniques, (b) new digital methods for assessment research and validation, and (c) what to assess to support the changing workplace.

Amanda Klabzuba, IBM, ***Chair***
Lauren H. Beechly, IBM, ***Panelist***
James R Longabaugh, IBM, ***Panelist***
Lauren E. McEntire, PepsiCo, ***Panelist***
Jensen T. Mecca, Shaker International, ***Panelist***
Darin S. Nei, Hogan Assessment Systems, ***Panelist***
Jill Mowry Strange, Infor, ***Panelist***

Submitted by Amanda Klabzuba, shipman.amanda@gmail.com

295. Friday Seminar: 8:00AM–11:00AM Huron

Friday Seminar 1: Crash Course in R Basics
PREREGISTRATION AND ADDITIONAL FEE REQUIRED.

The open-source language R has emerged as one of the dominant tools for statistical analyses. In this hands-on seminar, attendees work with R-Studio and learn fundamental skills such as bringing in data from a variety of formats. Also covered will be concepts such as libraries and workspaces, and performing basic analyses.

Ashley L. McIntyre, Amazon, ***Coordinator***
Paul D. Bliese, University of South Carolina, ***Presenter***

Submitted by Ashley L. McIntyre, Ashley.L.Mcintyre@gmail.com

296. Panel Discussion: 8:00AM–9:20AM Michigan A

The Will to Lead: Grit and Resilience in Senior Leadership

Experienced practitioners will explore the importance of grit and resilience for the senior leaders of organizations. Panel members will share applications for evaluating, coaching, and developing grit and resilience in senior leaders. Different ways to foster greater grit and resilience in senior leaders at intrapersonal, interpersonal, and organizational levels will also be explored.

John P. Muros, RHR International, ***Chair***
Caren Kenney, Johnson & Johnson, ***Panelist***

MultiDisciplinary

Andy Lee, Aetna, ***Panelist***
Daniel R. Smith, US Army, ***Panelist***
Michael Peterman, RHR International, ***Panelist***

Submitted by John P. Muros, jawnpm@hotmail.com

297. Symposium/Forum: 8:00AM–9:20AM Michigan B

Personality Assessment at Work: Exploring New Measurement Approaches and Methods

Interest in the assessment and use of noncognitive constructs in organizational settings continues to grow. This symposium brings a group of organizational researchers, personality researchers, and psychometric experts together to discuss recent psychometric and measurement innovations and to explore their potential usefulness for advancing personality assessment in organizations.

Tanja Bipp, Julius Maximilian University Würzburg, ***Chair***
Jonas W. B. Lang, Ghent University, ***Co-Chair***
Ilke Inceoglu, University of Surrey, Anna Brown, University of Kent Canterbury, Yin Lin, CEB, now Gartner, Jonas W. B. Lang, Ghent University, ***Cross-Culturally Comparable Personality Measurement Using the Forced-Choice OPQ***
Jennifer L. Tackett, Northwestern University, Blakely B. McShane, Kellogg School of Management, ***The (In)stability of Factor Analytic Estimates in Personality Assessment***
Tanja Bipp, Julius Maximilian University Würzburg, Ad Kleingeld, Technische Universiteit Eindhoven, Chris C.P. Snijders, TU/e Eindhoven University of Technology, ***Aberrant Personality Tendencies and Academic Success Throughout Engineering Education***
Ryne A. Sherman, Texas Tech University, ***Unobtrusively Assessing Personality via Voice Prosody***
J. Malte Runge, Ghent University, Jonas W. B. Lang, Ghent University, ***Implicit Power Buffers the Emotionality/Counterproductive Work Behavior Relationship***

Submitted by Tanja Bipp, tanja.bipp@uni-wuerzburg.de

298. Friday Seminar: 8:00AM–11:00AM Ontario

Friday Seminar 2: How to Conduct Organizational Network Analysis to Understand Talent

PREREGISTRATION AND ADDITIONAL FEE REQUIRED.

This seminar explores the use of organizational network analysis to create statistical and technical models that describe communication and social networks in organizations. Learn about different types, analytical techniques, plan for tactical execution, and how to sell business leaders on utilizing this method! Real organizational examples provided.

Nate T. Dvorak, Gallup, ***Coordinator***
Meghan R. Lowery, Eli Lilly and Company, ***Presenter***
Christoffer Lynggaard K¯nigsfeldt, Innovisor, ***Presenter***

Submitted by Nate T. Dvorak, nathaniel.dvorak@gmail.com

299. Panel Discussion: 8:00AM–9:20AM Sheraton 1

Built to Last: Innovations in Large-Scale Leadership Assessment and Development

Building leadership assessment and development programs that have longevity, scale, and impact presents a tremendous challenge in increasingly VUCA business environments. In this session, panelists will share their innovative approaches to addressing these challenges and creating programs that are built to last. Successes, failures, innovations, and lessons learned will be highlighted throughout.

Sarah C. Foster, Aon, ***Chair***
Brian J. Ruggeberg, Aon, ***Panelist***
Sarah A. Brock, Johnson & Johnson, ***Panelist***
Michael Crespo, Cargill, ***Panelist***
Laura L. Heaton, Penske, ***Panelist***
Kimberly Happich, PepsiCo, ***Panelist***

Submitted by Sarah C. Foster, Sarah.Chatfield@aon.com

300. Symposium/Forum: 8:00AM–9:20AM Sheraton 2

Using Natural Language Processing to Measure Psychological Constructs

Natural language processing (NLP) is a family of data science techniques used to extract meaning from text. I-Os are using NLP in a variety of contexts. This session joins academics and practitioners in the assessment context to discuss what constructs can be measured with NLP, how/why these constructs can be measured, and the pros/cons of using them versus traditional measurements.

Richard N. Landers, Old Dominion University, ***Chair***
Michael B. Armstrong, Old Dominion University, ***Co-Chair***
Reece Akhtar, RHR International, David L. Winsborough, Hogan Assessments, Uri Ort, Brazenx, Abigail Johnson, MindGym, Tomas Chamorro-Premuzic, Manpower Group, ***Developing LIWC-Based Models of Hogan Personality Scales***
Alexis A. Fink, Intel Corporation, Cindy K. Chung, Intel Corporation, ***Natural Language Processing for Skills Extraction***
Elena Auer, Old Dominion University, Richard N. Landers, Old Dominion University, ***Measuring Impression Management Using Natural Language Processing***
Cameron Brown, Appalachian State University, Shawn Bergman, Appalachian State University, Timothy J. Huelsman, Appalachian State University, ***Validity Evidence for Using Text Analytics to Assess Conscientiousness***

Submitted by Michael B. Armstrong, marms018@odu.edu

301. Panel Discussion: 8:00AM–9:20AM Sheraton 3

Centralized, Decentralized, or Matrix? Lessons Learned Structuring TM Functions

Talent management (TM) functions play a critical role to the success of their organizations. These functions are designed and organized in various ways to drive strategic intent and support core business processes. This panel will provide practitioners with best practices, insights, and lessons learned for designing global TM functions.

HR

John H. Golden, III, Amazon, ***Chair***
Allan H. Church, PepsiCo, ***Panelist***
Laura Mattimore, Procter & Gamble, ***Panelist***
Angela M. Sternburgh, Tate & Lyle, ***Panelist***
Jennifer Boden, Amazon, ***Panelist***
Lindsay A. Bousman, Expedia, Inc., ***Panelist***

Submitted by John H. Golden, III, goldenj@amazon.com

302. Master Tutorial: 8:00AM–9:20AM Sheraton 4

Natural Language Processing: Using Data Science to Extract Meaning From Text

This session will dive into natural language processing (NLP) by starting with the basics. Attendees will get an overview of the history of this field and an understanding of the underlying techniques and the justifications behind them. Although a complex topic, this tutorial will be adjusted to optimally benefit a general I-O psychology audience.

Nathan J. Mondragon, HireVue, ***Chair***
Lindsey Zuloaga, HireVue, Inc., ***Presenter***

MultiDisciplinary

Submitted by Lindsey Zuloaga, lzuloaga@hirevue.com

303. Alternative Session Type with multiple papers: 8:00AM–9:20AM Sheraton 5

New Development in Job Insecurity Research: Antecedents, Mediators, and Moderators

Job insecurity has increasingly become a salient concern for employees. Using qualitative and quantitative methodologies and data from the U.S., China, and 32 different countries, 5 presentations in this symposium investigate predictors, outcomes, mediators, and moderators in the job insecurity process and represent the most recent development in the job insecurity literature.

Nicole Carusone, University of Central Florida, Mindy K. Shoss, University of Central Florida, ***Triggers of Job Insecurity: A Qualitative Examination***
Alaina C. , Bellarmine University, David R. Earnest, Towson University, Adriane M.F. Sanders, Austin Peay State University, ***Organizational Justice as Mediator Between Job Insecurity and its Predictors***
Lindsey M. Lavaysse, Washington State University Vancouver, Tahira M. Probst, Washington State University Vancouver, David F. Arena, Jr., University of Memphis, James Shea, Washington State University Vancouver, ***Intersectionality and its Implications for Employee Job Insecurity***
Yan Tu, Huazhong University of Science and Technology, Haijiang Wang, Huazhong University of Sciences and Technology, Li-Rong Long, Huazhong University of Science and Technology, ***The Interactive Effects of Job Insecurity and Regulatory Focus on Employee Outcomes***

Lixin Jiang, University of Auckland, Tahira M. Probst, Washington State University Vancouver, ***Country-Level Corruption Worsens the Consequences of Job Insecurity***

Submitted by Lixin Jiang, l.jiang@auckland.ac.nz

304. Symposium/Forum: 8:00AM–9:20AM Streeterville

Good for Work, Bad for Life: Individual Characteristics With Divergent Effects

In the modern working world, employees are commonly faced with long work hours and high numbers of stressors. Consequently, they must adapt to excel in these environments; however, this may come at the cost of happiness and satisfaction in their nonwork lives. This symposium investigates several characteristics that may be adaptive for work but harmful for nonwork domains and health.

Kristen Jennings Black, University of Tennessee at Chattanooga, ***Chair***

Chloe Wilson, Clemson University, Thomas W. Britt, Clemson University, ***A Dark Side of Calling: Workaholism, Work–Family Conflict, and Mental Health Symptoms***

Christopher J. Budnick, Southern Connecticut State University, Stacy Wilkes, Northern Illinois University, Pamela Waltz, Waltz Consulting, Larissa K. Barber, Northern Illinois University, ***Workplace Fear of Missing Out: Measure Development and Validation***

Angela R. Grotto, Manhattan College, Maura J. Mills, University of Alabama, Erin Eatough, Baruch College & The Graduate Center, CUNY, Rachel Omansky, Baruch College & The Graduate Center, CUNY, ***Nonwork Intrusion Resiliency: Good for Your Health, Bad for Your Career?***

Kristen Jennings Black, University of Tennessee at Chattanooga, Thomas W. Britt, Clemson University, ***Stress as a Badge of Honor: Relationships With Health and Performance***

Lauren Kuykendall, George Mason University, Lydia Craig, Louis Tay, Purdue University, ***Divergent Effects of Work-Contingent Self-Esteem on Work and Nonwork Well-Being***

Submitted by Kristen Jennings Black, kristen-j-black@utc.edu

305. Alternative Session Type with multiple papers: 8:00AM–9:20AM Superior B

Fresh Thinking on Forgotten Issues: Critical Issues in Dynamic Team Composition

Teams are increasingly important in today's economy. Diverse and distributed teams, time-pressured challenges, and changing membership structures make them more complex than ever. This session brings fresh thinking to team composition research by exploring the relationship among individual differences, roles, shared leadership, lifecycles, changing membership structures, and overall performance.

Kendall Paige Ackerman, Leadership Worth Following, LLC, ***Co-Chair***

Jensine Paoletti, Rice University, Douglas Monsky, University of Central Florida, C. Shawn Burke, University of Central Florida/Institute for Simulation and Training, Eduardo Salas, Rice University, ***Personality and Team Roles in Long-Duration Astronaut Teams***

Christopher Coultas, Leadership Worth Following, ***Motive Profiles and Role Emergence in Global Virtual Teams***

John E. Mathieu, University of Connecticut, Pete Gallagher, University of Connecticut, Semin Park, University of Connecticut, Yuntao Dong, University of Connecticut, ***Dynamic Compositional Influences on Team Performance Trajectories***

Nastassia M. Savage, Clemson University, Marissa L. Shuffler, Clemson University, Dana C. Verhoeven, Clemson University, C. Shawn Burke, University of Central Florida/Institute for Simulation and Training, Stephen J. Zaccaro, George Mason University, ***Another Online Profile? Profile Analytics for Composing Virtual Team Leadership***

Suzanne T. Bell, DePaul University, ***Discussant***

Submitted by Kendall Paige Ackerman, kendall.ackerman@mavs.uta.edu

306. Symposium/Forum: 8:00AM–9:20AM Wrigleyville

Beyond the Unemployment Headlines: Examining Veteran Transition Issues and Solutions

This symposium unites authors from the military, nonprofits, academia, employers, and applied industries to address veteran transition issues. Presenters discuss research and practices aimed at veterans' expectations and mindsets, uncovering biases, assessing support systems, and educating employers to support long-term transition into meaningful employment and reintegration into civilian society.

MultiDisciplinary

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

Joshua Douglas Cotton, Flowserve Corporation, Peter J. Reiley, U.S. Air Force, ***The Battle Ahead: Veterans' Pretransition Expectations Versus Employment Experiences***

Stacie Furst-Holloway, University of Cincinnati, Christopher B. Stone, Emporia State University, ***The Veteran Mindset During Transitions to the Civilian Sector: A Qualitative Study***

E. Susanne Blazek, Korn Ferry Institute, Adam H. Kabins, Korn Ferry Hay Group, ***Adapt and Overcome: Veterans' Unique Competency Contributions***

Zach P. Klinefelter, Clemson University, Louis Irving, Northern Arizona University, Ann H. Huffman, Northern Arizona University, ***Employees' Perceptions of Veterans: The Role of Explicit and Implicit Attitudes***

Leslie B. Hammer, Portland State University, W. Kent Anger, Oregon Health & Science Univ, Brad Wipfli, Portland State University, Ryan Olson, Oregon Health & Science Univ, Luke Mahoney, Portland State University, Krista Brockwood, Oregon Health & Science University, Phoenix Rain Bird, Oregon Institute of Occupational Health Sciences, ***Online Training Improves Supervisor Knowledge and Attitudes Toward Veteran Employees***

E. Susanne Blazek, Korn Ferry Institute, ***Presenter***

Joshua Douglas Cotton, Flowserve Corporation, ***Presenter***

Stacie Furst-Holloway, University of Cincinnati, ***Presenter***

Leslie B. Hammer, Portland State University, ***Presenter***

Zach P. Klinefelter, Clemson University, ***Presenter***

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

307. Community of Interest: 8:30AM–9:20AM Mayfair

Affect and Emotions in the Workplace: Current Findings and Practical Implications

Research on the structure, production, outcomes, and regulation of moods and emotions at work has yielded considerable advancements in recent years in contexts as diverse as stress, work motivation, leadership, and groups. This session will focus on a number of research- and application-related advancements and challenges regarding the study and implications of mood and emotions in the workplace.

Sigal G. Barsade, University of Pennsylvania, ***Host***

Malissa A. Clark, The University of Georgia, ***Host***

Dustin K. Jundt, Saint Louis University, ***Coordinator***

Submitted by Dustin K. Jundt, djundt@slu.edu

308-338. Poster Session (Personality): 8:30AM–9:20AM Riverwalk

308. Poster: 8:30AM–9:20AM Riverwalk

It's a Matter of Perception: Personality Similarity and Subordinate Outcomes

This study investigated the roles that self-rated personality and LMX play in the relationship between perceived personality similarity and subordinate satisfaction and turnover intention. The association between perceived Extraversion and Agreeableness similarity and subordinate outcomes is mediated by LMX. Evidence was found that these relationships are moderated by self-reported personality.

Justin J. Aqwa, Wayne State University

Reed J. Bramble, Wayne State University

Marcus W. Dickson, Wayne State University

Laura April Pineault, Wayne State University

Submitted by Justin J. Aqwa, az0967@wayne.edu

309. Poster: 8:30AM–9:20AM Riverwalk

Toward a Tripartite Model and Measurement of Proactive Personality

This research presents a tripartite model of proactive personality consisting of perception (i.e., perceiving opportunities for change), implementation (i.e., planning and executing change), and perseverance (i.e., persisting until the change is realized). The new measure and its 3 subscales demonstrated satisfactory reliability, convergent validity, and discriminant validity.

Bharati B. Belwalkar, City of New Orleans

Jerome J. Tobacyk, Louisiana Tech

Submitted by Bharati B. Belwalkar, bharati.belwalkar@gmail.com

310. Poster: 8:30AM–9:20AM Riverwalk

Personality Validity: How Much Does Context Matter?

Predictions from trait activation theory and research on situational strength were examined across 146 jobs, using personality facet measures and specific performance criteria, as well as O*NET ratings of job characteristics. Little support for hypothesized effects was found, suggesting the need to consider alternative ways of capturing context.

Jacob C. Bradburn, Michigan State University
Ann Marie Ryan, Michigan State University
Tamera L. McKinniss, ACT, Inc., Jason D. Way, ACT, Inc.

Submitted by Jacob C. Bradburn, jacob.c.bradburn@gmail.com

311. Poster: 8:30AM–9:20AM Riverwalk

Job Design and Turnover Intentions: The Moderating Role of Negative Affect

This poster examined the interaction of job design characteristics and dispositional negative affect in predicting turnover intentions. Findings indicate that negative affect moderates the negative relationship between 2 job design elements (i.e., feedback and task identity) and turnover intentions. These relationships were weaker for individuals with high negative affect.

Scott C. Campanario, ORS Impact
Jared Wymer, Tableau Software
Dana L. Kendall, Seattle Pacific University
Robert B. Bullock, Amazon Web Services

Submitted by Scott C. Campanario, campanarios@spu.edu

312. Poster: 8:30AM–9:20AM Riverwalk

The "Other" Relationships of Self-Assessed Intelligence: A Meta-Analysis

Results of a meta-analysis show that several "other" antecedents significantly relate to SAI, suggesting that more than psychometric intelligence and gender alone influence the development of SAI. Results also show that SAI is significantly related to well-being outcomes, suggesting that a positive view of one's intelligence may be necessary for healthy evaluations of oneself.

Joshua Cogswell, University of South Alabama
Matt C. Howard, University of South Alabama

Submitted by Joshua Cogswell, jec1424@jagmail.southalabama.edu

313. Poster: 8:30AM–9:20AM Riverwalk

Predicting Ethical Decision Making in Organizational and Social Contexts

As ethical decision-making research becomes more imperative, the need to understand an individual's motivation to commit an ethical or unethical decision increases with fervor. The purpose of this study was to identify characteristics that motivate an individual to act unethically. Unethical behaviors in organizational and social settings are compared.

Emery C. Edmunds, Auburn University
Elizabeth A. Ritterbush, Auburn University
Daniel J. Svyantek, Auburn University

Submitted by Elizabeth A. Ritterbush, eritterbush@auburn.edu

314. Poster: 8:30AM–9:20AM Riverwalk

Personality Profiles for Citizenship Behaviors and Counterproductive Work Behaviors

This study uses criterion profile analysis to examine the intraindividual profile of the Big 5 aspects that predict organizational citizenship behaviors (OCB) and counterproductive workplace behaviors (CWB). For OCB, the absolute level of aspects appears to be more important than the configuration of traits within a person.

Brenda D. Ellis, University of Minnesota-Twin Cities
Mariah Moore, University of Minnesota
Deniz S. Ones, University of Minnesota

Submitted by Brenda D. Ellis, ellis679@umn.edu

315. Poster: 8:30AM–9:20AM Riverwalk

Investigating the Importance of Ambition in Personality Assessment

Three studies are presented examining the value of Ambition as a higher-order personality factor. These studies focus on relationships between Ambition and (a) scales from multiple FFM inventories, (b) overall job performance for 7 job families, and (c) ratings of specific work behaviors. Results suggest that Ambition helps improve prediction and interpretation in organizational settings.

Jeff Foster, Hogan Assessment Systems
Matthew R. Lemming, Hogan Assessment Systems
Kimberly S. Nei, Hogan Assessment Systems

Submitted by Jeff Foster, jfoster@hoganassessments.com

316. Poster: 8:30AM–9:20AM Riverwalk

Behind the Curtains of Faking: Lie Acceptability, Attitudes, and Intentions

There is a lack of empirical studies examining applicant faking theories and models. This study sought to integrate components of 2 applicant faking models and empirically test the model and found good fit. This study empirically tests the model using the "gold standard" design for faking behavior with real job applicants in a within-subject design.

Amy Gammon, Select International, Inc.,
Lindsey M Lee, K. Parks Consulting
Mei-Chuan Kung, Select International, Inc.
Richard L. Griffith, Florida Institute of Technology
John F. Skinner, Sears Holdings Corporation
Don M. Moretti, Sears Holdings Corporation

Submitted by Amy Gammon, gammona@gmail.com

317. Poster: 8:30AM–9:20AM Riverwalk

Interaction Effects of Leader and Follower Conscientiousness on P–S Fit and Outcomes

Using a sample of 1,204 participants in 167 work teams, the cross-level moderated mediation model found that leader Conscientiousness moderates the indirect effects of follower Conscientiousness on job satisfaction (+), intention to quit (-), and OCB (+) via perceived person–supervisor fit, such that the indirect effects are more positive when leader conscientiousness is high.

Russell Guay, University of Northern Iowa
YJ (You Jin) Kim, Temple University
In-Sue Oh, Temple University
Ryan M. Vogel, Temple University

Submitted by Russell Guay, rguay47564@aol.com

318. Poster: 8:30AM–9:20AM Riverwalk

Personality as it Relates to Team Role Subdimensions

As NASA pushes toward longer duration missions, it becomes increasingly important to select individuals apt for such a mission. Role taxonomies were developed to aid in this process but need to be explored further. This effort attempts to relate the Big 5 personality constructs to various role subdimensions, which have previously been linked to existing role taxonomies.

Ryan Howell, Institute for Simulation and Training

Submitted by Ryan Howell, rhowell@ist.ucf.edu

319. Poster: 8:30AM–9:20AM Riverwalk

Leadership and Big Five Personality: Moderating Role of Individualism/Collectivism

This poster investigated the relations among Big 5 personality traits and leadership effectiveness via meta-analysis (replicating and extending Judge et al., 2002). Novel results suggest moderating effects of national culture, with Agreeableness and Conscientiousness more strongly predicting leader effectiveness in collectivist cultures.

Anoop Javalagi, University of Illinois at Urbana-Champaign
Daniel A. Newman, University of Illinois at Urbana-Champaign
Seung Whan Ryu, University of Illinois at Urbana-Champaign

Submitted by Anoop Javalagi, anoop.javalagi@gmail.com

320. Poster: 8:30AM–9:20AM Riverwalk

Propensity to Trust: When Is it Good? When Is it Bad?

Authors examine the relationship of propensity to trust and psychological safety, and the moderation effect psychological safety has between propensity to trust and team performance. Trait affect and agreeableness moderate propensity to trust and psychological safety, and trait affect moderates the indirect relationship between propensity to trust to team performance.

Thomas Kelemen, University of Oklahoma
Samuel Matthews, University of Oklahoma
Bret H. Bradley, University of Oklahoma
Heather Anderson, Creighton University

Submitted by Thomas Kelemen, thomas.kelemen@ou.edu

321. Poster: 8:30AM–9:20AM Riverwalk
Predicting Adaptive Performance With Personality: The Trait-Reputation-Identity Model
Authors seek to augment the criterion validity of personality dimensions on adaptive performance using a new bifactor model that includes self- and other ratings to extract shared and unique variance of the different rater sources. The reputation factors of personality are the strongest predictors of adaptive performance.

Mareike Kholin, University of Bonn
Andreas Wihler, Frankfurt School of Finance & Management
Gerhard Blickle, University of Bonn
Submitted by Andreas Wihler, a.wihler@fs.de

322. Poster: 8:30AM–9:20AM Riverwalk
Psychological Contracts and Deception Acceptability Effects on Applicant Faking
The trait contract classification theory of applicant faking behavior was tested, which posits, in part, that the anticipatory psychological contract captures the situational variance explaining AFB. Findings suggest that strong applicant beliefs about obligations to the employer are related to unfavorable attitudes toward deception in hiring, which led to lower levels of AFB.

Lindsey M. Lee, K. Parks Consulting
Amy Gammon, Select International, Inc.
Richard L. Griffith, Florida Institute of Technology
John F. Skinner, Sears Holdings Corporation
Submitted by Lindsey M. Lee, lmlee02@gmail.com

323. Poster: 8:30AM–9:20AM Riverwalk
Dark Side Personality Differences in the Managerial Hierarchy
Using dark side personality characteristics, the authors examined derailing profile differences between managers and executives using the Hogan Development Survey. Findings show some commonalities yet also provide evidence for customizing profiles for both groups. Practical implications from a coaching and development perspective are discussed along with directions for further research.

Matthew R. Lemming, Hogan Assessment Systems
Kirby Hockensmith, University of Tulsa
Valeria Herrera, University of Tulsa
Submitted by Matthew R. Lemming, mlemming@hoganassessments.com

324. Poster: 8:30AM–9:20AM Riverwalk
Using Personality to Predict Team-Relevant Competencies
The intersection of teams and personality research produced a diverse body of literature. Yet limited research exists on the personality characteristics of strong team builders. This study focused on synthetic validity meta-analyses to distinguish the personality profiles of competent team builders from team workers using the Hogan Personality Inventory and the Hogan Development Survey.

Matthew R. Lemming, Hogan Assessment Systems
Bret Arnold, University of Tulsa
Valeria Herrera, University of Tulsa
Submitted by Matthew R. Lemming, mlemming@hoganassessments.com

325. Poster: 8:30AM–9:20AM Riverwalk
Tattoos, Personality, and Workplace Deviance
As more individuals adorn themselves with tattoos, the implications of tattoos in the workplace remain somewhat murky. To begin exploring this issue, the following study demonstrated that those with a greater number of tattoos were demonstrated to be lower in agreeableness and to display greater organizational deviance. Implications and areas for future research on tattoos at work are explored.

John W. Michel, Loyola University Maryland
Michael J. Tews, Pennsylvania State University
Submitted by John W. Michel, jwmichel@loyola.edu

326. Poster: 8:30AM–9:20AM Riverwalk
The Influence of Dark Personality on Counterproductive Work Behaviors
This study extended findings showing a connection between negative personality traits and CWBs. Survey results revealed that Machiavellianism and sadism as positive predictors of CWB and a positive association between leader–member exchange and CWB, which was not moderated by dark personality traits. This study marks the first examination of the predictability of sadism for CWBs.

Michael J. Miller, Southern Illinois University
Alicia Stachowski, University of Wisconsin-Stout
Submitted by Alicia Stachowski, stachowskia@uwstout.edu

327. Poster: 8:30AM–9:20AM Riverwalk
Intraindividual Personality Profiles of the Dark Tetrad
Criterion profile analysis was used to examine the intraindividual profile of the Big 5 aspects in prediction of the Dark Tetrad (Machiavellianism, narcissism, psychopathy, sadism). The role of the configuration of the aspects was more influential in prediction of the Dark Tetrad than the absolute level, especially for narcissism.

Mariah Moore, University of Minnesota
Brenda D. Ellis, University of Minnesota-Twin Cities
Deniz S. Ones, University of Minnesota
Submitted by Mariah Moore, moor1291@umn.edu

328. Poster: 8:30AM–9:20AM Riverwalk
Gender and the HEXACO Model of Personality: A Meta-Analysis
Meta-analysis was conducted on gender differences in the HEXACO 6-factor model of personality. Results showed that women tend to be notably higher than men on Honesty-Humility, Emotionality, and Conscientiousness. Personality facet-level gender differences were also examined.

Nicole Morales, University of Illinois at Urbana-Champaign
Daniel A. Newman, University of Illinois at Urbana-Champaign
Anoop Javalagi, University of Illinois at Urbana Champaign
Submitted by Nicole Morales, nicolem4@illinois.edu

329. Poster: 8:30AM–9:20AM Riverwalk
Stifled and Burned Out: Stress Appraisal and the Risks of Proactive Personality
Managers and researchers alike have been quick to praise the benefits of employees with a proactive personality. It is suggested that there are costs that should be attended to. In a study of architects, proactive people are more likely to be exhausted from hindrance stressors because they react more negatively (become more frustrated) by stressors unassociated with meaningful change.

Jordan Nielsen, University of Iowa
Brady Firth, University of Iowa
Submitted by Jordan Nielsen, jordan-nielsen@uiowa.edu

331. Poster: 8:30AM–9:20AM Riverwalk
The Dark Triad and OCB: The Impact of High Involvement Management Climate
Authors examined the moderating effect of a high involvement management climate on the relationship between the dark triad personality traits and OCB. General support was found for predictions that a high involvement management climate affects the rate at which DT individuals engage in OCB.

Mickey B. Smith, University of South Alabama
Brian D. Webster, Oklahoma State University
Submitted by Mickey B. Smith, mbsmith@southalabama.edu

332. Poster: 8:30AM–9:20AM Riverwalk
Perfectionism's Relations With Engagement and Procrastination: A Meta-Analysis
Meta-analysis was used to examine perfectionism's relations with engagement and procrastination. Results suggest perfectionistic strivings and orderliness are the most notably related to engagement; whereas perfectionistic concerns and orderliness are most notably related with procrastination. Results highlight the importance of conceptualizing perfectionism as a multidimensional construct.

Jing Yuan Tian, University of Minnesota-Twin Cities
Deniz S. Ones, University of Minnesota
Submitted by Jing Yuan Tian, tianx188@umn.edu

333. Poster: 8:30AM–9:20AM Riverwalk
A Meta-Analytic Investigation of Perfectionism's Relations With Well-Being
Meta-analysis examined relations between perfectionism and well-being, suggesting strivings and orderliness components are positively related to

well-being; whereas concerns and socially prescribed perfectionism are negatively related to well-being. Whether perfectionism is detrimental to well-being depends on approach versus avoid motivational forces prompting perfectionism.

Jing Yuan Tian, University of Minnesota-Twin Cities
Deniz S. Ones, University of Minnesota
Submitted by Jing Yuan Tian, tianx188@umn.edu

334. Poster: 8:30AM–9:20AM Riverwalk
Sensor-Based Personality Measurement: Review and Content-Analysis of Markers

As technological innovations march on, personality measurement for work applications (selection, talent management, etc.) remains dependent on inventories (self or other report). Developments in mobile technologies offer novel ways that personality constructs can be assessed. Authors review and analyze sensor based markers for personality measurement, and discuss opportunities and caveats.

Yilei Wang, University of Minnesota at Twin Cities
Deniz S. Ones, University of Minnesota
Submitted by Yilei Wang, wang6568@umn.edu

335. Poster: 8:30AM–9:20AM Riverwalk
Locating Ambition in the Big Five Framework

Authors test the hypothesis that Ambition is locatable in the Big 5 framework, and is composed of covariance among Assertiveness, Intellect, Industriousness, and (Low) Withdrawal aspects. Results support the hypothesis. Next, authors review meta-analyses examining Ambition's relations to work criteria. Finally, implications of results for theory and assessment are discussed.

Michael P. Wilmot, University of Toronto
Submitted by Michael P. Wilmot, mp.wilmot@utoronto.ca

336. Poster: 8:30AM–9:20AM Riverwalk
Ambition: Development of a New Public Domain Scale

Ambition is the personality trait most closely linked with career success. Using multidimensional IRT in 3 nonstudent samples, authors develop a public-domain Ambition scale. Both 40-item and 12-item versions are reliable, relate to existing proprietary scales, and can be used for future research and reanalysis of data from popular IPIP-based inventories.

Michael P. Wilmot, University of Toronto
Brenton M. Wiernik, University of South Florida
David Stillwell, Cambridge University
Michal Kosinski, Stanford University
Submitted by Michael P. Wilmot, mp.wilmot@utoronto.ca

337. Poster: 8:30AM–9:20AM Riverwalk
A Profile-Based Approach for Investigating the Values–Personality Relationship

The values–personality relationship was examined by profiling respondents with latent class cluster analyses. It is argued that the Self is espoused through values which are regulated by personality. Five classes of respondents were uncovered: materialists, maximalists, intellectuals, climbers, and followers. Profiling with value orientations could make personality assessment more specific.

Georgi P. Yankov, Bowling Green State University
Submitted by Georgi P. Yankov, georgi.petkoff@gmail.com

338. Poster: 8:30AM–9:20AM Riverwalk
Predicting Personalities From Social Media Word Use

The purpose of this review paper is to summarize the evidence that links word usage to personality traits. Authors summarized findings and main methods of social media studies that focus on how social media word usage could predict users' personality traits. Future research directions, practical implications, and ethical concerns are discussed.

Lu Zheng, Auburn University
Jinyan Fan, Auburn University
Submitted by Lu Zheng, lzz0025@auburn.edu

339. Alternative Session Type with Presenters
8:30AM–9:20AM Superior A
Competency Models as a Change Agent: Field-Based Learnings and Roundtable Discussion

Competency modeling is simultaneously touted as a foundation of talent management practice and criticized as a flawed process that should be overhauled or abolished. This session includes 3 brief presentations that demonstrate recent practical experience with competency modeling in organizations and interactive roundtable discussions to encourage exchange of ideas and critical conversations.

MultiDisciplinary

Nicole M. Ginther, NuVasive, ***Chair***
Leslie M. Golay, NuVasive, ***Presenter***
Alissa D. Parr, Select International, ***Presenter***
Christopher W. Russo, University at Albany, SUNY, ***Presenter***
Paul E Glatzhofer, Select International, ***Presenter***
Schinria Islam, Uber Technologies, Inc, ***Presenter***
Joshua Wong, Uber Technologies, Inc, ***Presenter***
Submitted by Nicole M. Ginther, nicoleginther@gmail.com

340. Special Event: 10:00AM–11:20AM Chicago 6
SIOP Select: A SIOP Machine Learning Competition: Learning by Doing

This special session will summarize the pilot test of a novel way for annually educating SIOP's membership about advances in machine learning. In advance of the conference, we provided a dataset to several "teams" of I-Os across academe and practice, and hosted a competition to build the most generalizable prediction model. During the session, top performing teams will describe their approaches.

Dan J. Putka, HumRRO, ***Co-Chair***
Alexander R. Schwall, Rhabit Analytics, Inc., ***Co-Chair***
Benjamin J. Taylor, Ziff, ***Co-Chair***
Tanner Bateman, FTI Consulting, ***Presenter***
Adam S. Beatty, HumRRO, ***Presenter***
Jing Jin, StitchFix, ***Presenter***
Jeff A. Jones, Korn Ferry, ***Presenter***
Leo Alexander, III, Rice University, ***Presenter***
Li Guan, University of Georgia, ***Presenter***
Richard N. Landers, Old Dominion University, ***Presenter***
Q. Chelsea Song, University of Illinois at Urbana-Champaign, ***Presenter***
Rachel T. King, DDI, ***Presenter***
Nick C. Koenig, Walmart Labs, ***Presenter***
Mengqiao Liu, DDI, ***Presenter***
Samuel T. McAbee, Bowling Green State University, ***Presenter***
Charles A. Scherbaum, Baruch College, City University of New York, ***Presenter***
Eric J. Sydell, Shaker, ***Presenter***
Scott Tonidandel, Davidson College, ***Presenter***
Philip T. Walmsley, U.S. Customs and Border Protection, ***Presenter***

MultiDisciplinary

Submitted by Dan J. Putka, dputka@humrro.org

341. Alternative Session Type with Presenters:
10:00AM–11:20AM Chicago 7
Tackling the Succession Dilemma: Come Use Design Thinking to Crack the Code (Part 1)

Organizations often struggle with effective succession planning to build strong leadership pipelines. Through an interactive workshop and 2-part format, this first session introduces design thinking as a new problem-solving strategy. Participants will build design thinking capabilities and use them to generate innovative solutions to succession planning that can be applied in organizations.

Morgan B. Showler, Michigan State University, ***Chair***
Robin R. Cohen, Johnson & Johnson, ***Presenter***
Andrew Webster, ExperiencePoint, ***Presenter***
Tanya Brubaker, Johnson & Johnson, ***Presenter***
Submitted by Morgan B. Showler, showlerm@msu.edu

342. Panel Discussion: 10:00AM–11:20AM Chicago 8

Due for an Upgrade? The Future of I-O Psychology and HR in the Digital Era

In response to the rapid acceleration of globalization and technology, organizations today are recognizing the need to "go digital." I-O and HR have the opportunity to play an even greater strategic role in the new digital era by influencing how people, systems, and jobs are leveraged to meet these demands. This session will explore challenges and opportunities facing the field in the digital era.

Raphael Y. Prager, PepsiCo, ***Panelist***
Allan H. Church, PepsiCo, ***Panelist***
Allen M. Kamin, Google, ***Panelist***
Rick H. Pollak, IBM, ***Panelist***
Jessica L. Kane, Accenture, ***Panelist***
Rob F. Silzer, HR Assess & Develop/Baruch-CUNY, ***Panelist***

Submitted by Raphael Y. Prager, prager.rafi@gmail.com

343. Symposium/Forum: 10:00AM–11:20AM Chicago 9

Challenges, Traits, and Best Practices in Navigating High Potential Programs

Relatively little is known about the impacts of high potential (HiPo) programs' impact on their participants. This symposium is intended to shed light on the potential negative impact of these programs on HiPo individuals, personality factors that are indicative of HiPo developmental readiness, and best practices in the development of global HiPo programs.

Beau River, Vantage Leadership Consulting, ***Trials and Tribulations of Being High Potential***
Brandy Orebaugh Agnew, Dell Inc., Derek Lusk, Hogan Assessment Systems, ***The Darkside of Being a High Potential***
Betsey Strobl, Mondelez International, ***World Class High Potential Program Management***
Keith Goudy, Vantage Leadership Consulting, ***Discussant***

Submitted by Melissa Vazquez, mvazqu33@depaul.edu

344. Special Event: 10:00AM–10:50AM Chicago 10

SIOP Select: Building a Pipeline and Sustaining Success as an I-O Scientist

A fast start and commitment to adaptability are key ingredients for maintaining scientific excellence as an I-O psychologist. Recent winners of the Distinguished Early Career Science Award and Distinguished Science Award join forces to showcase tips and strategies for building a fast-rising career and sustaining a pipeline of excellence as an I-O scientist.

John R. Hollenbeck, Michigan State University, ***Host***
Bradford S. Bell, Cornell University, ***Host***
Ruth Kanfer, Georgia Institute of Technology, ***Host***
Christopher M. Barnes, University of Washington, ***Presenter***
Steve W. J. Kozlowski, Michigan State University, ***Presenter***
John E. Mathieu, University of Connecticut, ***Presenter***

Submitted by Holly S. Payne, hspayne1@gmail.com

345. Panel Discussion: 10:00AM–11:20AM Erie

Bridging the Academic–Practitioner Divide to Improve I-O Science

This panel brings together 5 experts with extensive experience leading academic–practitioner collaborations for the mutual benefit of both I-O psychology science and applied interests. Panelists will discuss their ongoing academic–practitioner collaborations, including how they formed, their benefits, key tips for successful management, best practices, and lessons learned.

Deniz S. Ones, University of Minnesota, ***Chair***
Stephen Stark, University of South Florida, ***Panelist***
Nathan R. Kuncel, University of Minnesota, ***Panelist***
Brenton M. Wiernik, University of South Florida, ***Panelist***
Brittany K. Mercado, Love School of Business, Elon University, ***Panelist***
Sarah A. Hezlett, Korn Ferry Institute, ***Panelist***

Submitted by Brittany K. Mercado, brittany.mercado1@gmail.com

346. Symposium/Forum: 10:00AM–11:20AM Gold Coast

Using Text Analytics to Advance Understanding of Workplace Behavior and Outcomes

This symposium outlines several use cases of text analytics within organizational settings. Four papers apply text mining to address various topics, including understanding social networks, gathering insights from satisfaction and training surveys, assessing turnover using prehire reference feedback, and evaluating the construct validity of performance appraisal narratives.

MultiDisciplinary

Andrew Speer, Wayne State University, ***Co-Chair***
Disha D. Rupayana, SkillSurvey, Inc., ***Co-Chair***
Cynthia A. Hedricks, SkillSurvey, Inc., Disha D. Rupayana, SkillSurvey, Inc., Leigh Puchalski, SkillSurvey, Inc., Chet Robie, Wilfrid Laurier University, ***Qualitative Feedback From Job References and Nurse Turnover Within the First Year***
Anthony S. Colaneri, Jessica N. Cooperstein, DePaul University, Ivan Hernandez, University of Illinois at Urbana, ***Tweeting Negative Ties: A Linguistic Analysis and Typology of Dyadic Relational Change***
Andrew Speer, Wayne State University, ***Quantifying With Words: Validity of Narrative-Derived Performance Scores***
Sayeedul Islam, Farmingdale State College, Michael H. Chetta, Talent Metrics, LLC, ***Two Use Cases of Text Analytics: Academic and Applied Text Analysis***
Bernard Gorman, Hofstra University, ***Discussant***

Submitted by Andrew Speer, speer1ab@gmail.com

347. Community of Interest: 10:00AM–10:50AM Mayfair

How Can We Eliminate Sexual Harassment?

As the number of high-profile cases of sexual harassment grows, public attention to this deviant behavior follows. Although I-O psychologists have been studying this topic for decades, sexual harassment has certainly not been eliminated. This COI will explore ways in which research–practitioner partnerships can be forged to inform and influence the prevention of harassment in the workplace.

Armando X. Estrada, Temple University, ***Host***
Vicki J. Magley, University of Connecticut, ***Host***
Dev K. Dalal, University at Albany, State University of New York, ***Host***

Submitted by Dev K. Dalal, dev.dalal@gmail.com

348. Symposium/Forum: 10:00AM–11:20AM Michigan A

Advancements in Impression Management Research

Individuals' level of success at securing important work outcomes is partly driven by their ability/willingness to impression manage. For organizations, impression management is concerning in that the most qualified candidates or employees are not necessarily the ones most capable of making a good impression on decision makers. The symposium is intended to further advance research in this area.

Kevin M. Williams, ETS, ***Co-Chair***
Juliya Golubovich, Indeed, ***Chair***
Kevin M. Williams, ETS, Adam Bacall, ETS, Patrick Barnwell, ETS, ***Response Distortion in Performance Evaluation***
Eva Derous, Ghent University, ***Cross-Cultural Impression Management: Helping or Hindering?***
Timothy Wingate, University of Calgary, Annika Wilhelmy, Portland State University, Nicolas Roulin, Saint Mary's University, ***Integrating Interviewer and Applicant Impression Management***
Daniel N. Jones, University of Texas, El Paso, ***Impression Management and the "Dark Triad"***

Submitted by Kevin Williams, kmwilliams@ets.org

349. Panel Discussion: 10:00AM–11:20AM Michigan B

I-O Psychology and the Scientist–Practitioner Model: Have We Really Lost Our Way?

Recent work by Ones et al. (2017) has suggested that the field of I-O psychology has lost its way, no longer holding itself to the scientist–practitioner model it has espoused for many years. This session brings together a panel of academics and practitioners to present their perspectives on this criticism of our field, troubling trends in I-O psychology and how we can get back on course.

John J. Donovan, Rider University, ***Co-Chair***
Eugene J. Kutcher, III, Rider University, ***Co-Chair***
Kenneth G. Brown, University of Iowa, ***Panelist***

Leaetta M. Hough, Dunnette Group, Ltd., ***Panelist***
William H. Macey, CultureFactors, Inc., ***Panelist***
Steven G. Rogelberg, Univ of North Carolina Charlotte, ***Panelist***

Submitted by John J. Donovan, jdonovan@rider.edu

Poster Session (Health & Safety): 10:00AM–11:20AM
Riverwalk

350. Poster: 10:00AM–10:50AM Riverwalk

Perceptions of Violence Prevention Climate and Workplace Outcomes

A survey based investigation explored the interrelationships among perceptions of violence prevention climate, vicarious experiences of violence, and workplace outcomes (e.g., organizational trust and burnout). Multiple regression analyses revealed the violence prevention climate predicted unique variance in organizational trust and burnout when compared with vicarious exposure to violence.

Jeremy A. Bauer, Valdosta State University
David Lee Sexton, Jr., Valdosta State University
Natalie A. Wright, Valdosta State University
David C. Daniel, Valdosta State University
Jacob Wesley Highsmith, Valdosta State University
Joshua S. Rodefer, Valdosta State University
Natalie M. Evans, Valdosta State University

Submitted by Jeremy A. Bauer, jabauer@valdosta.edu

351. Poster: 10:00AM–10:50AM Riverwalk

Fatigue and Safety: Development of a Fatigue Model for the Mining Industry

The manuscript outlines funded, planned, to-date, and ongoing research on worker fatigue in mining, specifically focused on developing a conceptual model for fatigue in mining through systematic review, archival data analysis, and subject matter expert evaluation. Full results—including final model structure—will be presented at the conference.

Timothy J. Bauerle, National Institute for Occupational Safety and Health
Zoe Dugdale, CDC/NIOSH

Submitted by Timothy J. Bauerle, tbauerle@cdc.gov

352. Poster: 10:00AM–10:50AM Riverwalk

Job Resources and Job Satisfaction: Mediating Effects of Sleep

This study evaluates 6-month sleep duration and quality as mediators of the effect of baseline decision authority and schedule control on 12-month job satisfaction in a healthcare worker sample. Results suggest that some measures of sleep mediate relationships between work resources and job satisfaction.

Rebecca Marie Brossoit, Colorado State University
Tori L. Crain, Colorado State University
Leslie B. Hammer, Portland State University
Soomi Lee, Pennsylvania State University
MacKenna L. Perry, Portland State University
Todd Bodner, Portland State University
Orfeu M. Buxton, Pennsylvania State University

Submitted by Rebecca Marie Brossoit, rebecca.brossoit@colostate.edu

353. Poster: 10:00AM–10:50AM Riverwalk

Avoiding the Stress of Work: A Review of Detachment and Savoring Coping Strategies

The demands that come with dynamic work environments can accelerate stress levels and put employees' well-being at risk. Work environments are unlikely to become less stressful, so it is important for employees to have tools for coping with that work stress. This study aims to evaluate 2 coping mechanisms for mitigating negative effects of workplace stress on health behaviors and sleep.

Jessica Wooldridge Brown, University at Albany, SUNY
Carol F. Shoptaugh, Missouri State University
Michael T. Ford, University of Alabama

Submitted by Jessica Wooldridge Brown, jdwooldridge@gmail.com

354. Poster: 10:00AM–10:50AM Riverwalk

Financial Stress as a Mediator Between Job Insecurity and Employee Outcomes

Founded on the social network theory, prospect theory, and conservative resource theory, the results of the study found financial stress as a mediator of the relationship between job insecurity and affective commitment and OCB. This study contributes to the growing body of occupational health literature on job insecurity, financial stress, and employee outcomes.

Tyler James Carlson, South Dakota State University
Derek Gravholt, South Dakota State University
Max Weaver, South Dakota State University
Norah Orina, South Dakota State University
Philseok Lee, South Dakota State University
Bisi Atoba, South Dakota State University

Submitted by Tyler James Carlson, tyler.carlson120@jacks.sdstate.edu

355. Poster: 10:00AM–10:50AM Riverwalk

Influencing Safety Culture Within the Construction Industry

This study describes an industry-level and regulator-led initiative that focusses on improving safety culture and climate in construction. Six sites from three varied construction companies participated in a mixed methods safety culture diagnostic process. Indicative industry-level safety culture themes and implications for I-O psychology are discussed.

Tristan Casey, Office of Industrial Relations
Helen Burgess, Office of Industrial Relations
Elliott Parkinson, Office of Industrial Relations

Submitted by Tristan Casey, tristan.casey@oir.qld.gov.au

356. Poster: 10:00AM–10:50AM Riverwalk

Safety Culture as a Mechanism for System Control

This study operationalizes the principles of Safety-I and Safety-II through integrating the safety-as-systems and safety culture literatures. Interviews with 25 academics and practitioners revealed a taxonomy of safety culture beliefs, which were then converted into a measurement scale. Psychological mechanisms through which culture influences safety performance are discussed.

Tristan Casey, Office of Industrial Relations
Andrew F. Neal, University of Queensland
Mark Griffin, University of Western Australia

Submitted by Tristan Casey, tristan.casey@oir.qld.gov.au

357. Poster: 10:00AM–10:50AM Riverwalk

Responding to Incivility With Supportive Behaviors: A Moderated Mediation Model

Building on theories of sensemaking and attributions, this poster demonstrated that employees who blame themselves for their experience of workplace incivility may exhibit supportive behaviors in return, especially when they have high (vs. low) emotional control. This suggests emotional control as an important capacity that helps channel self-blame into adaptive responses.

SinHui Chong, Michigan State University
Jiajin (Sophie) Tong, Peking University
Russell E. Johnson, Michigan State University

Submitted by SinHui Chong, chongsin@msu.edu

358. Poster: 10:00AM–10:50AM Riverwalk

Antecedents and Outcomes of Perceived Coworker Support

A series of antecedents and outcomes of perceived coworker support is proposed and tested using 2 empirical studies. Results suggest that seeking support from coworkers does lead to higher perceived coworker support, which can result in higher organization-based self-esteem and efficacy getting additional support from coworkers. Theoretical and practical implications are discussed.

Richard Currie, University of Central Florida
Krystyn J. Ramdial, University of Central Florida
Mindy K. Shoss, University of Central Florida

Submitted by Richard Currie, rcurrie@knights.ucf.edu

359. Poster: 10:00AM–10:50AM Riverwalk

Job Control and Employee Health: Meta-Analysis of the Last Thirty Years of Research

Though job control is argued to have a large effect on employee health, there has not been a meta-analysis examining these relationships in over 30 years. The current meta-analysis included 183 studies published since 1986. Of all health markers included, results suggested that job control is most strongly related to job dissatisfaction (rw =-.32) and low self-efficacy (rw =-.31).

Erin Eatough, The Graduate Center & Baruch College, CUNY
Danielle R. Wald, The Graduate Center & Baruch College, CUNY
Bradley E. Gray, The Graduate Center & Baruch College, CUNY
Stefanie Gisler, The Graduate Center & Baruch College, CUNY
Paul E. Spector, University of South Florida
Submitted by Danielle R. Wald, DanielleRWald@gmail.com

360. Poster: 10:00AM–10:50AM Riverwalk

Surviving Toxic Leaders: Leaders Impact Connectedness, a Precursor to Suicide

This study seeks to understand how perceptions of toxic leadership and group cohesion influence suicidal ideation, conceptualized as connectedness. Results indicate trust in leadership mediates the toxic leadership–connectedness relationship. Group cohesion did not moderate the toxic leadership–connectedness relationship, and additional research is recommended due to this finding.

Leah Ellison, Florida Institute of Technology
Marne H. Pomerance, Human Resources Technologies, Inc., DEOMI
Elizabeth Culhane, HRT
Paul Merlini, Human Resources Technology
Submitted by Leah Ellison, lellison2012@my.fit.edu

361. Poster: 10:00AM–10:50AM Riverwalk

Effects of Safety Climate and Occupational Callings on Aviator Safety Performance

This study lends predictive validity evidence to study-specific safety climate and occupational calling assessments within the aviation industry. That is, both instruments were related to safety motivation, safety performance, and accidents in the expected directions. Further, occupational callings explained variance in safety indicators above that which could be explained by safety climate alone.

Michele W. Gazica, Embry-Riddle Aeronautical University
Submitted by Michele W. Gazica, gazicam@erau.edu

362. Poster: 10:00AM–10:50AM Riverwalk

How Tailoring Positive Psychology Interventions Affects End-of-Day Health Outcomes

The impact of positive intervention exercises, tailored to match participant personality traits, on end-of-day outcomes of mental complaints and depletion were examined. Results suggest high concordance between traits and intervention conditions lead to lower end-of-day levels of both outcomes over time, compared to participants with less concordance between traits and treatment conditions.

Douglas P. Giddings, University of Minnesota
Theresa M. Glomb, University of Minnesota
Joyce E. Bono, University of Florida
Tao Yang, Indiana University-Purdue University Fort Wayne
Submitted by Douglas P. Giddings, giddi037@umn.edu

363. Poster: 10:00AM–10:50AM Riverwalk

Stressed by Support: Cynical Hostility, Social Support, and Job Stress

This study examined whether the relationship between social support and job stress varies depending on levels of cynical hostility. Using archival data following older working adults over 4 years, social support positively predicts job stress for individuals with high levels of cynical hostility and does not predict job stress for individuals with low levels of cynical hostility.

Manuel F. Gonzalez, The Graduate Center & Baruch College, CUNY
Peter P. Yu, The Graduate Center & Baruch College, CUNY
Submitted by Manuel F. Gonzalez, mgonzalez47@gmail.com

364. Poster: 10:00AM–10:50AM Riverwalk

Consequences of Work Injuries on Mental Health Among Hospital Personnel

Work injuries remain an unfortunate reality for many, yet understanding of the work experience following an injury is underdeveloped. Across 2 samples, psychological consequences of work injuries upon mental health were examined. Injuries were directly and indirectly associated with mental health, whereas supervisor social support mitigated the indirect link but colleague social support did not.

Steve Granger, University of Calgary
Nick Turner, University of Calgary
M. Sandy Hershcovis, University of Calgary
Patrick F. Bruning, University of New Brunswick at Fredericton
M. Sandy Hershcovis, University of Calgary
Submitted by Steve Granger, steven.granger@ucalgary.ca

365. Poster: 10:00AM–10:50AM Riverwalk

Role Conflict and Core Self-Evaluations: Effects of Stress Appraisals on Well-Being

This study empirically investigated the effects of core self-evaluations (CSEs) on strains through stress appraisals. To test this theorized connection, working students' measures of CSEs, role conflict, stress appraisals, and strain were examined in a cross-sectional design. Results indicated that CSEs had indirect effects on both stress appraisals and perceptions of role conflict.

Abraham Haskins, Wright State University
Mark A. Roebke, Wright State University
Montana R. Woolley, Wright State University
Thomas Nordström, Linnaeus University
Gary N. Burns, Wright State University
Submitted by Abraham Haskins, haskins.19@wright.edu

366. Poster: 10:00AM–10:50AM Riverwalk

Unique Effects of Positive and Negative Health States on Job Performance

This poster examined data from a 3-wave panel study of 294 employees to test the hypothesis that positive employee health predicts unique variance in future job performance over and above negative employee health. Findings support positive employee health as a better predictor of job performance than measures of negative health states widely used in psychological research.

Alexander Stemer, Aon, ***Chair***
Terry A. Beehr, Central Michigan University
Lana V. Ivanitskaya, Central Michigan University
Kimberly E. O'Brien, Central Michigan University
Submitted by Alexander Stemer, steme1ap@cmich.edu

367. Poster: 10:00AM–10:50AM Riverwalk

Different Health Outcomes of Discrimination in Hiring, Promoting, and Firing

This study examines the effects of specific job-related discrimination (hiring, promoting, and firing discrimination) on biological dysregulation (i.e., allostatic load) and health outcomes (i.e., cardiovascular disease diagnosed by a doctor) using objective and self-reported measures of strain. To test hypotheses, 3 waves of MIDUS data (baseline, 2 years, and 8 years) were used.

Seulki Jang, University of South Florida
Tammy D. Allen, University of South Florida
Kristen Salomon, University of South Florida
Tyler Henderson, University of South Florida
Submitted by Seulki Jang, seulki@mail.usf.edu

368. Poster: 10:00AM–10:50AM Riverwalk

"Of Course it's Safe!" Blatant Extreme Responding on Workplace Safety Constructs

Blatant extreme responding was examined as a method bias in self-report measures of workplace safety predictors and behavior. Endorsing desirable extreme responses across 3 samples: (a) correlated with impression management, (b) was higher in anonymous versus identifiable samples, and (c) led to inflated estimates of the relationships among safety constructs.

Nathanael L Keiser, Air Force Research Lab
Stephanie C. Payne, Texas A&M University
Submitted by Nathanael L Keiser, keiser.nate@gmail.com

369. Poster: 10:00AM–10:50AM Riverwalk

The Effects of Sleep on Workplace Cognitive Failure and Safety Compliance

Authors examine the effects of sleep quality and quantity on safety compliance through workplace cognitive failure in a sample of construction workers. Results indicate a significant mediation effect of baseline insomnia on 12-month safety compliance through 6-month cognitive failure. Results have implications for future interventions in the workplace aiming to improve safety.

Jordyn Jan Leslie, Colorado State University
Shalyn Stevens, Colorado State University
Rebecca Marie Brossoit, Colorado State University
Leslie B. Hammer, Portland State University
Tori L. Crain, Colorado State University
Todd Bodner, Portland State University
Donald M. Truxillo, Portland State University

Submitted by Jordyn Jan Leslie, joleslie@rams.colostate.edu

370. Poster: 10:00AM–10:50AM Riverwalk

Testing the Matching Hypothesis With Internal and External Cognitive Resources

The matching hypothesis predicts job resources have stronger buffering effects on job demands when they are matched in the same domain. Internal cognitive resources (self-efficacy and conscientiousness) had stronger buffering effect on the relationships between a cognitive job demand (task complexity) and job strains than did an external cognitive resource (job autonomy).

Cong Liu, Hofstra University
Kimberly Rubenstein, The Leadership Development Group

Submitted by Cong Liu, cong.liu@hofstra.edu

372. Poster: 10:00AM–10:50AM Riverwalk

Examining Work-Related Email Use After Hours and Employee Burnout

This paper examines the relationship between work-related email (WRE) use after hours and employee burnout. Results showed that WRE use after hours has a negative relationship with cynicism and reduced personal accomplishment (RPA). In addition, voluntariness was found to moderate WRE use after hours' relationships with emotional exhaustion and RPA.

Archana Manapragada, Florida International University
Chockalingam Viswesvaran, Florida International University

Submitted by Archana Manapragada, amana008@fiu.edu

373. Poster: 10:00AM–11:20AM Riverwalk

Developing a Measure of Mindfulness at Work

An 82-item pool for mindfulness at work was developed. Data were collected from 200 participants using MTurk. EFAs revealed unidimensional measures for individual mindfulness (IM) and organizational mindfulness (OM) at work. The measure consists of 14 items for IM, including task-based and interactional items, and 15 items for OM. Both measures have strong reliability estimates ($a > .9$).

Aaron O. Manier, Saint Mary's University
Lori Francis, Saint Mary's University

Submitted by Aaron O. Manier, aomanier@gmail.com

374. Poster: 10:00AM–10:50AM Riverwalk

Role Ambiguity Among Forest Service Employees: Outcomes and Intervention Strategies

This poster investigated the influence of 2 types of social support (i.e., supervisor and coworker) on the relationship between role ambiguity and job satisfaction among U. S. Forest Service employees to determine potential utility of a social support intervention. Findings indicate that coworker support had an attenuating effect. Implications, limitations, and future research are discussed.

Jessica Nguyen, Portland State University
MacKenna L. Perry, Portland State University
Leslie B. Hammer, Portland State University
N. Derek Brown, Portland State University

Submitted by Jessica Nguyen, Jessicanguyen000@yahoo.com

375. Poster: 10:00AM–10:50AM Riverwalk

The Economy and Workplace Safety: Evidence From the Macro Level

A stress model was applied to examine the relationship between the state of the economy and rates of occupational accidents and injuries. Estimating a series of multilevel models reveals a curvilinear, "U-shape" relationship, indicating that both high and low levels of economic stress are unfavorable for safety outcomes.

Alec B. Nordan, University of Houston
Zach K. Traylor, Texas A&M University

Submitted by Alec B. Nordan, alec.nordan@gmail.com

376. Poster: 10:00AM–10:50AM Riverwalk

Leader–Member Exchange Buffers Anger and Resentment From Illegitimate Tasks

This study explores illegitimate tasks (IT) assigned by supervisors and the leader–member exchange (LMX) theory. Findings suggest an important relationship between IT and employee anger and resentment, and that supervisor–subordinate relationships play a key moderating role in lowering the likelihood of negative emotional outcomes.

Jenna-Lyn R. Roman, Baruch College, CUNY
Stefanie Gisler, Baruch College & The Graduate Center, CUNY
Erin Eatough, Baruch College & The Graduate Center, CUNY
Elizabeth Minei, Baruch College, CUNY

Submitted by Jenna-Lyn R. Roman, jennarroman@gmail.com

377. Poster: 10:00AM–10:50AM Riverwalk

Wellness Programs: Motives for Exercise and Well-Being Over Time

Wellness programs have been implemented in organizations in order to deter rising healthcare costs. This study examines a wellness program in the Southeast over the course of 4 years. Latent change regression was used to assess changes in motives for exercise over time. Authors examined how Time 1 motives led to changes in job satisfaction, work–family balance, and healthy eating over time.

Katelyn Nicole Sanders, University of Georgia
Nicholas J. Haynes, University of Georgia
Malissa A. Clark, University of Georgia
Melissa M. Robertson, University of Georgia

Submitted by Katelyn Nicole Sanders, katelyn1@uga.edu

378. Poster: 10:00AM–10:50AM Riverwalk

Global Psycho-Socio-Cultural Factors and Occupational Fatality and Injury Prevention

This study examined which global psycho-socio-cultural variables are linked with occupational fatality and serious occupational injury rates among European countries. Quality of healthcare system, GDP, and individualism were meaningfully linked with occupational fatality and serious injury rates. OSH improvements need to jointly consider healthcare system improvement, economic, and cultural factors.

Stacy A. Stoffregen, Kansas State University
Frank Bryan Giordano, Kansas State University
Leah S. Klos, Kansas State University
Jin Lee, Kansas State University

Submitted by Stacy A Stoffregen, sastoffregen@ksu.edu

379. Poster: 10:00AM–10:50AM Riverwalk

Buffering Effects of Relational Uncertainty on Perceived Cyber Incivility

The cyber incivility–CWB relationship was examined in a moderated-mediation model with self-esteem as a mediator and supervisor relational uncertainty as a moderator. Results indicated a positive cyber incivility–CWB relationship, through self-esteem degradation. Relational uncertainty moderated both direct and indirect relationships, with high levels of relational uncertainty acting as a buffer.

Danielle R. Wald, Baruch College & The Graduate Center, CUNY
Erin Eatough, Baruch College & The Graduate Center, CUNY

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

380. Poster: 10:00AM–10:50AM Riverwalk

Supervisor Behavior, Perceived Support, and Attributional Heuristics

This poster examined the indirect effect of supervisor supportive behaviors on employee attitudes toward supervisor and organization, and the effect of possible attributional heuristics. Results indicate that supervisor workload and environmental turbulence moderate the relationship between supervisor supportive behaviors and perceived supervisor support.

Wei Zhuang, University at Albany, SUNY
Michael T. Ford, University of Alabama

Submitted by Wei Zhuang, wzhuang@albany.edu

381. Symposium/Forum: 10:00AM–11:20AM Sheraton 1

Bias or Difference: The Impact of Gender Across Domains

Gender inequality is a persistent issue that affects organizations of all types. Five presentations examine gender differences across multiple

domains in order to broaden the knowledge base around this topic. Additionally, this symposium illustrates how researchers can address this relevant issue through multiple methodological approaches.

David J. Woehr, University of North Carolina Charlotte, ***Chair***
Courtney E. Williams, UNC Charlotte, ***Co-Chair***
James G. Field, West Virginia University, Mingang Geiger, West Virginia University, Luke Langlinais, West Virginia University, Sheila List, Virginia Commonwealth University, Frank A. Bosco, Jr., Virginia Commonwealth University, ***A MetaBUS Analysis of Gender Differences in Common I-O Topics Over the Last 35 Years***
Katherine A. Frear, Center for Creative Leadership, Samantha C. Paustian-Underdahl, Florida International University, Eric D. Heggestad, University of North Carolina at Charlotte, ***A Typology of Gender and Career Success: Unequal Inputs and Unequal Effects***
David Scheaf, University of North Carolina at Charlotte, Justin Webb, University of North Carolina at Charlotte, David J. Woehr, University of North Carolina Charlotte, ***Comparing Female and Male Entrepreneurs' Behaviors and Venture Performance: A Meta-Analysis***
Courtney E. Williams, University of North Carolina at Charlotte, David J. Woehr, University of North Carolina Charlotte, Andrew C. Loignon, NEOMA Business School, Misty Loughry, Rollins College, Matthew Ohland, Purdue University, ***Men Behaving Badly or Gender Bias? An Examination of Peer Assessment Ratings***
Tina Kiefer, Dawn L. Eubanks, University of Warwick, ***Implicit Teacher Theories: Students' Expectations of Ideal Teachers Based on Gender***

Submitted by Courtney Williams, cguler@uncc.edu

382. Symposium/Forum: 10:00AM–11:20AM Sheraton 2

Situation Research in Occupational Contexts: New Developments and Applications

Situations have undoubtedly an influence on human behavior. The consideration of the situation and the examination of its effects are therefore crucial to the enhanced prediction of behavior in the workplace. This symposium presents novel ways of describing, examining, and consideringthe situation in an occupational context that allow better predictions of future behavior.

Ryne A. Sherman, Texas Tech University, Steven Bell, Florida Atlantic University, ***Psychological Characteristics of Situations: DIAMONDS in the Workplace***
Gwen Gardiner, University of California, Riverside, Kyle Sauerberger, University of California, Riverside, David Funder, University of California, Riverside, ***Personality and Situational Perception***
Neil Christiansen, Central Michigan University, Andrew Speer, Wayne State University, Maynard Goff, Korn Ferry, ***Using Situational Similarity in Personality Assessment to Enhance Validity***
Kai Tobias Horstmann, Humboldt University of Berlin, Matthias Ziegler, Humboldt University of Berlin, ***Situational Perception and its Application in an Occupational Context***
Robert P. Tett, University of Tulsa, Nathan A. Hundley, University of Tulsa, ***Situational Specificity and the Contingency Principle in Leadership Meta-Analyses***

Submitted by Ryne A. Sherman, rynesherman48@gmail.com

383. Symposium/Forum: 10:00AM–11:20AM Sheraton 3

The Impact of Talent on Collective Turnover, Performance, and Profit

This academic–practitioner based symposium considers the impact of talent resources (i.e., collective attitudes, human capital resources) on unit-level turnover, performance, and profit. The presentations demonstrate that talent resources contribute to unit-level outcomes and provide evidence supporting the strategic impact of talent.

HR

William Shepherd, The Wendy's Company, ***Co-Chair***
Robert E. Ployhart, University of South Carolina, ***Co-Chair***
William B. Gerber, Infor, Hung Hoang, Derek A. Brown, Infor, Jill Mowry Strange, Infor, ***Optimizing Training for Maximum Organizational Impact***
William Shepherd, The Wendy's Company, Robert E. Ployhart, University of South Carolina, Jason David Kautz, University of South Carolina, ***Customer Perceptions and Employee Attitudes as Determinants of Collective Turnover***
Mark A. Morris, ***Impact of Employee Engagement on Profit, Safety, and Staffing Levels***
Robert E. Ployhart, University of South Carolina, William Shepherd, The Wendy's Company, Jonathan Hendricks, University of South Carolina, ***The Impact of Collective Psychological Resources on Business Unit Sales***

Submitted by William Shepherd, williamjamesshepherd@hotmail.com

384. Master Tutorial: 10:00AM–11:20AM Sheraton 4

Getting Started With Bayesian Statistics in I-O Research

This tutorial provides participants with an approachable introduction to key Bayesian concepts and their application to I-O research. Attendees will learn about the benefits of Bayesian statistics, compared to traditional methods, and become familiar with commonly used Bayesian metrics and tools. Hands-on activities will provide participants experience interpreting and communicating results.

Jorge Ivan Hernandez, DePaul University, ***Presenter***

Submitted by Jorge Ivan Hernandez, ivan.hernandez@depaul.edu

385. Panel Discussion: 10:00AM–11:20AM Sheraton 5

Pulse Surveys: Toward a Method of the Method

Pulse surveys have emerged as one of the most commonly applied employee listening mechanisms in organizations today. This panel brings together practitioners who have implemented and advised organizations on the implementation of pulse surveys to provide guidance on the definition and appropriate application of pulse surveys.

Benjamin P. Granger, Qualtrics, ***Chair***
Daniel L. Bonilla, NBA, ***Panelist***
Leanne Buehler, Newmeasures, LLC, ***Panelist***
Sean M. Cameron, Caterpillar, Inc, ***Panelist***
Sarah Marrs, Qualtrics, ***Panelist***
Deena A. Oden, Walmart, ***Panelist***

Submitted by Benjamin P. Granger, bgrangersr@yahoo.com

386. Symposium/Forum: 10:00AM–11:20AM Streeterville

The Power of Words: New Applications of Text Analytics in I-O Psychology

Recent advancements in text analytics now allow I-O psychologists to capitalize on text data in organizations to develop new insights about workplace issues. This session features 4 studies exploring new applications of text analytics to predict work outcomes, infer applicant personality traits, evaluate employee–job fit, and assess candidate alignment with future strategic needs.

Jonathan Cowan, Nuance Communications, ***Chair***
Austin Carter, University of Central Florida, ***Co-Chair***
James C. Meaden, CEB, now Gartner, Andrea K. Kropp, CEB, now Gartner, ***Application-Based Text Analysis as a Complement to Psychometric Assessments***
Jinyan Fan, Auburn University, Huahai Yang, Juji, Inc., Melissa J. Stuhlman, Auburn University, Hairong Li, Auburn University, Elissa M. Hack, Auburn University, Lu Zheng, Auburn University, Hang Song, Auburn University, ***Examining Criterion Validity of Self-Reported and Machine-Inferred Personality Scores***
Ken Lahti, Psychobabble, Craig J. Russell, University of Oklahoma, ***Assessment of Job Fit With Text Analytics***
Michael C. Campion, Campion Services, Inc., Emily D. Campion, University at Buffalo, SUNY, ***Using Text Mining to Identify and Quantify Strategically Aligned Applicant Brands***
Michael A. Campion, Purdue University, ***Discussant***

Submitted by Austin Carter, Austin.Carter@knights.ucf.edu

387. Alternative Session Type with Presenters: 10:00AM–10:50AM Superior A

I-O In-Reach: Increasing Awareness of I-O for Undergraduates at Our Own Universities

This alternative session blends a panel and roundtable discussion to highlight the methods members of I-O programs use to bring I-O awareness to undergraduates at their universities. This session begins with panelist presentations on a range of I-O in-reach efforts followed by breakout discussions on opportunities, challenges, and new ideas for implementing such efforts at one's own university.

Justin M. Sprung, Luther College, ***Chair***
Keaton A Fletcher, University of South Florida, ***Co-Chair***
Ashley J. Hoffman, Consultant, ***Presenter***
Victoria P. Mattingly, DDI, ***Presenter***
Erin M. Richard, Florida Institute of Technology, ***Presenter***
Daniel B Shore, George Mason University, ***Presenter***

Submitted by Keaton A Fletcher, fletcherk@mail.usf.edu

388. Alternative Session Type with multiple papers: 10:00AM–11:20AM Superior B

Workaholism Around the World: An Exploration Using Diverse Research Methods

Workaholism continues to gain popularity in the popular press and academic literature. This session highlights current research on workaholism from around the world, including the U.S., Canada, and Japan. The presentations feature various designs from scale development to longitudinal. Participants will have the opportunity to discuss and share ideas for future directions in workaholism research.

Nicholas J. Haynes, University of Georgia, ***Co-Chair***
Malissa A. Clark, University of Georgia, ***Co-Chair***
Shahnaz Aziz, East Carolina University, Michael J. Zickar, Bowling Green State University, ***An Investigation of White-Collar Workers' Personal Definitions of Workaholism***
Malissa A. Clark, University of Georgia, Rachel L. Williamson, University of Georgia, ***Development of a Multidimensional Assessment of Workaholism***
Nobuko Matsuoka, Hiroshima University, Yasumasa Otsuka, University of Tsukuba, Junko Kawahito, Hijiyama University, ***The Associations Between Workaholism, Effort, and Reward Among Japanese School Teachers***
Anna K. Nastasi, University of Connecticut, Alec Jorge Calvo, University of Connecticut, Vicki J. Magley, University of Connecticut, Janet L. Barnes-Farrell, University of Connecticut, ***Last Call for Workahol(ism): Can Calling Buffer the Negative Effects of Workaholism?***

Submitted by Nicholas J. Haynes, njhaynes@uga.edu

389. Symposium/Forum: 10:00AM–11:20AM Wrigleyville

Gender and Leadership in Team Contexts: Addressing the Gender Bias

The following symposium brings together 3 integrated papers that address the gender bias against women leaders and highlight the critical role of interpersonal relations in understanding the relationship between gender and leadership in team contexts. This symposium provides novel insights that may help improve leadership outcomes for women in important organizational settings.

Tyree D. Mitchell, Louisiana State University, ***Chair***
Caitlyn Reich, Wayne State University, ***Co-Chair***
Tyree D. Mitchell, Louisiana State University, Patrick T. Coyle, Lycoming College, Amy Plocinik, Lycoming College, ***Gender and Emergent Leadership: When Prosocial Motivation and Communication Matter***
Michael R. Kukenberger, University of New Hampshire, Lauren D'Innocenzo, Drexel University, Adam Pearson, Pomona College, ***Interactive Effects of Gender on Informal Leadership Centrality and Shared Leadership***
Caitlyn Reich, Wayne State University, Shanique G. Brown, Wayne State University, ***Let's Talk Strengths: Female Leaders' Skills in Building and Managing Teams***
Alice H. Eagly, Northwestern University, ***Discussant***

Submitted by Caitlyn Reich, caitycr@msn.com

390. Community of Interest: 11:00AM–11:50AM Mayfair

Fostering Science–Practitioner Collaboration: Employee Well-Being

Employee well-being research has made huge scholastic strides since its inception in the late 1990s, yet adoption of basic employee well-being practices has lagged behind, significantly. In this community of interest, attendees can discuss the latest in research and practice relevant to employee wellness and discuss ways of communicating the importance of employee well-being to organizations.

Tori L. Crain, Colorado State University, ***Host***
Jennifer R. Rineer, RTI International, ***Host***
Bing Chun Lin, International Business Machines (IBM), ***Coordinator***

Submitted by Bing Chun Lin, bing.chun.lin@gmail.com

Poster Session (Job Attitudes): 11:00AM–11:50AM Riverwalk

391. Poster: 11:00AM–11:50AM Riverwalk

Engagement Contagion: A Path From Leaders to Their Team

This study investigated support for a contagion model whereby engagement spreads through multiple leadership levels. Results showed that managers' engagement levels impact their direct reports' engagement and subsequently the direct report's team engagement. Implications for these findings are discussed.

Christopher K. Adair, Aon
John Capman, Aon
Eleni V. Lobene, Aon
Raphael Y. Prager, PepsiCo
Ken Oehler, Aon
Anthony S. Boyce, Aon

Submitted by John Capman, john.capman@aonhewitt.com

392. Poster: 11:00AM–11:50AM Riverwalk

Cognitive and Noncognitive Predictors of Mind Wandering

This paper expands focus on cognitive predictors of mind wandering to include noncognitive predictors. Participants' (*N* = 80) mind wandering was measured during an air traffic control task and found that Conscientiousness and Neuroticism are stronger predictors of mind wandering than working memory capacity for both low-complexity and high-complexity tasks.

Mario Arredondo, University at Albany, SUNY
Jason G. Randall, University at Albany, SUNY
Alexander Nassrelgrgawi, Amazon

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

393. Poster: 11:00AM–11:50AM Riverwalk

Investigating Directionality Between Perceived Overqualification and Job Satisfaction

This study examined the direction of effects between perceived overqualification and job satisfaction using a 3-wave longitudinal panel design. Results indicated that perceived overqualification did not negatively predict subsequent job satisfaction, but job satisfaction negatively predicted subsequent perceived overqualification.

Maryana Arvan, University of South Florida
Shani Pindek, University of Haifa
tephanie A. Andel, University of South Florida
Paul E. Spector, University of South Florida

Submitted by Maryana Arvan, msheroiansan@mail.usf.edu

394. Poster: 11:00AM–11:50AM Riverwalk

The Effects of U.S. Presidential Elections on Work Engagement and Job Performance

This research demonstrates that presidential election results can spill over into the workplace. Following the 2016 election, individuals who voted for Clinton reported decreased work engagement, whereas no corresponding increase in engagement was found among Trump voters. Downstream, engagement was positively related to job performance.

James W. Beck, University of Waterloo
Winny Shen, University of Waterloo

Submitted by James W. Beck, beckjam2@gmail.com

395. Poster: 11:00AM–11:50AM Riverwalk

Development of the Work-Perceived-as-a-Calling (WPC) Scale

The authors developed a measure of perceived callings based on Hirschi's (2011) necessary elements of the construct. An EFA indicated a 2-factor structure. A CFA partially confirmed this model. Initial validity evidence suggests convergence with other calling measures (r = .74 to .89), weaker relationships with similar constructs (r = .29 to .62), and no relationship with a dissimilar construct.

Alec Jorge Calvo, University of Connecticut
Anna K. Nastasi, University of Connecticut
Vicki J. Magley, University of Connecticut
Janet L. Barnes-Farrell, University of Connecticut

Submitted by Alec Jorge Calvo, alec.calvo@gmail.com

396. Poster: 11:00AM–11:50AM Riverwalk

Organizational Efficacy, Employee Engagement, and Employee Commitment: A Field Study

To promote commitment and retention, many organizations focus on building high engagement work environments. But new research suggests that another critical commitment pathway may exist. This field study was conducted to explore the impact that organizational efficacy and employee engagement—considered together—have on employee commitment.

Anthony W. Caputo, Mercer|Sirota

Patrick K. Hyland, Sirota Survey Intelligence

Submitted by Anthony W. Caputo, acaputo@sirota.com

397. Poster: 11:00AM–11:50AM Riverwalk

Understanding Work Engagement From a Justice Perspective: An Intraindividual Approach

A framework relating work engagement and organization justice at the intraindividual level was examined. Although the hypotheses on intra-individual mechanisms were not supported, results established justice as a key predictor of engagement at the interindividual level. Intra and interindividual differences in engagement seemed to be predicted by distinct sets of factors.

Xin-Ling Choo, National University of Singapore
Al K. C. Au, National University of Singapore

Submitted by Xin-Ling Choo, xinlingc@gmail.com

398. Poster: 11:00AM–11:50AM Riverwalk

Economic Individualism and Job Engagement: A Moderated Mediation Model

Economic individualism is becoming more prominent but little is known about the implications of this characteristic for employee attitudes and behavior. This research examined connections with job engagement, proposing work motivation as a mediator and growth need strength as a moderator. Results supported the combined moderated mediation model.

Patrick D. Converse, Florida Institute of Technology
Nicholas Aaron Moon, Florida Institute of Technology
Jesse Caylor, Florida Institute of Technology
Kimberly E Crum, Florida Institute of Technology
Ngoc Son Duong, Florida Institute of Technology

Submitted by Nicholas Aaron Moon, nickmoon9@gmail.com

399. Poster: 11:00AM–11:50AM Riverwalk

Longitudinal Predictors of Career Calling: A Three-Wave Analysis

This poster investigated antecedents and outcomes of career calling in a 3-wave longitudinal study involving a sample of 5,886 college students. Clarity of professional identity, engagement in learning, and the presence of a supportive social environment were found to be antecedents of calling.

Anna Dalla Rosa, University of Padua
Michelangelo Vianello, University of Padova
Pasquale Anselmi, University of Padova

Submitted by Anna Dalla Rosa, dallarosa.anna@gmail.com

400. Poster: 11:00AM–11:50AM Riverwalk

The Curvilinear Influence of Social Embeddedness on Virtual Community Participation

Based on social network theory, this paper finds community members' social embeddedness in virtual community has a curvilinear (i.e. inverted U-shaped) effect on their participation behaviors via perceived autonomy. Besides, community member instability can moderate the relationship between members' social embeddedness and community participation behaviors.

Xiao Deng, Peking University

Submitted by Xiao Deng, deng_xiao@yeah.net

401. Poster: 11:00AM–11:50AM Riverwalk

Positive Effects of Perceived Appreciation at Work

Positive effects of perceived appreciation on work outcomes are proposed. This prediction is based on social exchange theory and the norm of reciprocity. In a cross-sectional (N = 183) and longitudinal (N = 117) study, appreciation positively predicted employee engagement and OCB. A moderating effect of reciprocity norms supports the view of appreciation as a socioemotional resource at work.

Rosemarie Gauglitz, Technische Universität Darmstadt
Nina Keith, Technische Universität Darmstadt

Submitted by Rosemarie Gauglitz, gauglitz@psychologie.tu-darmstadt.de

402. Poster: 11:00AM–11:50AM Riverwalk

Extraversion Facets, Status, and Job Satisfaction

Issues of trait bandwidth and trait–situation interactions have been scantly considered in the personality–job satisfaction literature. Addressing this gap with respect to Extraversion, authors observed that only the enthusiasm facet exerted a direct effect on job satisfaction. Conversely, the assertiveness facet–job satisfaction relationship depended upon workplace status.

Michael B. Harari, Florida Atlantic University
Arieana Thompson, Florida International University
Chockalingam Viswesvaran, Florida International University

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

403. Poster: 11:00AM–11:50AM Riverwalk

The Accumulation and Benefits of Engagement in a Merger: Role of Change Appraisals

Authors examine whether the accumulation of employees' work engagement during a merger is best understood through engagement enhancing positive or mitigating negative change appraisals. Results of 3-wave longitudinal data (N = 623) suggest that work engagement has a beneficial impact on positive and negative appraisals, but only negative appraisals influence subsequent changes in engagement.

Janne Kaltiainen, University of Helsinki
Jukka Lipponen, University of Helsinki
Mel Fugate, Southern Methodist University
Maria Vakola, Athens University of Economics and Business

Submitted by Janne Kaltiainen, janne.kaltiainen@helsinki.fi

404. Poster: 11:00AM–11:50AM Riverwalk

Affective Events and Work Engagement: Moderating Effects of State Mindfulness

This study examined the within-person effects of positive and negative affective events at the workplace on state engagement. Results showed that affective events can influence state engagement through self-serving causal attributions. Mindfulness moderated these effects such that positive events led to higher engagement and negative events to lower engagement but only when mindfulness was low.

Fong T. Keng-Highberger, Nanyang Technological University
Kapil Verma, Nanyang Technological University

Submitted by Fong T. Keng-Highberger, fongkeng@ntu.edu.sg

405. Poster: 11:00AM–11:50AM Riverwalk

Employee Stress, Engagement, and Work Outcomes

The relationship was examined between stress, engagement, and four employee outcomes: motivation, organizational citizenship behaviors (OCB), employee's use of work time (EUT), and self-reported absenteeism (SRA). Engagement had a stronger impact on motivation, EUT, and OCB than stress. Findings highlight the importance of cultivating employee engagement rather than focusing on stress.

Stephanie O. Lopez, Limeade
Brittany Dungan, Big Fish Games
Laura S. Hamill, Paris Phoenix Group
Shuo Lu, Limeade
Julianne Tillmann, Limeade

Submitted by Stephanie O. Lopez, osterdahls@spu.edu

406. Poster: 11:00AM–11:50AM Riverwalk

The Effect of Benefit Framing on Employee Program Participation Interest

Authors examined the effect of organizational program framing employee program participation. Participants viewed a program with varying recruitment messages: (a) positive valence of benefits, (b) negative valence of benefits, (c) employee benefits, or (d) company benefits. Participants had a higher participation interest when programs highlighted employee benefits or positively framed benefits.

David Mast, San Francisco State University
Kevin J. Eschleman, San Francisco State University

Submitted by Kevin J. Eschleman, kesch@sfsu.edu

407. Poster: 11:00AM–11:50AM Riverwalk

Work Engagement and Motivation: Distinct or Related Constructs?

Work engagement is widely known as a motivational construct; yet, an empirical investigation into its relationship with work-related motivation has not been conducted. Intrinsic motivation shares conceptual space with work engagement, and extrinsic motivation and work engagement have different relationships with key employee outcomes.

James C. Meaden, CEB, now Gartner

Liwen Liu, CEB, now Gartner
Mark Van Buren, CEB, now Gartner
Allison B. Yost, CEB, now Gartner
Submitted by James C. Meaden, james.meaden@gmail.com

408. Poster: 11:00AM–11:50AM Riverwalk

Performance Feedback: Does Delivery Person, Prior Relationship, and Direction Matter?

This poster examined the effects of who delivers performance feedback, prior relationship status, and the direction of feedback on employee satisfaction, retention, and engagement using participants in the service industry. Only direction of feedback had significant impact on satisfaction (η^2_p = 0.26), retention (η^2_p = 0.24), and engagement (η^2_p = 0.24).

Briana Marie Pascarelli, Hofstra University
Eric Bouillon, Independent Statistical Consulting Service
Joshua L. Brenner, Hofstra University
Gina Schirripa, Aon
Kevin D. Masick, Krasnoff Quality Management Institute
Comila Shahani-Denning, Hofstra University
Submitted by Briana Marie Pascarelli, briana.pascarelli@gmail.com

409. Poster: 11:00AM–11:50AM Riverwalk

Examining the Impact of Selection Practices on Subsequent Employee Engagement

It has long been asserted that engagement is highest for employees who "fit" better with their work. Therefore, it is crucial that applicants are provided information during the selection process that allows for accurate assumptions of fit to be made. This study examined the link between selection processes, the accuracy of employees' anticipated fit, and their ultimate levels of engagement.

Sofia Nicole Rodriguez, Tennessee Valley Authority
Christopher J. L. Cunningham, University of Tennessee at Chattanooga/Logi-Serve
Submitted by Sofia Nicole Rodriguez, snrodriguez@tva.gov

410. Poster: 11:00AM–11:50AM Riverwalk

Correlates of Resilience in Initial Army Training: Performance, Attitudes, Cohesion

The authors developed a soldier resilience measure and present relationships between this instrument and training performance, attitudes, and cohesion. Positive relationships exist between resilience and performance, job knowledge, adjustment, fit, retention, and cohesion; and negative relationships between resilience and disciplinary incidents, training failures, and attrition cognitions.

Elizabeth D. Salmon, U.S. Army Research Institute
Erin L. O'Brien, US Army Research Institute
Cristina D. Kirkendall, U.S. Army Research Institute
Submitted by Elizabeth D. Salmon, salmon.elizabeth.d@gmail.com

411. Poster: 11:00AM–11:50AM Riverwalk

Ecological Value Congruence and P–O Fit: Measurement, CSR, and Attitudes

This poster investigated various operationalizations of ecological value congruence and its effect on person–organization fit and employee attitudes. Moderating roles of emotional and financial CSR resources were examined. Results show support for a moderated mediation model. whereas various operationalizations showed differential effects on employee attitudes through impact on P–O Fit.

Marieke C. Schilpzand, Georgia Gwinnett College
Phillip Hartley, Georgia Gwinnett College
Rachel T. Hill, Bright Horizons Family Solutions
Submitted by Marieke C. Schilpzand, mschilpz@ggc.edu

412. Poster: 11:00AM–11:50AM Riverwalk

The Meaning of Work, Meaning Making and Well-Being

This study used a mixed methods approach to examine relationships among meaning making, meaning type, job characteristics, job involvement, and psychological well-being. Results suggest that socioeconomic factors, access to resources, and working conditions increase the likelihood of finding and benefiting from meaningful work.

Kimberly S. Scott, Northwestern University
Submitted by Kimberly S. Scott, k-scott@northwestern.edu

413. Poster: 11:00AM–11:50AM Riverwalk

Young Seasonal Employees: Work Conditions and Job Attitudes Contribution to Turnover

This study uses moderated regression to investigate how job demands, moderated by job resources, influence burnout, and engagement in the young seasonal employee population. Results support the notion that job resources moderate the relationship of job demands on engagement such that participants with the highest level of job resources showed the highest amount of engagement.

Marlee Wanamaker, Montclair State University
Valerie I. Sessa, Montclair State University
Submitted by Marlee Wanamaker, wanamakerm1@montclair.edu

414. Poster: 11:00AM–11:50AM Riverwalk

Job Satisfaction Over the Career Span: Comparing the Impact of Various Job Features

This study examines the relative importance and unique predictive validity of changes in a host of job features and other relevant factors in job satisfaction over a 35-year period using data from the 1979 National Longitudinal Survey of Youth (N = 12,686). Findings substantially deviate from employees' reports about contributors to job satisfaction and those drawn from cross-sectional data.

Carolyn J. Winslow, George Mason University
Joseph N. Luchman, Fors Marsh Group LLC
Seth A. Kaplan, George Mason University
Submitted by Carolyn J. Winslow, winslow.carolyn@gmail.com

415. Poster: 11:00AM–11:50AM Riverwalk

A Qualitative Study on Job Crafting

Using a qualitative method, the study examined employees' job crafting practices and determined how they align with and differ from existing conceptualizations of job crafting. Results from 101 participants indicated that there are multiple forms of job crafting that have been omitted from current definitions and research, suggesting the need for a more comprehensive model of job crafting.

Carol Mindy Wong, George Mason University
Lois E. Tetrick, George Mason University
Submitted by Carol Mindy Wong, cwong17@masonlive.gmu.edu

416. Poster: 11:00AM–11:50AM Riverwalk

Is Engagement Different for Tenure, Ethnicity, and Gender Across Industries?

This poster examined employee engagement across 5 industries (98 companies, over 3 million employees) by tenure, ethnicity, and gender. There were significant main effects for industry, tenure, and ethnicity, as well as significant interaction effects for industry by all 3 demographic variables.

Vivian A. Woo, Mercer|Sirota
Frances Taveras-Amato, Mercer|Sirota
Michael S. McGuire, Mercer|Sirota
Submitted by Vivian A. Woo, vivian.woo@mercer.com

417. Poster: 11:00AM–11:50AM Riverwalk

Justice, Commitment, and Time Are Intertwined: A Social Exchange Perspective

Integrating commitment theories with social exchange theory, a 3-wave longitudinal study (*N* = 534) was conducted to explore the dynamic relationship between justice and commitment profiles. Results indicated that a positive trajectory of distributive justice lead to the shift from a lower to a higher commitment profile.

Xiaohong Xu, Old Dominion University
Peng Zhao, Indiana University
Yisheng Peng, Hofstra University
Russell A. Matthews, University of Alabama
Submitted by Xiaohong Xu, redlittle1983@gmail.com

418. Poster: 11:00AM–11:50AM Riverwalk

Social Contagion: Social Network Ties Influence Coworkers' Job-Related Attitudes

Social information processing theory and social learning theory suggest that network ties shape employees' attitudes. Results of social network

analyses of data from 118 university employees indicated teaching ties were significantly related to the similarity in job satisfaction, suggesting the existence of social contagion between connected employees.

Xiaohong Xu, Old Dominion University
Aliaksandr Pautsina, Bowling Green State University
Clare L. Barratt, Bowling Green State University
Moira van Staaden, Bowling Green State University

Submitted by Xiaohong Xu, redlittle1983@gmail.com

419. Alternative Session Type with Presenters
11:00AM–11:50AM **Superior A**

Interactive Case Study in Common Roadblocks

The session is an interactive case study for the I/O practitioner. Attendees will engage in a discussion of four common project roadblocks in today's dynamic business and political environment. The session will be led by the key team members responsible for the design and implementation of a workforce planning process at the Department of Homeland Security's Science and Technology Directorate.

Lesley A. Perkins, CSRA, ***Chair***
Ivan Panov, US Department of Homeland Security, ***Presenter***
Samuel J. Posnock, CSRA, ***Presenter***
Jacqueline M. Spencer, CSRA, ***Presenter***

Submitted by Lesley A. Perkins, perkins.lesley@gmail.com

420. Debate: 11:30AM–12:50PM Chicago 6

The Great I-O Psychology Practice Debates: Addressing Critical Professional Issues

I-O psychology practice is facing new professional challenges/ competitors. Five leading I-O practitioners debate critical issues facing I-O practitioners: Are we psychologists? How are PhD level I-O practitioners different than master's graduates and other professionals? What will change over the next decade? A must attend session for all I-O practitioners.

Rob F. Silzer, HR Assess & Develop/ Baruch-CUNY, ***Chair***
Douglas H. Reynolds, DDI, ***Presenter***
Jeffrey J. McHenry, Rainier Leadership Solutions, ***Presenter***
John C. Scott, APTMetrics, Inc., ***Presenter***
Erica I. Desrosiers, Johnson and Johnson, ***Presenter***

Submitted by Rob F. Silzer, robsilzer@prodigy.net

421. Master Tutorial: 11:30AM–12:50PM Chicago 7

Tools to Increase Diversity, Utility, and Validity in Hiring Police Officers

Many police managers are stymied in their attempts to hire Black police officers due to the pervasive adverse impact that traditional employment tests have on Black candidates. This tutorial presents 15 tools (most novel or little used) to help police departments hire ethnically diverse academy classes while maintaining and even enhancing expected job performance.

Joel P. Wiesen, Applied Personnel Research, ***Presenter***

Submitted by Joel P. Wiesen, jwiesen_siop@appliedpersonnelresearch.com

422. Panel Discussion: 11:30AM–12:50PM Chicago 8

Data Dream Team: How and Why I-O Psychologists and Data Scientists Collaborate

This session focuses on how and why I-O psychologists and data scientists collaborate, the benefits, and the challenges. By determining how the 2 fields can help each other and work together, both can have a better view and response to using data to solve workplace issues. Panelists from both fields will discuss best practices and lessons learned from their organizations and experiences.

MultiDisciplinary

Stephanie J. Sands, SOLVE, ***Chair***
Nicholas Joseph Arreola, Creighton University, ***Panelist***
Matthew McCarville, Price Waterhouse Coopers, ***Panelist***
Shane M. McFeely, Gallup, ***Panelist***
Amy S. McFeely, Category One Consulting, ***Panelist***
Nate Watson, Contemporary Analysis, ***Panelist***

Submitted by Stephanie J. Sands, stephanie@solvetalent.com

423. Symposium/Forum: 11:30AM–12:50PM Chicago 9

The Influence of Contextual Factors on Emotional Labor Processes

Emotional labor reflects the management of emotions at work. This symposium brings together a diverse collection of papers that considers the role of contextual factors in shaping emotional labor processes, ranging from momentary customer behaviors to relatively stable organizational culture. The papers suggest implications for emotion regulation, leadership, organizational culture, and fit.

James M. Diefendorff, University of Akron, ***Chair***
Douglas Magill, University of Akron, ***Co-Chair***
Gina A. Seaton, University of Akron, James M. Diefendorff, University of Akron, ***Effects of Self-Construals and Customer Mistreatment on Emotion Regulation***
Sophie A. Kay, Georgia Institute of Technology, ***An Examination of Emotional Display Rules Using Situational Strength***
Katelyn England, Pennsylvania State University, Alicia A. Grandey, Pennsylvania State University, ***Signaling Emotional Culture in Recruitment: Gender and Personality Differences***
Tessly A. Dieguez, Florida Institute of Technology, Erin M. Richard, Florida Institute of Technology, ***Emotional Display Rule Conflict: When Personal and Organizational Expectations Differ***
Gordon M. Sayre, Pennsylvania State University, Alicia A. Grandey, Pennsylvania State University, Jason Dahling, The College of New Jersey, ***Understanding Emotional Labor Through Regulatory Focus and Fit***

Submitted by Douglas Magill, dpmdpm@vt.edu

424. Symposium/Forum: 11:30AM–12:50PM Chicago 10

Leaning In (or Out): Correcting Misperceptions of Women in Management

Gender impacts perceptions of behavior and has practical implications for women in management. This 5-paper symposium reexamines how gender roles shape self- and other perceptions of women in contexts involving leadership, competence, helping behaviors, and team interactions. These papers boldly challenge common beliefs about women in management in order to seek more nuanced explanations.

Diane M. Bergeron, Case Western Reserve University, ***Chair***
Melissa Cooper, Case Western Reserve University, ***Co-Chair***
Francesca Manzi, New York University, Madeline E. Heilman, New York University, ***The Effects of Gender Stereotypes on the Updating of Competence Perceptions***
Alice H. Eagly, Northwestern University, Mary Kinahan, Dublin Institute of Technology, Janine Bosak, Dublin City University, ***Where and Why Do Women Lead? Leadership for the Public Good Versus Private Profit***
Elizabeth M. Campbell, University of Minnesota, Debra L. Shapiro, University of Maryland, ***Capes and Aprons: How Gender Affects Appraisal of Proactivity When Things Go Wrong***
Diane M. Bergeron, Case Western Reserve University, Melissa Cooper, Case Western Reserve University, Kylie Rochford, Case Western Reserve University, ***The Other Good Soldiers: The Underrepresentation of Women's Citizenship Behavior***
Michelle Duguid, Cornell University, ***The Influence of Helping Women on Female Solos' Preference for Female Candidates***
Kylie Rochford, Case Western Reserve University,

Submitted by Kylie Rochford, kylie.rochford@case.edu

425. Symposium/Forum: 11:30AM–12:50PM Erie

Gender and the STEM Pipeline: Critical Points and I-O Best Practices

This symposium identifies key points along the pathway toward a STEM career and emphasizes ways research and practice can be utilized to encourage women and men to persist and thrive in their pursuit of STEM careers. Career aspirations, participation in professional development activities, development of soft skills and professionalism, and mentor support are discussed.

Debra A. Major, Old Dominion University, ***Chair***
Seterra Burleson, Old Dominion University, ***Co-Chair***
Chen Zuo, Rice Univeristy, Evan Mulfinger, Rice University, Fred Oswald, Rice University, ***Interests, Abilities, and STEM Aspirations of Women and First-Generation Students***
Katelyn Reynoldson, Old Dominion University, Debra A. Major, Old Dominion University, Xiaoxiao Hu, Old Dominion University, Kristi Shryock, Texas A&M University, ***Linking Students' Preentry Identity and Professional Development to Engineering Embeddedness***
Valerie N. Streets, Society for Human Resource Management, Bradley J. Brummel,

University of Tulsa, Michael Keller, University of Tulsa, Alison J. Kerr, University of Tulsa, ***Promoting STEM Student Employability Through Coaching Techniques***
Kristine J. Olson, Dixie State University, Ann H. Huffman, Northern Arizona University, ***The Role of Mentorship in Promoting STEM Student Career Optimism***
Robin R. Cohen, Johnson & Johnson, ***Discussant***

Submitted by Seterra Burleson, sburl002@odu.edu

426. Alternative Session Type with multiple papers: 11:30AM–12:50PM Gold Coast

Where Do We Stand? Alternative Methods of Ranking I-O Graduate Programs

In July 2016, a Call for Proposals was issued seeking proposals for new and unique methodologies for ranking I-O PhD and MA/MS programs that reflect the diversity of values and strengths across the field. Five proposals for alternative I-O program rankings have been accepted. In this session, each project team will discuss its findings. Then, a panel will discuss the implications of the findings.

Stephen J. Vodanovich, University of West Florida, Valerie J. Morganson, University of West Florida, Steven J. Kass, University of West Florida, ***Ranking I-O Master's Programs Using Objective Data From I-O Coordinators***
Yalcin Acikgoz, Appalachian State University, Timothy J. Huelsman, Appalachian State University, Amanda Renee Dixon, Appalachian State University, Amanda Ross, Appalachian State University, Jessica Swets, Appalachian State University, Ryan Olsen, Appalachian State University, Stephanie Jeffer, Appalachian State University, ***Student, Alumni, and Employer Ratings of I-O Psychology Master's Programs***
Michael B. Armstrong, Old Dominion University, Richard N. Landers, Old Dominion University, ***An Interdisciplinarity Index for I-O Psychology Graduate Programs***
Nicholas Howald, Bowling Green State University, Samantha A. Nesnidol, Bowling Green State University, Kristin A. Horan, Bowling Green State University, ***Ranking PhD I-O Programs by Quantity and Quality of Development Opportunities***
Jenna-Lyn R. Roman, Baruch College, CUNY, Christina N. Barnett, University of South Florida, Erin Eatough, Baruch College & The Graduate Center, CUNY, ***I-O Graduate Programs Rankings Based on Student Perceptions***
Joseph A. Allen, University of Nebraska at Omaha, Allison S. Gabriel, University of Arizona, Loren J. Naidoo, Baruch College & The Graduate Center, CUNY, David Sowinski, Vantage Leadership Consulting, ***Expert Panel Discussion***

Submitted by Nicholas P Salter, nsalter@ramapo.edu

427. Friday Seminar: 11:30AM–2:30PM Huron

Friday Seminar 3: Tools or Toys? Evaluating New Approaches to Prehire Assessment

PREREGISTRATION AND ADDITIONAL FEE REQUIRED.

New approaches to online assessment challenge the familiar text-based multiple-choice format with methods that incorporate gaming, video, AI, and so on. Do the approaches fulfill a promise of improving utility, efficiency, and candidate experience? This seminar provides an overview, demonstration, and critical analysis of methods from a test user's POV.

Meredith R. Coats, George Washington University, ***Coordinator***
Ben Hawkes, Shell International, ***Presenter***

Submitted by Meredith R. Coats, meredithcoats@gwmail.gwu.edu

428. Symposium/Forum: 11:30AM–12:50PM Michigan A

New Insights and Solutions to Workplace Mistreatment

Research on workplace mistreatment has exploded over the past decade, but many questions remain unanswered. This symposium introduces fresh perspectives on mistreatment constructs, consequences, explanatory factors, and strategies for reduction and remediation. It will conclude with an innovative brainstorming session, structured to stimulate novel ideas for translating science into practice.

Lilia M. Cortina, University of Michigan, ***Chair***
Kathrina Robotham, ***Co-Chair***
Jennifer R. Bozeman, West Chester University, J. Valerie Shan, University of Calgary, M. Sandy Hershcovis, University of Calgary, Nick Turner, University of Calgary, ***Supervisor Attributions: Linking Employee Performance and Abusive Supervision***
Kathrina Robotham, University of Michigan, Lilia M. Cortina, University of Michigan, ***Promoting Respect as a Solution to Gendered Violence in the Military***
Jared Koh, National University of Singapore, Sandy Lim, National University of Singapore, ***Trust Repair After Incivility***
Sergey Mazuritsky, University of Guelph, M. Gloria Gonzalez-Morales, University of Guelph, ***Perceptions of Incivility Based on Personality Characteristics: A Replication***
Barnini Bhattacharyya, Sauder School of Business, Jennifer L. Berdahl, University of Toronto, ***Can You See Me? Women of Colors' Experiences of Invisibility***

Submitted by Kathrina Robotham, kathrina@umich.edu

429. Symposium/Forum: 11:30AM–12:50PM Michigan B

Novel Perspectives on Stigma Identity Management in the Workplace

Scholarship on workforce diversity has recognized the importance of building understanding of the ways in which employees manage stigmatized identities at work. This symposium builds on foundational work on identity management that has focused mostly on sexual orientation minorities by examining these processes in important yet previously understudied groups.

Kristen P. Jones, University of Memphis, ***Chair***
Alex P Lindsey, Indiana University - Purdue University Indianapolis, ***Co-Chair***
Jessica M. Walker, Texas A&M University, Kelly Dray, Texas A&M University, Isaac E. Sabat, Texas A & M University, Alex P Lindsey, Indiana University - Purdue University Indianapolis, ***Political Identity Management: Team Outcomes of Political Orientation Diversity***
Brittney Amber, Indiana University-Purdue University Indianapolis, Alex P. Lindsey, Indiana University-Purdue University Indianapolis, Isaac E. Sabat, Texas A&M University, Afra S. Ahmad, Zayed University, Dominique Burrows, Indiana University-Purdue University Indianapolis, Sin-Ning Cindy Liu, Texas A&M University, ***The Consequences of Managing an Intersectional Atheist Identity at Work***
Devalina Nag, University of Memphis, Kristen P. Jones, University of Memphis, David F. Arena, Jr., University of Memphis, ***The Effect of Professional Image Maintenance Strategies on Work–Pregnancy Efficacy***
Lauren Sarah Park, Portland State University, K. Liana Bernard, Portland State University, Larry R. Martinez, Portland State University, ***Blinded by Beauty: Makeup Reduces Interpersonal Discrimination Against Women***
Sabrina D. Volpone, University of Colorado Boulder, Brent J. Lyons, York University, ***How Employees With Marginalized Identities Can Manage Authenticity Perceptions***

Submitted by Alex P Lindsey, aplindse@gmail.com

430. Friday Seminar: 11:30AM–2:30PM Ontario

Friday Seminar 4: Learning How to Use Unobtrusive Data Sources in Organizations

PREREGISTRATION AND ADDITIONAL FEE REQUIRED.

Innovative unobtrusive methods—such as digital trace data and wearable technology—hold great promise for researchers and practitioners seeking to understand workplace behavior. This session provides an application-focused introduction to these methods, to identify opportunities, and learn a process for implementing new unobtrusive methods at work.

Meghan A. Thornton-Lugo, University of Texas at San Antonio, ***Coordinator***
Andrew P. Knight, Washington University in St. Louis, ***Presenter***

Submitted by Meghan A. Thornton-Lugo, meghan.thornton@utsa.edu

431. Symposium/Forum: 11:30AM–12:50PM Sheraton 1

Work Context Effects on Personality and Leadership: Advancing Theory and Practice

Though there are exceptions, work context has been viewed as too unwieldy to fully study within organizational research. This symposium will share recent advancements in the intersection of work context, personality, and leadership. In addition to presenting new frameworks for understanding leaders work context, we will demonstrate the competitive advantage gained by incorporating context.

Allison B. Yost, CEB, now Gartner, ***Chair***
Allison B. Yost, CEB, now Gartner, Jeff W. Johnson, CEB, now Gartner, ***Work Context Effects on Personality and Leadership: Advancing Theory and Practice***
Allison B. Yost, CEB, now Gartner, Justin M. Raines, CEB, now Gartner, Mark Van Buren, CEB, now Gartner, ***Work Context: A Framework for Understanding and Predicting Leader Performance***
Nathan A. Hundley, University of Tulsa, Robert P. Tett, University of Tulsa, ***A Competency-Based Taxonomy of Leadership/Management Situations***
Jeff W. Johnson, CEB, now Gartner, ***Improving Validity and Diversity Through Context-Based Leader Selection***

Murray R. Barrick, Texas A&M University, Melanie K. Prengler, Texas A&M University, ***Joint Effects of Personality and Management Practices on Engagement and Performance***
Leaetta M. Hough, Dunnette Group, Ltd., ***Discussant***
Submitted by Allison B. Yost, abyost86@gmail.com

432. Symposium/Forum: 11:30AM–12:50PM Sheraton 2

Changing Perspectives of Employee Learning and Development

The study and practice of learning and development continues to evolve. Trends and changing perspectives on employee L & D are investigated. Shifts from a traditional perspective of employee development to a perspective taking into account the changing nature of work are examined. Focus is on issues in development of virtual workers, proactive employee development, and impact on trainers/mentors.

Erin Makarius, University of Akron, ***Co-Chair***
Barbara Z. Larson, Northeastern University, ***Co-Chair***
Erin Makarius, University of Akron, Barbara Z. Larson, Northeastern University, ***Developing Employees for Organic Virtual Work***
Alison Dachner, John Carroll University, Raymond A. Noe, Ohio State University, Jill E. Ellingson, University of Kansas, Brian Saxton, John Carroll University, ***Proactive Employee Development: A Contemporary Perspective on Employee Development***
Eric A. Surface, ALPS Insights, Reanna P. Harman, ALPS Insights, Inc., James Kemp Ellington, Appalachian State University, ***Using Formative Evaluation Data to Improve Trainer Performance and Effectiveness***
Stacy L. Astrove, John Carroll University, Maria Kraimer, University of Oregon, ***What and How Do Mentors Learn From Their Mentoring Experiences With Protégés?***
Submitted by Erin Makarius, makarius@uakron.edu

433. Panel Discussion: 11:30AM–12:50PM Sheraton 3

HR Analytic Acumen: The Missing Link for Successful Talent Analytics

HR

In this session, 5 large companies (Allstate, Eli Lilly, General Mills, Johnson & Johnson, and Pepsico) will discuss their efforts to increase analytic acumen in their HR functions. The panel will share key learnings and provide advice to others interested in developing analytic acumen within their own HR functions.

Richard J. Chambers, II, General Mills, ***Chair***
Jennifer Diamond Acosta, Allstate Insurance Company, ***Co-Chair***
Christina Fleck, PepsiCo, ***Panelist***
Fatos Kusari, Johnson & Johnson, ***Panelist***
Meghan R. Lowery, Eli Lilly and Company, ***Panelist***
David H. Oliver, Frito-Lay North America (div of PepsiCo), ***Panelist***
Submitted by Jennifer Diamond Acosta, jennifer.acosta@allstate.com

434. Master Tutorial: 11:30AM–12:50PM Sheraton 4

Machine Learning in R: A Tutorial and Jam Session

Machine learning algorithms are increasingly being used by organizations for workplace decision making. This tutorial introduces the fundamentals of machine learning (using R) before attendees are split into small groups to practice with a classic dataset.

Allen P Goebl, LeaderAmp, ***Presenter***
Jeff A. Jones, Korn Ferry, ***Presenter***
Sarah G Semmel, Twitter Inc., ***Presenter***
Submitted by Allen P Goebl, Goebl005@umn.edu

435. Symposium/Forum: 11:30AM–12:50PM Sheraton 5

Big Data Acquisition: Web Scraping, APIs, Sociometric Badges, Corporate E-mails

Big data offers organizational scientists an opportunity to undertake comprehensive investigations of psychological constructs, phenomena, and processes in primary research. The presentations in this symposium discuss 4 different methods (web scraping, APIs, sociometric badges, corporate e-mails) of acquiring big data for the purposes of investigating questions of organizational interest.

Goran Kuljanin, DePaul University, ***Chair***
Ashlyn Lowe, DePaul University, Neal Outland, DePaul University, Elizabeth Guth, DePaul University, Jake Weiss, DePaul University, Goran Kuljanin, DePaul University, ***Web Scraping and Data Wrangling: Overcoming Big Data Challenges***
Benjamin S. Listyg, University of South Florida, Michael T. Braun, University of South Florida, ***APIs and Big Data: Web Access to Organizational Databases***
Steve W. J. Kozlowski, Michigan State University, Chu-Hsiang Chang, Michigan State University, Christopher Dishop, Michigan State University, Subir Biswas, Michigan State University, Samantha K.B. Perry, Aptima, Inc., ***Targeted Big Data: Team Interaction Sensors***
Tara Brown, Aptima, Inc., Kara L. Orvis, Aptima, Inc., Robert McCormack, Aptima, Inc., Arwen Hunter DeCostanza, U.S. Army Research Laboratory, ***Harnessing the Power of Communication: Layering Multiple Big Data Sources***
Richard P. DeShon, Michigan State University, ***Discussant***
Submitted by Goran Kuljanin, gkuljani@depaul.edu

436. Symposium/Forum: 11:30AM–12:50PM Streeterville

The AC, You, and Me: Insights From an Interpersonal Perspective

Although assessment centers (ACs) are known to predict relevant selection and development outcomes, theoretical and practical questions persist about the conceptual foundations of AC functioning. This symposium emphasizes the role of interpersonal dynamics in ACs to offer conceptual perspectives and research insights on AC functioning.

Pia Ingold, University of Zurich, Switzerland, ***Chair***
Brian J. Hoffman, University of Georgia, ***Co-Chair***
George C. Thornton, III, Colorado State University, Deborah E. Rupp, Purdue University, Alyssa M Gibbons, Colorado State University, Adam J. Vanhove, James Madison University, ***Same-Gender and Same-Race Bias in Assessment Center Ratings: A Rating Error Approach***
Anna Luca Heimann, University of Zurich, Pia Ingold, University of Zurich, Brian J. Hoffman, University of Georgia, Martin Kleinmann, University of Zurich, ***Adopting an Interpersonal Perspective: What Kind of Leadership Is Captured in ACs?***
Christoph Nils Herde, Ghent University, Filip Lievens, Singapore Management University, ***Moment-to-Moment Interpersonal Behavior in AC Exercises: Some Unexploited Potential?***
Pia Ingold, University of Zurich, Martin Kleinmann, University of Zurich, ***ACs as Interpersonal Situations: Keeping Track of Promising Paths***
John P. Meriac, University of Missouri-St. Louis, ***Discussant***
Submitted by Pia Ingold, p.ingold@psychologie.uzh.ch

437. Alternative Session Type with Presenters 11:30AM–12:50PM Superior B

Misconduct in the Firehouse: How to Foster Cultural Change When Everyone Is Watching

Suffering from persistent bad press about employee misconduct and low morale, Clearwater Fire & Rescue chiefs reached out to local I-O psychologists for help. During this interactive session, attendees will hear directly from Clearwater's fire chiefs as well as I-O psychology, HR, and public relations professionals about an intervention to diagnose and address the department's challenges.

Leslie A. Miller, LanneM TM, LLC/University of Oklahoma, ***Chair***
Michael B. Zia Mian, Mian Talent Solutions, ***Presenter***
Scott Ehlers, Clearwater Fire & Rescue, ***Presenter***
Michelle Kutch, City of Clearwater, ***Presenter***
Marvin Pettingill, Clearwater Fire & Rescue, ***Presenter***
Ruby A. Daniels, University of Oklahoma, ***Presenter***
Sara D. Pemble, United Healthcare/School of Advanced Studies, UOPX, ***Presenter***

MultiDisciplinary

Submitted by Leslie A. Miller, drlesliemiller@hotmail.com

438. Panel Discussion: 11:30AM–12:50PM Wrigleyville

User-Driven Leader Feedback Tools

To increase the seeking out and use of feedback for leader development, organizations are reimagining their processes for how leaders can get the feedback they need to improve their behavior and the teams they lead. Panelists will share examples that embody these new approaches and discuss challenges and lessons learned with an academic perspective represented.

Stephen F. Young, Center for Creative Leadership, ***Co-Chair***
Cindy McCauley, Center for Creative Leadership, ***Co-Chair***
Jason Dahling, The College of New Jersey, ***Panelist***
Kyle D. McNeal, Johnson & Johnson, ***Panelist***
Brodie Gregory Riordan, McKinsey & Company, ***Panelist***
Christopher T. Rotolo, PepsiCo, ***Panelist***
Claire N. White, TIAA, ***Panelist***
Nathan E. Wiita, RHR International, ***Panelist***
Submitted by Stephen F. Young, youngs@ccl.org

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Boost Your 360 IQ

"Strategic 360 Feedback: Applications, Challenges & Opportunities"

Michigan B Session C: Thurs April 19, 2018 @ 12:00 PM - 1:20 PM

The editors of the upcoming Handbook of Strategic 360 Feedback will be joined by contributors and experts to discuss themes emerging from this soon-to-be-published resource.

Coming in 2018 from Oxford University Press:

The Handbook of Strategic 360 Feedback

Edited by Allan Church, David Bracken, John Fleenor & Dale Rose

Contributing Authors:

Adrian Furnham
Alexis Fink
Allan Church
Allison Traylor
Anna Marie Valerio
Beth Linderbaum
Chris Rotolo
Christine Corbet Boyce
Cindy McCauley
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David Bracken
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Eduardo Salas
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Jay Conger
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Tracy Maylett
Vicki Vandaveer
Warner Burke
William Macey
William Shepherd

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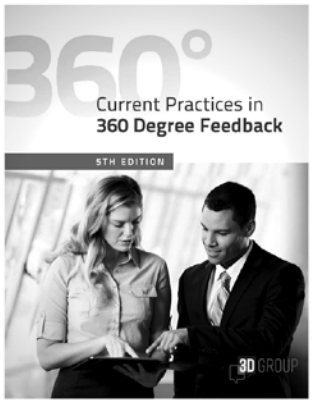

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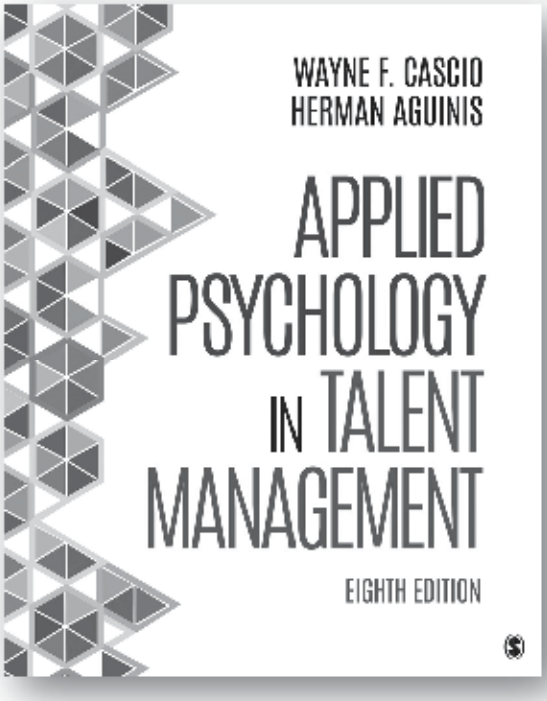

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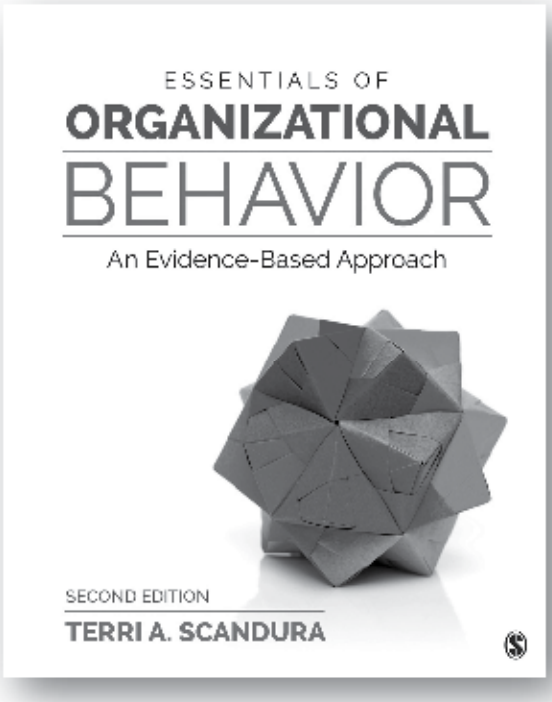

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439. Community of Interest: 12:00PM–12:50PM Mayfair
Collaborating Across Scientific Disciplines: Making I-O More Cross-Disciplinary
The science and practice of I-O psychology can be advanced by considering the theories and methods of other scientific disciplines. In this community of interest, attendees can discuss the areas of science they have integrated into their work and some of the challenges they have encountered when trying to take an interdisciplinary approach to I-O psychology and how they overcame them.

MultiDisciplinary

Dorothy R. Carter, University of Georgia, ***Host***
Autumn D. Krauss, Sentis, a Propulo Group Company, ***Host***
Dev K. Dalal, University at Albany, State University of New York, ***Coordinator***
Submitted by Dev K. Dalal, dev.dalal@gmail.com

Poster Session (Global/Personality/Coaching/Justice/Attitudes): 12:00PM–12:50PM Riverwalk

440. Poster: 12:00PM–12:50PM Riverwalk
Personality and Job Search Behaviors: A Context-Based Meta-Analytic Review
Relations among personality traits, job search behaviors, and the impact of context moderators on these relations were evaluated through a meta-analysis. A review of 53 articles (N = 22,365) revealed smaller effect sizes than previously reported, regardless of the type of job search behavior. Job search context was found to moderate personality–job search relations.

Trenton J. Adams, Illinois Institute of Technology
Meghan L. Pickett, Illinois Institute of Technology
Steve T. Discont, Illinois Institute of Technology
Samuel T. McAbee, Bowling Green State University
Submitted by Trenton J. Adams, the.trent.adams@gmail.com

441. Poster: 12:00PM–12:50PM Riverwalk
Leading Boundary-Spanning Employees: A Qualitative Study
Employees sometimes resist working beyond their functional boundaries with coworkers from other units due to motivational and coordination issues. Research emphasizes the role of leaders in supporting such employees and improving collaboration outcomes. Findings from focus group discussions are reported that explored the content and scope of effectively leading boundary-spanning employees.

SinHui Chong, Michigan State University
Iris Wong, Civil Service College, Singapore
Submitted by SinHui Chong, chongsin@msu.edu

442. Poster: 12:00PM–12:50PM Riverwalk
Contextualizing HRM in Emerging Markets: The Case for Context-Specific Competencies
Contextualization is a route to stronger theory, greater methodological rigor, and more meaningful lessons for practice. This study proposes 3 context-specific competencies that respond to the unique global context of emerging markets and the associated demands for human resource management (HRM): recognizing perspectives, managing relationships, and navigating uncertainty.

Alexander J. Corner, Georgia State University
Leigh Anne Liu, Georgia State University
Allan W. Bird, Northeastern University
Submitted by Alexander J Corner, ajcorner@gsu.edu

443. Poster: 12:00PM–12:50PM Riverwalk
Exit, Voice, and Loyalty Among Women Faculty
Voice represents employee opportunities to influence the decision-making process (Farndale, Van Ruiten, Kelliher, & Hope-Hailey, 2011; Folger, 1977). Authors proposed and tested a conditional process model in which voice has both direct and indirect effects on affective commitment through procedural justice, and gender moderates all paths. Evidence was found for a conditional, indirect effect.

Nikola Fedorowicz, University of Houston
Allison M. Tringale, University of Houston
Tiffany M. Bisbey, Rice University
Alec B. Nordan, University of Houston
Amanda L. Palmer, E. & J. Gallo Winery
Charissa Samaniego, University of Houston
L. A. Witt, University of Houston
Submitted by L. A. Witt, witt@uh.edu

444. Poster: 12:00PM–12:50PM Riverwalk
Dominance Versus Mastery: Agentic and Communal Goals Across Two Cultures
Authors assessed the factor structure of Diekman et al.'s (2010) measure of communal and agency goals among Americans (Study 1) and Israeli women (Study 2). Results indicated that the measure assesses communal, mastery, and dominance goals. Communal and dominance goals related to gender and perceived fit in organizations described as affording these goals. Cross-cultural differences also emerged.

Abigail Folberg, University of Nebraska-Omaha
Taylor Gehringer, University of Nebraska-Omaha
Carey S. Ryan, University of Nebraska-Omaha
Submitted by Abigail Folberg, afolberg@unomaha.edu

445. Poster: 12:00PM–12:50PM Riverwalk
Social Capital and Refugees' Labor Market Entry
This poster examined how social capital (SC) can support labor market integration of refugees. Interviewed refugees (n = 36) had access to different types of vertical and horizontal bridging and bonding SC during labor market integration in Germany. Types of SC used may affect outcome of integration process. Vertical bridging SC was found to be especially valuable to refugees.

Dina Gericke, Hochschule Bremen University of Applied Sciences
Anne Burmeister, University of Bern
Juergen Deller, Leuphana University of Lueneburg
Leena Pundt, Hochschule Bremen University of Applied Sciences
Submitted by Dina Gericke, MA, dina.gericke@hs-bremen.de

446. Poster: 12:00PM–12:50PM Riverwalk
Learning From Errors: Experimental Evidence From the US, Germany, and Hungary
This study investigates the effects of severity of error consequences and closeness of the person who commits an error on learning from errors. Vignette experiments (N = 588) were conducted in the US, Germany, and Hungary. People learned more from errors when consequences were severe (vs. mild) and when errors were made by oneself (vs. others). Americans learned more than Germans or Hungarians.

Dorothee Horvath, Technical University of Darmstadt
Alexander Klamar, Leuphana University of Lueneburg, Germany
Nina Keith, Technical University of Darmstadt
Michael Frese, NUS Business School
Submitted by Dorothee Horvath, horvath@psychologie.tu-darmstadt.de

447. Poster: 12:00PM–12:50PM Riverwalk
Moderators of the Relationship Between Proactive Personality and Turnover
This study examines the relation between proactive personality and voluntary turnover, as well as the moderating influences of participation in development activities and perceptions of available career opportunities within an archival data set of 295 participants from a multinational organization.

Amy F. Huber, jobZology
Alexandra Ilie, Illinois State University
Dan Ispas, Illinois State University
Dragos G. Iliescu, Bucharest University
Romania, Kevin L. Askew, Montclair State University
Submitted by Amy F. Huber, amy@jobzology.com

448. Poster: 12:00PM–12:50PM Riverwalk
Procedural Justice Is Linked to Work Effort and Thriving via Motivational Processes
This study examined the mediating mechanisms explaining why procedural justice may result in increased work effort and thriving of employees. Three waves of data were obtained from full-time US employees. The results showed that both psychological empowerment and organization-based self-esteem did indeed mediate the links between procedural justice and employees' work effort and thriving.

Minseo Kim, Central Michigan University
Terry A. Beehr, Central Michigan University
Submitted by Minseo Kim, kim4m@cmich.edu

449. Poster: 12:00PM–12:50PM Riverwalk

Predicting Coaching Effectiveness for Managers as Coaches

The purpose of this study was to examine the relationship between managerial coaching competencies and direct reports' perceptions of coaching effectiveness. A multilevel regression analyzed whether coaching behaviors (relationships, accountability, development) predicted coaching effectiveness. All factors significantly predicted the dependent variable. A new model is presented.

Audrey M. Kinase Kolb, Seattle Pacific University
Amanda M. Munsterteiger, Seattle Pacific University
Justin F. Cospito, Seattle Pacific University
Joey Collins, Seattle Pacific University

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

450. Poster: 12:00PM–12:50PM Riverwalk

Time and Time Again: A Cross-cultural Comparison of Meeting Lateness

Authors investigate the relationship between meeting punctuality and perceived meeting outcomes, such as effectiveness, satisfaction, and counterproductive meeting behaviors, across China, Germany, Italy, Netherlands, and the United States. Working adults were asked to recall their last workplace meeting then made comparisons between meetings that started on time and meetings that started late.

Nicole B. Landowski, University of Nebraska at Omaha
Joseph A. Allen, University of Nebraska at Omaha
Nale Lehmann-Willenbrock, University of Amsterdam
Steven G. Rogelberg, University of North Carolina Charlotte
Lorenzo Lucianetti, University of Chieti and Pescara
Annike Meinecke, Braunschweig University of Technology
Jiajin (Sophie) Tong, Peking University

Submitted by Nicole B. Landowski, nicolelandowski@gmail.com

451. Poster: 12:00PM–12:50PM Riverwalk

Reexamining the Perceived Migration of I-O Psychology to Business Schools

The argument that I-O psychologists are increasingly moving to business schools is investigated. Findings provide support for the high impact of research in both I-O psychology and business departments, and indicate a more complex migration trend than previously identified. Unintended consequences of the current trend are discussed, with an eye towards the future of I-O psychology as a field.

Patrick Jay Lee, Baruch College, City University of New York
Juliet Aiken, University of Maryland
Tiancheng Chen, Arlington County Government
Marcus W. Dickson, Wayne State University
Paul J. Hanges, University of Maryland
Charles A. Scherbaum, Baruch College, City University of New York

Submitted by Patrick Jay Lee, patrick.lee@baruch.cuny.edu

452. Poster: 12:00PM–12:50PM Riverwalk

Using Profile Similarity Metrics to Increment Personality Test Validity: *R* = .53

This study compared predictive validity of 10 personality scales that were scored using either profile similarity metrics (PSMs) or conventional scores. Regression analyses against performance metrics demonstrated higher validities for PSM scores than conventional scores for each scale; higher validity for PSM-based composite scores than conventional-based composite scores, $R = .43$ versus $R = .31$.

Peter Legree, U.S. Army Research Institute for the Behavioral and Social Sciences
Alisha M. Ness, CRFP
Robert Kilcullen, U.S. Army Research Institute for the Behavioral and Social Sciences

Submitted by Peter Legree, Peter.J.Legree.civ@mail.mil

453. Poster: 12:00PM–12:50PM Riverwalk

Reciprocal Relationships Between Dispositional Optimism and Career Outcomes

This study examined dynamic reciprocal relationships in recursive cycles between dispositional optimism and a number of career outcome variables including income, coworker support, supervisor support, job satisfaction, and depressive symptoms. Latent change score modeling of data from a 5-wave longitudinal study generally support the reciprocal relationships.

Wen-Dong Li, Chinese University of Hong Kong
Michael Frese, NUS Business School
Doris Fay, Potsdam University
Zhaoli Song, National University of Singapore
Hong Zhang, Chinese University of Hong Kong

Submitted by Wen-Dong Li, oceanbluepsy@gmail.com

454. Poster: 12:00PM–12:50PM Riverwalk

Personality Change in Older Working Adults: Examining Antecedents and Outcomes

Using 3 waves of longitudinal data from a nationally representative sample of older working adults, this poster (a) demonstrated mean-level changes in Conscientiousness and Neuroticism, (b) examined workplace discrimination and financial distress as antecedents to personality changes, and (c) modeled changes in personality as predictors of changes in work and well-being outcomes.

Mengqiao Liu, DDI
Jason L. Huang, Michigan State University

Submitted by Mengqiao Liu, mengqiao.liu@ddiworld.com

455. Poster: 12:00PM–12:50PM Riverwalk

Where Are You Really From? Effects of Voice–Appearance Incongruities in the Workplace

This survey study examines the experiences of immigrants working in the U.S. Findings show that incongruity between an individual's voice and appearance led to decreased self-esteem, but high levels of nationality identity centrality buffered these effects. These interactions impacted job satisfaction, turnover intentions, and person–organization fit through these differences in self-esteem.

Sin-Ning Cindy Liu, Texas A&M University
Isaac E. Sabat, Texas A&M University
Kelly Dray, Texas A&M University
Dan Manh Nguyen, Texas A&M University

Submitted by Sin-Ning Cindy Liu, sinning.cindy.liu@tamu.edu

456. Poster: 12:00PM–12:50PM Riverwalk

CEO Humility and the Five-Factor Model of Personality

An exploration of the personality bases of CEO humility was conducted using the 5 factor model. The sample included 102 American male CEOs. A computerized content analysis of CEO interviews was used to measure personality, whereas measures of CEO humility were coded from public sources and documents. Results show that Conscientiousness and Extraversion may be bases of CEO humility.

Tiffany Maldonado, University of Houston Downtown
William D. Spangler, Binghamton University
Dusya Vera, University of Houston

Submitted by William D. Spangler, spangler@binghamton.edu

457. Poster: 12:00PM–12:50PM Riverwalk

Thriving at Work: The Effect of Feedback Environment and Social Exchange

This paper aims to synthesize the indirect relationship between the recent conceptualizations of feedback environment and thriving at work. This study is the first known to combine the recent research streams of feedback environment and thriving at work by examining the relationship between the 2 constructs as mediated by leader–member exchange and perceived organizational support.

Chad J Marshall, U.S. Army AMRDEC

Submitted by Chad J Marshall, cjm1423@jagmail.southalabama.edu

458. Poster: 12:00PM–12:50PM Riverwalk

Identifying and Predicting Leadership Derailment

This study examined why leaders who completed a consulting firm's assessment process subsequently derailed and if personality could predict derailment. Analysis of interviews with executive coaches showed poor interpersonal skills and egotism were major factors of derailment. Firth logistic regression supported an interaction between CPI personality scales that significantly predicted derailment.

Christa B. Mason, Leadership Worth Following, LLC

Submitted by Christa B. Mason, christa@worthyleadership.com

459. Poster: 12:00PM–12:50PM Riverwalk

Mobile Test Takers: Usage Rates by Country

The focus of this study is to better understand mobile device testing across countries. Authors examine similarities between country wealth, consumer sharing data by device, and devices used to complete selection assessments. There was a significant positive correlation between mobile device consumers and mobile device assessment users (r = .53, p = .03).

Trevor D. McGlochlin, Select International
Amy Gammon, Select International
Mei-Chuan Kung, Select International
Ted B. Kinney, Select International
Allison N. Besl, Select International
Submitted by Trevor D. McGlochlin, tmcglochlin@selectintl.com

460. Poster: 12:00PM–12:50PM Riverwalk

Development of a Decentered, Multilingual Repatriation Adjustment Scale

The development of the Repatriation Adjustment Scale, a tool for conducting research on the factors that contribute to better work and life adjustment by workers returning from overseas assignments, is described. The 6-dimension scale was developed in Arabic, Chinese, English, Spanish, and Japanese using a decentered test development strategy.

Yumiko Mochinushi, Florida Institute of Technology
Raad G Alzaidalsharief, Aramco Services Company
Brigitte K. Armon, Cox Communications
Stephanie Champion, Florida Institute of Technology
Xiaowen Chen, Florida Institute of Technology
Hairong Jiang, M.S., Florida Institute of Technology
Oreoluwa O Osikoya, Florida Institute of Technology
Ambar Rodriguez, Florida Institute of Technology
Leah R. Wolfeld, McChrystal Group
William K. Gabrenya, Jr., Florida Institute of Technology
Submitted by William K. Gabrenya, Jr., gabrenya@fit.edu

461. Poster: 12:00PM–12:50PM Riverwalk

Examining the Area of Functioning Composition of a HEXACO Based Personality Test

Subject matter experts were used to sort the items of a HEXACO based personality test according to whether each item predominantly measures affect, behavior, cognition, or desires. These categories are collectively referred to as areas of functioning (AoFs). The AoF composition of the test is described, as are implications of these AoFs, including improved prediction.

Matthew J. Mol, University of Tulsa
Bradley J. Brummel, University of Tulsa
Submitted by Matthew J. Mol, matthew-mol@utulsa.edu

462. Poster: 12:00PM–12:50PM Riverwalk

Failing to Live Up to Your Espoused Values? Employees Strike Back

The importance of external third-party justice is substantiated by demonstrating different antecedents and consequences than first-person justice. Results supported customer orientation authenticity as incrementally predictive of external third-party justice beyond organizational authenticity and external third-party justice as a predictor of rule breaking in favor of the external party.

Catherine Anne Neale, North Carolina State University,
Justin Travis, North Carolina State University
Submitted by Justin Travis, jtravis@ncsu.edu

463. Poster: 12:00PM–12:50PM Riverwalk

Playing Experience and NFL Head Coaching Success: An Action Learning Perspective

Utilizing an action learning perspective and the constructive-developmental theory of adult development, a sample of NFL head coaches is utilized to examine the relationships between early career developmental experiences and long-term career success. Results suggest robust connections between playing experiences in the NCAA and NFL, and future career success as an NFL head coach.

Brett H. Neely, Pennsylvania State University
Jeffrey B. Lovelace, University of Virginia
Timothy G. Kundro, Pennsylvania State University
Samantha England, Pennsylvania State University
Samuel T. Hunter, Pennsylvania State University
Submitted by Jeffrey B. Lovelace, jeffrey.b.lovelace@gmail.com

464. Poster: 12:00PM–12:50PM Riverwalk

The Grateful Disposition and Psychological Well-Being: A Meta-Analytic Review

This poster examined the relationships between the grateful disposition and various facets of psychological well-being. Results suggest significant positive relationships between gratitude and positive categories and indicators of well-being, and significant negative relationships between gratitude and negative categories and indicators of well-being. Moderators were also examined.

Florencio Portocarrero, Baruch College and the Graduate Center, CUNY
Michael L Ekema-Agbaw, Baruch College and the Graduate Center, CUNY
Katerina Gonzalez, Baruch College and the Graduate Center, CUNY
Submitted by Michael L Ekema-Agbaw, michael.ekema-agbaw@baruch.cuny.edu

465. Poster: 12:00PM–12:50PM Riverwalk

Pay Fair: Dynamic Changes in Teachers' Fairness Determinations

Two ways in which fairness might be determined were examined—through self-interest or moral virtue. Authors examine the inputs (education, experience, effort) teachers' use when making judgments about salary allocation and how those inputs change over time. Results show a pattern of self-interest over 10 years, suggesting that teachers choose the input that maximizes their own salaries.

Gordon M. Sayre, Pennsylvania State University
Michael E. Hoffman, Johnson & Johnson
Elizabeth M. Grimaldi, Pennsylvania State University
Alexander S. McKay, Pennsylvania State University
Robert D.Reimer, USAF Academy
Susan Mohammed, Pennsylvania State University
Submitted by Gordon M. Sayre, gms5518@psu.edu

466. Poster: 12:00PM–12:50PM Riverwalk

Enhancing 360 Assessment Outcomes With Coaching: A Look at "If" and "Why" it Works

An investigation of 43 federal government leaders revealed that administering 360 assessments in combination with coaching, rather than alone, resulted in greater reactions, learning, behavior, results, and maintenance/generalization outcomes by increasing the quality of leaders' independent/joint review of their 360 results and utilization of those results in forming developmental action plans.

Mary Jane Sierra, Centers for Disease Control and Prevention
Monita Outland, CNI Advantage
Daniel McDonald, Centers for Disease Control and Prevention
Submitted by Mary Jane Sierra, mjsierra@outlook.com

467. Poster: 12:00PM–12:50PM Riverwalk

Measuring Leader Personality: Proxy Variables Versus Computerized Content Analysis

Measuring CEO personality is difficult because CEOs are not accessible. Therefore, researchers use proxy variables, though they have limitations. This poster proposes that computerized content analysis of CEO interviews provides a more valid measure of hard-to-measure leader characteristics than commonly used proxy variables. Results from study of CEO grandiose narcissism support this claim.

William D. Spangler, Binghamton University
Kristin L. Sotak, SUNY Oswego
Jayoung Kim, Binghamton University, State University of New York
Submitted by Kristin L. Sotak, kristinlee333@gmail.com

468. Poster: 12:00PM–12:50PM Riverwalk

Antecedents and Outcomes of Employee Repatriation Adjustment: A Meta-Analytic Review

Effect sizes between antecedent variables and repatriation adjustment are combined. Corrected meta-analytic effect sizes for occupational and non-occupational variables on repatriation adjustment ranged from r = -.21 to r = .74. Repatriation adjustment was also significantly related to job satisfaction (from r = .34 to r = .46) and turnover intentions (from r = -.32 to r = -.15).

Nathaniel Van Heuveln, Pearson VUE
Daren S. Protolipac, St. Cloud State University
Catherine Hoepner, Saint Cloud State University
Submitted by Nathaniel Van Heuveln, natevanh@gmail.com

469. Poster: 12:00PM–12:50PM Riverwalk

Individual Difference in Motivation During Leader Development

A theoretical framework is presented that suggests that not only does motivation to lead drive motivation to develop as a leader (MTDL) but so do learning goal orientation and implicit theories of leader development. A study of 212 midshipmen from the US Naval Academy support the conception of MTDL as an individual difference that predicts feedback seeking during a leader development experience.

David Wallace, U.S. Naval Academy
Stephen J. Zaccaro, George Mason University

Submitted by David Wallace, dmwallac@usna.edu

470. Alternative Session Type with Presenters: 12:00PM–12:50PM Superior A

Working, Leading and Learning Virtually: Storytelling and Roundtable Discussion

Telecommuting continues to rise, and global, virtual teams are becoming the norm. However, there are mixed reviews on the effectiveness of this virtual work context. Four I-O practitioners from John Deere, PepsiCo, Cisco and Infor will share stories of enabling virtual leaders, learners, and the broader workforce through a highly interactive format to stimulate best practice sharing.

Victoria J. Smoak, PepsiCo, Inc., ***Co-Chair***
Hannah Murphy, Cisco, ***Co-Chair***
Melinda J. Moye, John Deere, ***Presenter***
Jill Mowry Strange, Infor, ***Presenter***

Submitted by Victoria J. Smoak, Victoria.Smoak@pepsico.com

471. Master Tutorial: 1:00PM–2:20PM Chicago 6

Social Media Use in Selection: The Promise, Pitfalls, Policies, and Legal Protections

MultiDisciplinary

Social media use in selection is a common HR practice. There are, however, issues with its reliability, validity, and legality, which organizational policies can address. This multidisciplinary session will explore the changing landscape of social media in selection. The promise and pitfalls, recent case law, and suggest language for selection policies and training methods will be discussed.

Kimberly W. O'Connor, Esquire, Indiana University-Purdue University Fort Wayne, ***Presenter***
Gordon B. Schmidt, Indiana University-Purdue University Fort Wayne, ***Presenter***
Shawn Bergman, Appalachian State University, ***Presenter***
Kristl Davison, University of Memphis, ***Presenter***

Submitted by Gordon B. Schmidt, schmi306@gmail.com

472. Symposium/Forum: 1:00PM–2:20PM Chicago 7

Technological Job Disruptions: The Role of Industrial-Organizational Psychology

Industrial-organizational psychologists have yet to substantially contribute to the discussion on technological job disruption, despite the growing importance of technology's impact on workers and constructs often examined in I-O. This symposium illustrates the need for I-O psychologists, highlights relevant theories, and reviews initial research in order to move this discussion forward.

Karl W. Kuhnert, Univ of Georgia, ***Chair***
Muriel G. Clauson, University of Georgia, ***Co-Chair***
Olivia H. Vande Griek, University of Georgia, ***Co-Chair***
Muriel G. Clauson, University of Georgia, Olivia H. Vande Griek, University of Georgia, ***Exponential Technological Disruption and Opportunity: An I-O Perspective***
Gina M. Bufton, Georgia Institute of Technology, Howard M. Weiss, Georgia Institute of Technology, ***The Role of Automation in the Experience of Agency in Work***
Mike Morrison, Michigan State University, ***The Psychological Case for Utopia: Toward an Optimistic Future of Work***
William L. McLane, University of Georgia, Young-Jae Kim, University of Georgia, Paul Weiler, University of Georgia, William Keith Campbell, University of Georgia, ***Liberation or Limitation: Technology-Driven Job Disruption and Worker Motivation***

Submitted by Muriel G. Clauson, mgclauson@gmail.com

473. Symposium/Forum: 1:00PM–2:20PM Chicago 8

Augmenting Safety Climate Theory: Mediators and Moderators

Safety climate is a well-established construct, having been investigated for over 30 years. Consequently, it is now time to extend safety climate theory to examine mediators and moderators of the climate–performance relationship. This symposium broadens safety climate's nomological network and conditions under which the safety climate–performance relationship is attenuated and strengthened.

Andrew F. Neal, University of Queensland, ***Chair***
Tristan Casey, Office of Industrial Relations, Andrew F. Neal, University of Queensland, Mark Griffin, University of Western Australia, ***Safety Climate as a Mechanism for System Control***
Madelynn Stackhouse, University of North Carolina at Greensboro, Nick Turner, University of Calgary, ***Safety Climate, Coworker Engagement, and Safety Effectiveness***
Madison E. Hanscom, Colorado State University, Stephanie A. Andel, University of South Florida, Megan N. Naude, Colorado State University, Autumn D. Krauss, Sentis, a Propulo Group Company, ***The Moderating Influence of Organizational Learning Within the Safety Domain***
Archana Manapragada, Florida International University, Valentina Bruk Lee, Florida International University, Arieana Thompson, Florida International University, Laura Heron, Florida International University, ***Examining the Impact of Psychosocial Hazards on Safety in Nurses***

Submitted by Tristan Casey, tristan.casey@oir.qld.gov.au

474. Symposium/Forum: 1:00PM–2:20PM Chicago 9

I-O to the Rescue: Managing Crises in the Aftermath of Hurricane Harvey

In the aftermath of Hurricane Harvey, it is critical to revisit how the profession can contribute to the prevention and response following major natural disasters and crises. This symposium, through its research on climate scientists, first responders, and Harvey volunteer workers, illustrates ways in which I-Os can support personnel in disaster recovery and best practices in crisis management.

Tracey E. Rizzuto, Louisiana State University, ***Chair***
Julie Dinh, Rice University, ***Co-Chair***
Alexander Snihur, Florida International University, Julie J. Lanz, University of Nebraska-Kearney, Archana Manapragada, Florida International University, ***Climatologist Stress: Are Climate Scientists Feeling the Heat?***
Denise L. Reyes, Rice University, Ryan Brown, Rice University, Armin Pajand, Rice University, Thomas A. Kolditz, Rice University, ***In Extremis Leadership in a Natural Disaster: Rice University Harvey Action Team***
Julie Dinh, Rice University, Denise L. Reyes, Rice University, Eduardo Salas, Rice University, ***Sustaining Good Samaritans: Hurricane Harvey and Volunteerism Over Time***
Samantha R. Dubrow, George Mason University, Michael Shulman, George Mason University, Elisa M. Torres, George Mason University, Christian Wyeth Dobbins, U.S. Army Research Institute, Stephen J. Zaccaro, George Mason University, Brenda Bannan, George Mason University, ***Leader Roles and Shifts in Crisis Management Multiteam Systems***
Stephanie A. Andel, University of South Florida, Shani Pindek, University of Haifa, Remle Crowe, National Registry of EMTs, Rebecca Cash, National Registry of EMTs, Paul E. Spector, University of South Florida, ***Examining the Impact of Traumatic Event Exposure in the Emergency Medical Services***

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

475. Symposium/Forum: 1:00PM–2:20PM Chicago 10

Beyond Surveys and Experiments: Innovations in Workplace Diversity Research Methods

New approaches to studying and managing diversity and inclusion practices build understanding of how D&I influences the workplace. These innovations are critical to understanding the effects of diversity on organizations and promote effective strategies for managing D&I. Presentations in this symposium provide novel approaches to studying diversity and useful insights for D&I practitioners.

Fred G. Macoukji, University of South Florida, ***Co-Chair***
Larry R. Martinez, Portland State University, ***Co-Chair***
Kelcie Grenier, University of North Carolina at Charlotte, Enrica N. Ruggs, University of North Carolina at Charlotte, Karoline Summerville, University of North

Carolina, Chris Marshburn, University of North Carolina, ***Likes and Retweets: Are We Neglecting Social Media as Viable Workplace Support?***
Scott Tonidandel, Davidson College, Eden B. King, Rice University, Richard A. Guzzo, Mercer, Min Park, Mercer (US) Inc., ***When Team Faultlines Give Rise to Disintegrated Network Dynamics***
Nicholas A. Smith, Portland State University, Theresa Hernandez, Portland State University, Larry R. Martinez, Portland State University, ***Unlikely Hero: Graphic Novels Elicit Prejudice Confrontation Better Than Video***
Fred G. Macoukji, University of South Florida, Wendy L. Bedwell, PACE Consulting Solutions, LLC, Danielle Crawford, University of South Florida, ***Something Borrowed, Something New: A New Approach to Diversity Training***
Alex P Lindsey, Indiana University-Purdue University Indianapolis, ***Discussant***
Submitted by Fred G. Macoukji, FredMacoukji@mail.usf.edu

476. Panel Discussion: 1:00PM–2:20PM Erie

Using Social Network Analysis to Understand Complex Teams

Teams today are increasingly adopted complicated structures (e.g., virtual, multiple memberships), and I-O scholars lack the appropriate tools to model this complexity and interdependence. The goal of this panel is to discuss the theoretical and methodological approaches for using social network analysis as one way to understand complex teams and organizational systems.

MultiDisciplinary

Amanda L. Thayer, University of Akron, ***Chair***
Ketaki Sodhi, University of Akron, ***Co-Chair***
Alexandra D. Petruzzelli, University of Akron, ***Co-Chair***
Prasad Balkundi, University at Buffalo, ***Panelist***
Dorothy R. Carter, University of Georgia, ***Panelist***
Noshir Contractor, Northwestern University, ***Panelist***
Leslie A. DeChurch, Northwestern University, ***Panelist***
Andrew J. Slaughter, US Army Research Institute, ***Panelist***
Submitted by Ketaki Sodhi, ks225@zips.uakron.edu

477. Panel Discussion: 1:00PM–2:20PM Gold Coast

Validation in 21st Century: Legal Issues, Globalization, and All That Jazz

Validation experts will discuss complex validation case studies around 3 themes: legal issues, globalization, and when criterion-related validation is not the best choice. They will discuss the case and what they did to deal with the intricacies. Best practices for conducting and analyzing validation studies in the real world while balancing organizational restraints will also be discussed.

Amy Gammon, Select International, Inc., ***Chair***
Arthur Gutman, DCI Consulting, ***Panelist***
Mei-Chuan Kung, Select International, Inc., ***Panelist***
Lilly Lin, Korn Ferry, ***Panelist***
Liberty J. Munson, Microsoft, ***Panelist***
Matthew C. Reeder, Human Resources Research Organization (HumRRO), ***Panelist***
Submitted by Amy Gammon, gammona@gmail.com

478. Community of Interest: 1:00PM–1:50PM Mayfair

Communicating I-O Psychology to Society: Taking a Seat at the Decision Table

Despite the growth of the I-O psychology field in recent years, most people do not know what I-O psychology is. In order to expand our reach and improve our communities, I-O psychologists need ways to communicate the need for and value of I-O psychology to a wider audience. In this community of interest, attendees will discuss ways to demystify I-O psychology and elevate its influence.

Stephen Stark, University of South Florida, ***Host***
Stephanie A Zajac, Houston Methodist Hospital-MITIE Simulation Center, ***Host***
Jason G. Randall, University at Albany, SUNY, ***Coordinator***
Submitted by Jason G. Randall, jgrandall@albany.edu

479. Debate: 1:00PM–2:20PM Michigan A

Is Competency Modeling Flawed?

This session is intended to stimulate dialogue among scientists, practitioners, and practicing scientists on competency modeling (CM). Points of view as to whether and how competency models are flawed will be debated. The audience will be engaged in evaluating arguments and providing ideas on how to move the field of CM forward in practice and research.

Lynn Collins, BTS, ***Chair***
Jurgen Bank, BTS, ***Presenter***
Johan A. Julin, County of Los Angeles, ***Presenter***
Brian J. Ruggeberg, Aon, ***Presenter***
Juan I. Sanchez, Florida International University, ***Presenter***
Thomas A. Stetz, Hawaii Pacific University, ***Presenter***
Thomas H. Stone, Oklahoma State University, ***Presenter***
Submitted by Lynn Collins, lynn.collins@bts.com

480. Alternative Session Type with Presenters 1:00PM–2:20PM Michigan B

Engagement Mythbusters: Challenging the Credibility of Five Common Claims

A panel of seasoned practitioners pooled data to challenge 5 prevalent employee engagement beliefs: few are engaged, managers drive engagement, employee Net Promoter scores are imperative, employees resist change, and generational differences are meaningful. Each panelist presents pooled findings for audience members to judge claims as busted, plausible, or confirmed.

Paul M. Mastrangelo, CEB, now Gartner, ***Chair***
Greg A. Barnett, The Predictive Index, ***Presenter***
Alexis A. Fink, Intel Corporation, ***Presenter***
Jeffrey A. Jolton, PwC, ***Presenter***
Sara P. Weiner, Glint, ***Presenter***
Submitted by Paul M. Mastrangelo, docpmm@gmail.com

Poster Session (Training/Job Analysis/Work-Family/Ergonomics/Teaching/HR): 1:00PM–1:50PM Riverwalk

481. Poster: 1:00PM–1:50PM Riverwalk

Exploring the Impact of a Self-Efficacy Based Training Intervention on Sales Growth

This longitudinal study conducted in a chain of stores examines the impact of a self-efficacy based training intervention on sales performance. Evidence that the training intervention, based on key elements of active learning, affected not only individual level attitudes, but also was associated with business unit (store) level financial performance is presented.

Luis M. Arciniega, Instituto Tecnologico Autonomo de Mexico (ITAM)
Anna Servitje, Instituto Tecnologico Autonomo de Mexico (ITAM)
David J. Woehr, University of North Carolina Charlotte
Submitted by Luis M. Arciniega, larciniega@itam.mx

482. Poster: 1:00PM–1:50PM Riverwalk

Self-Efficacy Does Not Mediate Training's Effect on Performance on a Mental Task

Researchers in the area of training and motivation have concluded that training causes improvements in performance via, at least partially, training's influence on self-efficacy. This study contradicts this conclusion using a moderation-of-process design. Results demonstrate that self-efficacy might not always play a causal role in determining training's influence.

Kyle A. Bayes, Ohio University
Leah R. Halper, Ohio University
Jeffrey B. Vancouver, Ohio University
Submitted by Kyle A. Bayes, kb100313@ohio.edu

483. Poster: 1:00PM–1:50PM Riverwalk

Performance and Transactive Memory in Dispatch Teams: A Conditional Process Approach

This study examines the role of transactive memory's (distributed knowledge about teammates' specializations) impact on team performance when the task environment is highly interdependent and overall performance depends upon a single team member. A third-stage moderated serial mediation model is tested and supported.

C. Ryan Bearden, Middle Tennessee State University
Glenn E. Littlepage, Middle Tennessee State University
Submitted by Christopher Bearden, crb3g@mtmail.mtsu.edu

484. Poster: 1:00PM–1:50PM Riverwalk

The Role of Friendship for the Well-Being of Working Adults

Although work–life issues have received increasing attention as a determinant of worker well-being, most of this research has focused on

balancing one's work and family roles, whereas other important nonwork roles have received less attention. This research extends this literature by exploring the role of friendship for working adults' well-being.

Lydia Craig, Lauren Kuykendall, George Mason University

Submitted by Lydia Craig, lcraig3@gmu.edu

485. Poster: 1:00PM–1:50PM Riverwalk

Wearing Many Hats: How Employee Personal Life Engagement Enriches Creativity at Work

Building on the theory of work–family enrichment, this study demonstrates that employees who tend to engage more in personal activities beyond work and family benefited through both instrumental and affective paths, wherein creativity at work was enhanced. These relationships were also moderated by an individual's openness to experience.

Victoria Daniel, Wilfrid Laurier University
Yujie Zhan, Wilfrid Laurier University

Submitted by Victoria Daniel, dani4250@mylaurier.ca

486. Poster: 1:00PM–1:50PM Riverwalk

The Effect of Rating Source on Training Needs Assessment Ratings

Organizations make significant annual investments in employee training and development. This study examined mean differences in training needs assessment (TNA) ratings obtained from different sources among a sample of 1,271 municipal employees. Findings suggest that TNA ratings should be interpreted with consideration given to their source.

Phillip Dillulio, Old Dominion University
Konstantin Cigularov, Old Dominion University

Submitted by Phillip Dillulio, phillip.dillulio@gmail.com

487. Poster: 1:00PM–1:50PM Riverwalk

Latent Classes in Job Analysis Ratings: Evidence for Artificial Inflation

This project used latent class cluster analysis to identify subgroups of raters who artificially inflated their responses to job analysis items. Results show high inflation of individual and aggregate item scores and lowered interrater agreement among inflators but no differences in job performance or response time. The same pattern was found across 3 independent samples.

Jacob S. Fischer, Edward Jones
Garett C. Foster, University of Missouri–St. Louis

Submitted by Jacob S. Fischer, jacob.fischer@edwardjones.com

488. Poster: 1:00PM–1:50PM Riverwalk

Critical Job Family Competencies: Sales Versus Customer Support

This study used data-driven best practices to identify the most critical competencies for 2 job families: sales and customer support. Although subject matter experts rated some competencies as critical across the job families, key competencies were unique to each job family.

Karen M. Fuhrmeister, Hogan Assessment Systems
Kimberly S. Nei, Hogan Assessment Systems
Leah S. Tecle, University of Tulsa
Rose Fonseca, University of Tulsa

Submitted by Karen M. Fuhrmeister, kfuhrmeis@gmail.com

489. Poster: 1:00PM–1:50PM Riverwalk

The Effects of Human Capital Flows and Age on the HPWS–Performance Link

Authors examine the effects of human capital flows on the linkage between high-performance work system (HPWS) and firm performance and the moderation of workforce youthfulness on these effects. Analysis of multitime, multisource dataset revealed that inflow enhances the HPWS–performance linkage but outflow weakens it. Furthermore, the latter pattern worsened when firms had younger workforce.

Kyongji Han, Baylor University
Youngsang Kim, The Chinese University of Hong Kong
Andrea Kim, Sungkyunkwan University
David Jinwoo Chung, Sungkyunkwan University

Submitted by Kyongji Han, Kyongji_Han@baylor.edu

490. Poster: 1:00PM–1:50PM Riverwalk

Curiosity, Skill Acquisition, and Adaptation: A Piecewise Latent Trajectory Analysis

This lab study examined the effects of interest- and deprivation-type epistemic curiosity during skill acquisition and adaptation to an unforeseen task change. Piecewise latent trajectory analysis indicated stronger effects for interest-type curiosity and that the positive effect of interest-type epistemic curiosity on adaptation appears to be mediated by prechange performance.

Jonathan Huck, University of Oklahoma
Eric A. Day, University of Oklahoma
Li Lin, University of Oklahoma
Ashley Jorgensen, University of Oklahoma
Joseph A. Westlin, University of Oklahoma
Jay H. Hardy, III, Oregon State University

Submitted by Jonathan Huck, huck@ou.edu

491. Poster: 1:00PM–1:50PM Riverwalk

Non-Normality of Performance Produces Incorrect Utility Analysis Results

Authors conducted utility analyses using 20 samples of cumulative individual output (e.g., publications, words typed), encompassing several occupations (e.g., research, sales) across 75,170 individuals. Results showed that when the normality assumption is not tenable, the underestimation of utility ranges from -77.82% to -28.39% (i.e., from -$12,287,549 to -$5,062,757).

Harry Joo, University of Dayton
Herman Aguinis, George Washington University
Joowon Lee, George Washington University
Hannah Kremer, George Washington University
Isabel Villamor, George Washington University

Submitted by Harry Joo, harryjoo19@gmail.com

492. Poster: 1:00PM–1:50PM Riverwalk

Examining Agreement in Job Analysis Ratings of Cognitive and Noncognitive KSAOs

Agreement in job analysis ratings of cognitive and noncognitive knowledge and skills between incumbent and supervisor raters were investigated. Findings indicate that noncognitive knowledge and skills were rated as both more important and more necessary at entry overall, but supervisors rated cognitive knowledge and skills as more important and necessary at entry than did incumbents.

Anne E. Kato, The Graduate Center & Baruch College, CUNY
Charles A. Scherbaum, The Graduate Center & Baruch College, CUNY
Marcus W. Dickson, Wayne State University
Jeffrey L. Crenshaw, Personnel Board/Centrus Personnel Solutions
Brian L. Bellenger, Personnel Board of Jefferson County AL
Sarah Beckman, Northwestern University
Harold W. Goldstein, The Graduate Center & Baruch College, CUNY
Ken Yusko, University of Maryland/College Park

Submitted by Anne E. Kato, annie@anniekato.com

493. Poster: 1:00PM–1:50PM Riverwalk

A Review of Using Physiological Measurement in Team Settings

New capabilities in sensor technologies enable real-time measurement of individual physiological states, promising capturing relationships between team members' physiological dynamics. Use of physiological measures in team research, including the types of measures used, how measures are related to team constructs, and what types of validity evidence exist for physiological measures, is examined.

Sadaf Kazi, Johns Hopkins University
Salar Khaleghzadegan, Johns Hopkins University
Julie Dinh, Rice University
Eduardo Salas, Rice University
Michael A. Rosen, Johns Hopkins

Submitted by Sadaf Kazi, sadafkazi@jhmi.edu

494. Poster: 1:00PM–1:50PM Riverwalk

Core Self-Evaluations as a Source of Inaccuracy in Job Analysis Ratings

This study finds that core self-evaluation exerts a biasing effect on job analysis ratings, resulting in higher ratings and less discrimination among job components. To encourage theory building, results are framed in the context of 2 personality-based theories: trait activation theory and the theory of purposeful work behavior. Practical implications for practitioners are provided.

James N. Kurtessis, Society for Human Resource Management (SHRM)
Lindsay A. Northon, Society for Human Resource Management (SHRM)
Alexa J. Doerr, Towson University
Ashley A. Miller, Society for Human Resource Management (SHRM)

Alexander Alonso, Society for Human Resource Management (SHRM)
Casey S. Brooks, Society for Human Resource Management (SHRM)
Submitted by James N. Kurtessis, jnk7711@gmail.com

495. Poster: 1:00PM–1:50PM Riverwalk

Comparing Personality Factors and Facets to Predict Workplace Driving Accidents

Work examining personality factors and accidents has yielded inconclusive results, but evidence suggests that higher order factors are less accurate predictors. Three studies compare the efficacy of higher order personality factors and lower order facets with accident involvement in truck drivers and find that personality facets predict substantially more variance than personality factors.

Karen Landay, University of Alabama
Peter D. Harms, University of Alabama
Dustin Wood, University of Alabama
Shashi Nambisan, University of Alabama
Submitted by Karen Landay, karenmichellelanday@gmail.com

496. Poster: 1:00PM–1:50PM Riverwalk

SIOP Select: S. Rains Wallace Dissertation Award: Unpacking the Process of Cross-Unit Coordination

This study advances a contextualized meso-theory concerning how coordination occurs at the interface between units, the influence of individuals on the process, and how to improve it. A mixed-method, multilevel, interrupted time-series study conducted at a large hospital in the U. S. supports the influence of individual characteristics varying by role and level of situational strength.

Margaret M. Luciano, Arizona State University
Submitted by Margaret M. Luciano, margaret.luciano@asu.edu

497. Poster: 1:00PM–1:50PM Riverwalk

Positive Work–Life Outcomes: Leveraging Self-Compassion and Balance

In line with the conservation of resources theory, findings from 135 working professionals indicate self-compassion is associated with increases in work–life balance, life satisfaction, and job satisfaction, and reductions in burnout at work and home. Work–life balance also plays a mediating role between self-compassion and the examined outcomes. Implications are discussed.

Jessica M. Nicklin, University of Hartford
Kevin Seguin, Aetna, Inc.
Christopher P. Cerasoli, UnitedHealth Group, Inc.
Submitted by Jessica M. Nicklin, nicklin@hartford.edu

498. Poster: 1:00PM–1:50PM Riverwalk

The Impact of High-Performance Work Practices on Project Success

This study examines the direct and indirect effects of high-performance work practices (HPWPs) on project efficiency and effectiveness, mediated by behavioral engagement. Findings show that specific HPWPs predict efficiency and effectiveness outcomes and that behavioral engagement mediates some of these relationships. Implications for project management research and practice are discussed.

Tosin Adekunle Olateju, University of Canterbury
Joana C. Kuntz, University of Canterbury
Submitted by Tosin Adekunle Olateju, adekunle.olateju@pg.canterbury.ac.nz

499. Poster: 1:00PM–1:50PM Riverwalk

Employee Retribution: When Work–Family Boundaries Go Awry

This poster investigated work interference with family (WIF) as a full mediator between segmentation/integration value congruence and unethical work behavior (UWB) intentions. Also explored was whether conscientiousness moderated the WIF–UWB intentions relationship. Findings revealed that low-conscientious employees experiencing higher levels of WIF showed greater intentions to engage in UWB.

Dena H. Rhodes, Hogan Assessments
Lisa W. Sublett, University of Houston-Clear Lake
Lisa M. Penney, University of South Florida Sarasota-Manatee
Submitted by Dena H. Rhodes, drhodes@hoganassessments.com

500. Poster: 1:00PM–1:50PM Riverwalk

An Experimental Investigation of the Effect of Cubicles on Perseverance

Previous studies have examined the effect of cubicles on task performance in open plan offices. However, it is unclear to what extent the observed effects are due to the presence of others or to the design itself. Two experiments are presented that show that when a worker is alone in a large room, a cubicle partition can increase perseverance in difficult tasks.

Adam Charles Roberts, Nanyang Technological University
George Christopoulos, Nanyang Technological University
Chee-Kiong Soh, Nanyang Technological University
Submitted by Thomas Rockstuhl, TRockstuhl@ntu.edu.sg

501. Poster: 1:00PM–1:50PM Riverwalk

Intrinsic Motivation, Training Reactions, Learning, and Motivation to Transfer

The effects of intrinsic motivation, reactions to training, and learning on motivation to transfer training were examined using hierarchical regression analyses. Findings indicate intrinsic motivation and reactions to training predict motivation to transfer (R^2=.45), whereas learning did not predict it.

Joshua Royes, University of Tulsa
Alexander Toan Diep, University of Tulsa
Anupama Narayan, University of Tulsa
Submitted by Anupama Narayan, anupama-narayan@utulsa.edu

502. Poster: 1:00PM–1:50PM Riverwalk

Utilizing Training to Improve Employee Psychological Well-Being and Self-Esteem

Authors evaluated the effectiveness of an employee development program using a pre- and postprogram survey design. Significant increases in employee general self-efficacy, leader self-efficacy, imagination/openness, resilience to change, conscientiousness, and work engagement were found. Authors discuss how these individual-level increases may lead to enhanced organizational outcomes.

Ryan P. Royston, University of Nebraska at Omaha
Kevin S. Mitchell, Abigail Folberg, University of Nebraska at Omaha
Roni Reiter-Palmon, University of Nebraska at Omaha
Joseph A. Allen, University of Nebraska at Omaha
Sarah Noll-Wilson, ARAG Legal
Submitted by Ryan P. Royston, rroyston@unomaha.edu

503. Poster: 1:00PM–1:50PM Riverwalk

Active Student Responding: Student Perceptions and the Impact of Personality Traits

This study examined students' perceptions of and engagement with active student responding (ASR) techniques as they relate to student performance and personality. This study extends the research of Zayac, Ratkos, Frieder, and Paulk (2016). Findings suggest that not all ASR techniques are equally effective. Practical implications and suggestions for educators are offered.

Adriane M.F. Sanders, Austin Peay State University
Alaina C. Keim, Bellarmine University
Thaddeus B. Rada-Bayne, Edinboro University
David R. Earnest, Towson University
Michael Austin Chitwood, Austin Peay State University
Submitted by Adriane M.F. Sanders, sandersam@apsu.edu

504. Poster: 1:00PM–1:50PM Riverwalk

Atmosphere Perception: Linking a Supportive Physical Environment and Work Outcomes

This study tested whether room atmosphere mediates the effects of the physical environment on work outcomes. Participants completed multiple pre- and postacademic activity surveys. The presence of supportive room elements showed indirect effects—mediated by the atmospheric factors of detachment, tenseness, and liveliness—to predict performance, need for recovery, and vigor, respectively.

Konrad Senf, University of Hohenheim
Erik Dietl, University of Hohenheim
Anna Steidle, University of Hohenheim
Submitted by Erik Dietl, erik.dietl@uni-hohenheim.de

505. Poster: 1:00PM–1:50PM Riverwalk

Facilitators and Barriers to Academic Careers for Women in STEM

Facilitators and barriers to faculty in STEM disciplines were examined. A questionnaire was administered to capture faculty experiences. Few differences between women and men and between STEM and non-STEM were found. Women more often perceived fair hiring practices as a facilitator; men more often reported course load reductions for research.

Elizabeth L. Shoenfelt, Western Kentucky University
Reagan D. Brown, Western Kentucky University
Chase L. Bolton, Western Kentucky University
Jacqulyn Cavanaugh, UPS

Submitted by Elizabeth L. Shoenfelt, betsy.shoenfelt@wku.edu

506. Poster: 1:00PM–1:50PM Riverwalk

Perceptions of Leader Emotions During a Crisis: Does Gender Matter?

This poster examined perceptions of leaders expressing anger or sadness during an organizational crisis. Participants (n = 160) read a vignette describing the crisis and the leader's response. Female leaders expressing sadness were perceived as more likable, trustworthy, and warm than male leaders expressing sadness. There were no significant gender differences for anger.

Gabriel Stavsky, Hofstra University
Tomuke Ebuwei, Hofstra University
Kahlil King, Drexel University
Leslie M. Migliaccio, BTS
Comila Shahani-Denning, Hofstra University

Submitted by Gabriel Stavsky, gstavsky1@pride.hofstra.edu

507. Poster: 1:00PM–1:50PM Riverwalk

A Personality-Based Job Analysis of Politicians: The Public's Perspective

MultiDisciplinary

Politicians represent their public constituents to make important decisions at the local, state, and federal levels of government. A personality-based job analysis was conducted and citizens were asked to rate the characteristics and competencies important for these roles. Ratings based on political affiliation and present what the public describes as a successful politician were compared.

Michael A. Tapia, Hogan Assessment Systems
Chase Winterberg, University of Tulsa

Submitted by Michael A. Tapia, michaelalbertotapia@gmail.com

508. Poster: 1:00PM–1:50PM Riverwalk

Free Agent Spending and Team Success: Implications for "Make" Versus "Buy" Decisions

This poster examined the relationship between talent buying and organizational performance with Major League Baseball free agent acquisition data from 2006 to 2015. Findings indicate greater talent buying had no short-term effects but positive long-term effects, and organizational performance negatively predicted short-term turnover but positively predicted long-term turnover and talent buying.

Adam J. Vanhove, James Madison University
Adam E. Lindberg, James Madison University

Submitted by Adam J. Vanhove, vanhovaj@jmu.edu

509. Poster: 1:00PM–1:50PM Riverwalk

Same Job, Different Job: Task Differences Between Men and Women in Police Work

This poster examined the task rating differences between men and women in law enforcement positions from 5 agencies. Findings indicate that men and women differ in their ratings of the frequency and importance with which they perform certain law enforcement tasks.

Nicholas J. Walion, HumRRO
Todd Baker, HumRRO

Submitted by Nicholas J. Walion, nicholaswalion@gmail.com

510. Poster: 1:00PM–1:50PM Riverwalk

Perceptions of Peers With Visible Disabilities: Disability Type and Acknowledgement

A 3 Type of Disability (motor tic, verbal stutter, none) x 3 Acknowledgement Strategy (competence stereotype, interactional knowledge, emotion) mixed design was used on evaluations of a potential work partner. Partners with a visible disability, particularly a motor tic, were devalued relative to controls. Providing an acknowledgement improved evaluations, depending on outcome and gender.

Julie H. Wayne, Wake Forest University
Nicole Gertenbach, Wake Forest University
Derek R. Avery, Wake Forest University
Jackson M. Wayne, Wake Forest University

Submitted by Julie H. Wayne, waynej@wfu.edu

511. Panel Discussion: 1:00PM–2:20PM Sheraton 1

Invisible Eye or Helping Hand? The Present and Future of Organizational Surveillance

Surveillance is a rapidly changing and ubiquitous feature of many organizations. New surveillance practices may change our understanding of performance, motivation, and well-being, in addition to having adverse or positive effects on workers. This panel brings together experts to discuss the current state of knowledge on surveillance and offer predictions for the future.

Tara S. Behrend, George Washington University, ***Chair***
David L. Tomczak, George Washington University, ***Co-Chair***
John R. Aiello, Rutgers University, ***Panelist***
Wayne F. Cascio, University of Colorado Denver, ***Panelist***
Laurel A. McNall, SUNY Brockport, ***Panelist***
Jeffrey M. Stanton, Syracuse University, ***Panelist***

Submitted by David L. Tomczak, davetomczak@gwu.edu

512. Master Tutorial: 1:00PM–2:20PM Sheraton 2

High-Quality Qualitative Research: An Introduction to the Grounded Theory Approach

This interactive session offers an introduction to grounded theory, an accepted and versatile qualitative research approach. Using the exemplar of a grounded theory study recently published in the *Journal of Applied Psychology,* participants will learn the steps needed and the pitfalls to be avoided to successfully conduct and publish grounded theory research in I-O psychology.

Annika Wilhelmy, Portland State University, ***Presenter***

Submitted by Annika Wilhelmy, a.wilhelmy@psychologie.uzh.ch

513. Panel Discussion: 1:00PM–2:20PM Sheraton 3

Engaging the Board: Driving Deep Talent Conversations at the Top

Corporate boards are increasingly interested in understanding the talent needs of the organizations they manage. In this session, experts in board relations and leaders of organizations discuss how talent and HR can play a critical role in driving these conversations, leveraging analytics and providing insight into talent strategies that will engage board members and create valuable insights.

HR

Matthew R. Millard, NuVasive, Inc, ***Chair***
Van M. Latham, PathPoint Consulting, ***Panelist***
Pete M. Leddy, NuVasive, ***Panelist***
Christine Rivers, Korn Ferry Hay Group, ***Panelist***
Anthony Rucci, The Ohio State University, ***Panelist***
Josh Sandifer, Natera, ***Panelist***
Chris Scalia, The Hershey Company, ***Panelist***
Paul C. Winum, RHR International LLP, ***Panelist***

Submitted by Matthew R. Millard, matt.r.millard@gmail.com

514. Master Tutorial: 1:00PM–2:20PM Sheraton 4

Quantitative and Qualitative Data Preparation for Machine Learning Applications

Machine learning algorithms can be used to dissect, analyze, and reveal insights from data. This tutorial illustrates data processing techniques that help to prepare both quantitative and qualitative data to be used for machine learning applications.

Li Guan, University of Georgia, ***Presenter***
Mengqiao Liu, DDI, ***Presenter***

Submitted by Mengqiao Liu, mengqiao.liu@ddiworld.com

515. Panel Discussion: 1:00PM–2:20PM Sheraton 5

Managing Creativity and Innovation in Organizations

Organizations believe they must out innovate the competition, but what are they really doing to manage performance in a way that fosters creativity? This panel explores how employees are experiencing creativity in their roles, how to make creativity a priority, how research can inform management practices, and what gaps exist between research and practices for managing creative performance.

Ben Wigert, Gallup, ***Chair***
Teresa M. Amabile, Harvard University, ***Panelist***
Molly Maymar, Accenture, ***Panelist***
Anuradha Ramesh, Google, ***Panelist***

Roni Reiter-Palmon, University of Nebraska-Omaha, ***Panelist***
Christina E. Shalley, Georgia Institute of Technology, ***Panelist***
Submitted by Ben Wigert, ben_wigert@gallup.com

516. Symposium/Forum: 1:00PM–2:20PM Streeterville

New Frontiers of Professional Networking Research

Although professional networking is lauded as an essential professional activity, little research investigates the networking phenomenon itself. The papers in this symposium offer novel approaches to investigating professional networking, shedding light on emergent issues, such as motivations for networking, the utility of networking for job search, and how people experience networking events.

Caitlin M. Porter, University of Houston, Sang Eun Woo, Purdue University, Nicole Alonso, University of Houston, Galen Synder, University of Houston, ***Development and Validation of the Professional Networking Motives Inventory***
Patricia C. Dahm, California Polytechnic State University, Theresa M. Glomb, University of Minnesota, ***Family-to-Work Conflict and Enrichment Effects on Regulatory Focus and Networking***
James Rigby, University of Houston, Caitlin M Porter, University of Houston, ***How Do People Initiate Professional and Personal Network Relationships?***
Connie R. Wanberg, University of Minnesota, Edwin A. J. Van Hooft, University of Amsterdam, Songqi Liu, Georgia State University, Borbala Csillag, University of Minnesota, ***Learning to Network During Job Search: Effects of an Online Training Program***
Laura Marie Wingender, University of Cologne, Hans-Georg Wolff, University of Cologne, ***Depleted but Happy: Resource Drain and Gain Processes at Networking Events***
Submitted by Caitlin M Porter, caitlinmporter@gmail.com

517. Alternative Session Type with Presenters 1:00PM–2:20PM Superior A

Day in the Life: Learning and Development Consultants in Practice

This practitioner-oriented session will walk through common learning and development challenges from beginning to end. Using a combination of self-reflection and rotating roundtables, participants will discuss 3 core training activities commonly faced in our profession: consultation and needs analysis, development of scalable learning solutions, and evaluation/analytics.

Tiffany R. Poeppelman, LinkedIn, ***Chair***
Amy DuVernet, Training Industry, Inc, ***Co-Chair***
Cristina I. Gutierrez, Marriott International, ***Presenter***
Melissa M. Harrell, Google, ***Presenter***
Chris Kubisiak, CEB, now Gartner, ***Presenter***
Jessica Thornton, Wells Fargo, ***Presenter***
Submitted by Tiffany R. Poeppelman, tiffanyripley@gmail.com

518. Panel Discussion: 1:00PM–2:20PM Superior B

Ancient Mysteries of Organizational Change: Solved!

There is a need to quantify and qualify attitudes toward organizational change. This panel will discuss how 5 organizations have incorporated the study of change into their organizational practices to advance the understanding of organizational change attitudes. Representatives from State Farm, Ford, PepsiCo, Liberty Mutual, and IBM will share their unique stories and perspectives.

Mackenzi M. Crank, State Farm Insurance, ***Chair***
Jessica M. Webb, Michigan State University, ***Co-Chair***
Michele E.A. Jayne, Ford Motor Company, ***Panelist***
Bennett A Price, PepsiCo, Inc., ***Panelist***
Nicole Boyko, Liberty Mutual Insurance, ***Panelist***
Chris L. Lovato, IBM Talent Management Solutions, ***Panelist***
Submitted by Mackenzi M. Crank, mackenzi.crank.uotl@statefarm.com

519. Symposium/Forum: 1:00PM–2:20PM Wrigleyville

An Examination of Leader Derailment: Understanding Why Leaders Unexpectedly Fail

Leader derailment is a pervasive phenomenon and a growing concern for organizations. This symposium provides a diverse examination of why leaders unexpectedly fail by presenting a novel theoretical framework and operationalization of leader derailment, and reviewing how leader derailment differs across genders and cultures.

Jasmien Khattab, University of Virginia, Morela Hernandez, University of Virginia, ***When Good Leaders Fail: A Theoretical Exploration of Leader Derailment***
Justin M. Raines, CEB, now Gartner, Allison B. Yost, CEB, now Gartner, Mark Van Buren, CEB, now Gartner, ***Fixing the Broken Track: Identifying and Mitigating Derailment Using HR Data***
Peter D. Harms, University of Alabama, Karen Landay, University of Alabama, Jeff Foster, Hogan Assessment Systems, ***When She's Good, She's Very Good. But When She's Bad...***
Jean Leslie, Center for Creative Leadership, Yi Zhang, Zayed University, Mary Sully de Luque, Arizona State University, ***Leadership Derailment and Competencies: Comparing US and Japanese MNC Managers***
Justin M. Raines, CEB, now Gartner, ***Discussant***
Jasmien Khattab, University of Virginia, ***Discussant***
Peter D. Harms, University of Alabama, ***Discussant***
Jean Leslie, Center for Creative Leadership, ***Discussant***
Submitted by Justin M. Raines, justinmraines@gmail.com

520. Special Event: 3:00PM–3:50PM Chicago 6

SIOP Select: SIOP Virtual Debate: Have We Lost Our Way?

Do you have something to say about the future of I-O, but you're not sure how to make your voice heard? Two teams will debate with live real-time input from audience via Twitter. Debate hosts will respond to Twitter questions and synthesize points made by virtual participants. This session opens the debate to everyone, encouraging participation and creating the opportunity for unusual candor.

Craig R. Dawson, PAR, ***Co-Chair***
Ken Lahti, Psychobabble, ***Co-Chair***
Nancy T. Tippins, The Nancy T. Tippins Group, ***Panelist***
Sayeedul Islam, Farmingdale State College, ***Panelist***
Taylor Peyton Roberts, Valencore Consulting, ***Panelist***
Jose M. Cortina, Virginia Commonwealth University, ***Panelist***
Deniz S. Ones, University of Minnesota, ***Panelist***
Michael Michel Moon, ExcelHRate Research and Advisory Services, ***Panelist***
Submitted by Levi R. Nieminen, levi.nieminen@betterup.co

521. Debate: 3:00PM–3:50PM Chicago 7

Debating Whether to Provide Prehire Candidates With Their Assessment Results

Five hiring assessment experts will debate the pros and cons of giving prehire assessment feedback directly to candidates. The debate will include both internal and external presenter opinions on the topic. At the end, the audience will be given the opportunity to vote on whether they agree or disagree with providing prehire assessment results to candidates.

Donna Kingry, PDRI, ***Chair***
Greg A. Barnett, The Predictive Index, ***Presenter***
Todd Carlisle, ipsy, ***Presenter***
Jeffrey D. Facteau, Facteau Associates, ***Presenter***
Jerilyn Hayward, ServiceMaster, ***Presenter***
Holly S. Payne, APTMetrics, ***Presenter***
Submitted by Donna Kingry, donna.roland@gmail.com

618. Alternative Session Type with Presenters 3:00PM–3:50PM Chicago 8

Telling It Like It Is: Transparency in Talent Management Practices

This symposium will highlight the efforts of 3 organizations with disparate cultures and legacies around information sharing to integrate transparency into their talent processes, including performance management and assessment. Core tenants of each organization's approach and outcomes, such as capability building, resulting employee attitudes and lessons learned will be discussed.

Linn Nordlander, PepsiCo, ***Chair***
Rebecca Levine, PepsiCo, ***Presenter***
Michael J. Benson, General MIlls, ***Presenter***
Richard J. Chambers, II, General Mills, ***Presenter***
Annelise Schuepbach, Google, ***Presenter***
Jeffrey J. McHenry, Rainier Leadership Solutions, ***Discussant***
Submitted by Linn Nordlander, linn.nordlander@pepsico.com

522. Alternative Session Type with Presenters
3:00PM–3:50PM **Chicago 9**

Employee Selection Systems in 2028: Experts Debate if Our Future Bot or Not?

Five presenters and the audience will participate in a moderated contest/debate with the goal of forming a consensus on what employee selection will look like in 2028. Presenters will share their vision for the role artificial intelligence will play in future hiring processes. The moderator will then lead a structured debate and poll gauging if I-Os feel our future will be "bot or not."

Neil Morelli, The Cole Group, ***Moderator***
Charles A. Handler, Rocket-Hire LLC, ***Presenter***
Tanya C. Delany, IBM, ***Presenter***
Jana Fallon, Prudential Financial, ***Presenter***
Richard N. Landers, Old Dominion University, ***Presenter***
Benjamin J. Taylor, Ziff, ***Presenter***

Submitted by Charles A. Handler, chandler@rocket-hire.com

523. Panel Discussion: 3:00PM–3:50PM Chicago 10

SIOP at the United Nations: Identifying and Navigating Opportunities

SIOP members are increasingly interested in applying I-O psychology for humanitarian purposes through working with the United Nations. However, the pathways to become involved in UN are not always clear. This panel discussion is designed to bridge that gap by introducing several panelists who have been engaged with the UN in a variety of capacities and a wide range of projects.

Julie B. Olson-Buchanan, California State University-Fresno, ***Chair***
Anton Ivan Botha, United Nations, ***Panelist***
Lori L. Foster, North Carolina State University, ***Panelist***
Aimee Lace, Teachers College, Columbia University, ***Panelist***
Mathian (Mat) Osicki, IBM, ***Panelist***
Lise M. Saari, NYU & Baruch, ***Panelist***
Nabila Sheikh, PepsiCo, ***Panelist***

Submitted by Julie B. Olson-Buchanan, julieo@csufresno.edu

524. Symposium/Forum: 3:00PM–3:50PM Erie

Survey Nonresponse: New Research on its Predictors and Best Practices

Low response rates and the phenomenon of nonresponse continue to be a thorn in the generalizability of organizational research. This symposium highlights novel research on various characteristics that may lead to nonresponse to organizational surveys, and it also provides guidance on best practices when calculating and reporting response rates.

Jing Zhang, California State University, San Bernardino, ***Chair***
Daniel J. Ingels, University of Houston, ***Co-Chair***
Daniel J. Ingels, University of Houston, Sylvia J. Hysong, Michael E. DeBakey VA Medical Center, Candice L. Thomas, Saint Louis University, Amber B. Amspoker, Michael E. DeBakey VA Medical Center, Christiane Spitzmueller, University of Houston, ***Multilevel Analysis of Individual and Team Characteristics on Survey Response Behavior***
Helen M. Williams, Cardiff University, Natalie J. Allen, University of Western Ontario, Angela Carter, Sheffield University, ***Will I Respond to the Organization's Survey? Depends Who I Work With!***
Charissa Samaniego, University of Houston, Evonzia Jeff-Eke, University of Houston, Daniel J. Ingels, University of Houston, Christiane Spitzmueller, University of Houston, ***Response Rate Comparability: Best Practices From Public Opinion Polling Standards***
Jeffrey M. Stanton, Syracuse University, ***Discussant***

Submitted by Daniel J. Ingels, danielingels@danielingels.com

525. Panel Discussion: 3:00PM–3:50PM Gold Coast

Working Side By Side: Scientist and Practitioner Partnerships

The scientist–practitioner model is core to I-O psychology as an applied science yet remains difficult in reality to foster ongoing collaborations between academia and practitioner/corporate organizations. This panel will describe 3 partnerships in the technology industry that further the scientist–practitioner model and give attendees insights into creating their own partnerships.

Lindsay A. Bousman, Expedia, Inc., ***Panelist***
Ethan R. Burris, University of Texas at Austin , ***Panelist***
Douglas P. Giddings, University of Minnesota, ***Panelist***
Elizabeth A. McCune, Microsoft Corporation, ***Panelist***
Catherine Ott-Holland, Google, Inc., ***Panelist***
Roni Reiter-Palmon, University of Nebraska-Omaha, ***Panelist***

Submitted by Lindsay A. Bousman, lbousman@hotmail.com

526. Friday Seminar: 3:00PM–6:00PM Huron

Friday Seminar 5: Creating Dynamic Data Visualizations Through Visual Note Taking

PREREGISTRATION AND ADDITIONAL FEE REQUIRED.

Creative and dynamic data visualizations are powerful tools for I-O psychologists and HR professionals. Often, consumers of I-O research are not data savvy; therefore, tables and charts may not have the desired impact. This seminar will expand creative toolkits and introduce the art of visual note taking, applying this skill to data visualization.

Andrea M. Bizarro, JetBlue Airways, ***Coordinator***
Dusty Folwarczny, The Ink Factory, ***Presenter***

Submitted by Andrea M. Bizarro, andrea.bizarro@jetblue.com

527. Community of Interest: 3:00PM–3:50PM Mayfair

Fostering Science–Practice Collaboration: Recruitment and Candidate Experience

Given the shortage of specialized skills and the increased competition between companies to source, recruit, and select top talent, companies have placed renewed emphasis on enhancing the candidate's experience the hiring process. Attendees of this community of interest will discuss the latest candidate experience research and best practices observed in modern talent acquisition.

Bing Chun Lin, International Business Machines (IBM), ***Host***
Julie M. McCarthy, University of Toronto, ***Host***

Submitted by Bing Chun Lin, bing.chun.lin@gmail.com

528. Panel Discussion: 3:00PM–3:50PM Michigan A

Formal Game-Based Assessments: Pitfalls and Promise

This multidisciplinary panel will examine considerations in the application of 2 different game-based assessments, one for online evaluation of leadership skills in the real estate industry and the other for use as broad-based selection tool. Following a demonstration, the panel will discuss the challenges and opportunities in the design and use of game-based assessment.

Susan W. Stang, PSI Services LLC, ***Chair***
John A. Weiner, PSI, ***Panelist***
Brian Knudson, NogginLabs, Inc., ***Panelist***
Jason A. Blaik, Revelian, ***Panelist***
Ryan Ohm, Realtor University, ***Panelist***

MultiDisciplinary

Submitted by Susan W. Stang, sstang@psionline.com

529. Symposium/Forum: 3:00PM–3:50PM Michigan B

Measurement Issues in Work–Family Research

Measurement issues have been a longstanding and frequently noted challenge in work–family literature, which must be addressed for research that will effectively inform practical intervention. This symposium features 3 empirical studies that address measurement issues. Presenters will highlight implications for future work–family research and offer practical recommendations.

Valerie J. Morganson, University of West Florida, ***Chair***
Michael R. DeNoia, University of West Florida, ***Co-Chair***
Hanyi Min, Bowling Green State University, Russell A. Matthews, University of Alabama, Rachel E. Parsons, Bowling Green State University, Julie H. Wayne, Wake Forest University, ***Comparison of WFC Measures Using Psychometric Criteria***
Beth A. Livingston, University of Iowa, Shaun Pichler, California State University, Fullerton, Ellen E. Kossek, Purdue University Krannert School of Management, Rebecca J. Thompson, University of Baltimore, Todd Bodner, Portland State University, ***Measurement Equivalence in a Work–Family Intervention***
Ellen E. Kossek, Purdue University Krannert School of Management, Hongzhi Chen, Purdue University, Kyung-Hee Lee, Purdue University, ***Characteristics of Work–Life Boundary Management Scales Across Countries***
Janet L. Barnes-Farrell, University of Connecticut, ***Discussant***

Submitted by Valerie J. Morganson, vmorganson@uwf.edu

530. Friday Seminar: 3:00PM–6:00PM Ontario

Friday Seminar 6: Driving Innovation in Organizations by Fostering Effective Change

PREREGISTRATION AND ADDITIONAL FEE REQUIRED.

Sustainable, novel, and useful change is important; however, natural bias against new things may inhibit innovation. Highs and lows of generating breakthrough ideas and managing failures that lead to them will be discussed. This interactive session will cover the latest research and provide practical, evidence-based guidelines for enhancing innovation.

Bart Weathington, WECO Solutions, ***Coordinator***
Samuel T. Hunter, The Pennsylvania State University, ***Presenter***
Lily Cushenbery, Stony Brook University, ***Presenter***

Submitted by Bart Weathington, bart.weathington@yahoo.com

Poster Session (Health & Safety/Motivation/Prosocial): 3:00PM–3:50PM Riverwalk

531. Poster: 3:00PM–3:50PM Riverwalk

The Indirect Effect of Goal Progress Velocity on Persistence via Frustration

Authors report results from 2 studies (S1 experimental; S2 field) in which goal progress velocity had an indirect effect on persistence via frustration. Studies were designed such that velocity was not confounded with goal attainment. Thus, it is demonstrated that slow velocity is inherently frustrating and inhibits persistence, independent of objective influences of velocity on goal attainment.

James W. Beck, University of Waterloo
Abigail A. Scholer, University of Waterloo
Jeffrey W. Hughes, University of Waterloo
Vincent Phan, University of Waterloo

Submitted by James W. Beck, beckjam2@gmail.com

532. Poster: 3:00PM–3:50PM Riverwalk

The Pay Gap: Pay Inequality but Pay Equity Found in Construction Industry

The effects of productivity-relevant inputs (e.g., experience, performance, education) of 317 project managers explained observed pay differences in gender and age. Once productivity relevant employee inputs were taken into account, no direct effects were observed for gender nor age. Likewise, neither gender or age moderated the productivity–relevant input–pay relationships.

Richard E. Beyer, Roosevelt University
Travis J. Hensersky, Roosevelt University
Adrian Thomas, Roosevelt University

Submitted by Richard E. Beyer, rebeyer@integritas-llc.com

533. Poster: 3:00PM–3:50PM Riverwalk

Understanding Retention of High Potential Employees: Comparing Survival Analysis Tech

Organizations are interested in selecting and retaining their high potential employees and consequently invest valuable resources into their selection and development. Unfortunately, many organizations see high turnover rates for these employees. This study seeks to understand this issue with a longitudinal data set and time-based analyses.

Meredith R. Coats, George Washington University
Stefanie Plemmons Shaughnessy, U.S. Army Research Institute
David P. Costanza, George Washington University

Submitted by Meredith R. Coats, meredithcoats@gwmail.gwu.edu

534. Poster: 3:00PM–3:50PM Riverwalk

The Role of Off-Task Thoughts and Behaviors in Linking Self-Control With Outcomes

Research has shown that self-control is linked to a variety of valued outcomes, but little is known about the day-to-day behaviors and experiences responsible for these links. This study examined off-task thoughts and behaviors as potential mediators. Results supported the role of these thoughts and behaviors in relationships with task completion, grade point average, and affect.

Patrick D. Converse, Florida Institute of Technology
Nicholas Aaron Moon, Florida Institute of Technology
Katrina Piccone Merlini, Florida Institute of Technology
Keemia Vaghef, Florida Institute of Technology

Submitted by Nicholas Aaron Moon, nickmoon9@gmail.com

535. Poster: 3:00PM–3:50PM Riverwalk

Exploring the Factorial Structure of Three Procrastination Scales

This study examined the factor structure of 3 widely used procrastination scales through exploratory and confirmatory factor analysis. The 3 factors that emerged and were confirmed focused on different types of procrastination: starting a task, finishing a task, and making a decision.

Sydnie Cunningham, University of Tulsa
Rose Fonseca, University of Tulsa
Dan V. Simonet, Montclair State University
Anupama Narayan, University of Tulsa

Submitted by Sydnie Cunningham, sydnie-cunningham@utulsa.edu

536. Poster: 3:00PM–3:50PM Riverwalk

State and Trait Affect in Self-Regulation

This study found that trait negative affect moderated the effect of performance feedback on state affect, as well as the effect of state affect on subsequent effort. State anger yielded a positive relationship with effort at low levels of NA but a null relationship at high levels of NA. Contrary to hypotheses, self-efficacy did not mediate the relationship between state affect and effort.

Amanda Delongchamp, Central Michigan University
Ashley D. Cooper, Central Michigan University
Matthew S. Prewett, Central Michigan University

Submitted by Matthew S. Prewett, prewe1ms@cmich.edu

537. Poster: 3:00PM–3:50PM Riverwalk

With a Little Help From My Boss: The Impact of Workplace Mental Health Training

Mental illnesses affect 1 in 5 Americans and cost organizations billions each year. Using a wait-list control design, authors evaluated the impact of a 3-hour mental health leadership training on manager and employee behavior. Based on employee ratings, leaders who received training were more responsive to employee mental health; employee behavior also improved 3 months posttraining.

Jennifer K. Dimoff, Portland State University
E. Kevin Kelloway, St. Mary's University
Whitney Vogel, Portland State University

Submitted by Jennifer K Dimoff, jdimoff@pdx.edu

538. Poster: 3:00PM–3:50PM Riverwalk

Peers and Problem Solving: A Multilevel Study of Team Impacts on Stress Appraisals

This study investigated the cross-level impact of team psychological safety climate and team problem prevention behaviors on stress appraisals of problem-solving demands. Data were collected from teams and leaders from an engineering organization. Both psychological safety climate and team problem prevention moderated the relationship between problem-solving demands and challenge appraisal.

Andrea Espedido, Macquarie University
Ben J. Searle, Macquarie University

MultiDisciplinary

Submitted by Andrea Espedido, andrea.espedido@students.mq.edu.au

539. Poster: 3:00PM–3:50PM Riverwalk

The Unique Effect of Initial Over-/Underestimations of Ability in Skill Acquisition

Results showed that initial over- and underestimations of ability, cognitive ability, and initial performance predicted skill acquisition (N = 109), supporting a growth curve model. Results raised issues relating to differential effects of initial over- versus underestimations of ability, their predictive validity, and unique effects after controlling for cognitive ability and initial performance.

Kent Cooper Etherton, Wright State University
Debra Steele-Johnson, Wright State University
Truman J. Gore, Wright State University
Nicholas Kovacs, Wright State University
Daniel Bashore, Wright State University

Submitted by Kent Cooper Etherton, kent.etherton1@gmail.com

540. Poster: 3:00PM–3:50PM Riverwalk

Work Features and Autonomy Relate to Burnout and Health

COR theory posits that demands in the workplace are more salient than resources. Moderated mediations showed that work characteristics moderated the indirect effect of autonomy on general health through burnout. Low task interdependence, high information asymmetry, and high job complexity were associated with stronger mediation.

Alissa C. Fleming, Central Michigan University
Kimberly E. O'Brien, Central Michigan University

Submitted by Alissa C. Fleming, flemi1ac@cmich.edu

541. Poster: 3:00PM–3:50PM Riverwalk

Absenteeism Levels of Latent Classes of Job Transitions

Resources to cope with stressors fluctuate after job transitions. Using LCA, authors investigated levels of absenteeism after job transitions. Four distinct latent classes were identified, several of which showed significantly varying levels of absenteeism. Theoretical and practical implications, as well as limitations of the study will be discussed.

Chris Giebe, Johannes Gutenberg-University Mainz
Thomas Rigotti, Johannes Gutenberg-University Mainz

Submitted by Chris Giebe, chris.giebe@mit.edu

542. Poster: 3:00PM–3:50PM Riverwalk

General and Workplace Social Support Differentially Predict Recovery Experiences

The link between different types of social support (general and workplace) and recovery experiences (psychological detachment, mastery, relaxation, and control) in student and Amazon Mechanical Turk samples is examined. Results supported predictions that general social support is positively related to relaxation, and workplace support is positively related to mastery and control.

Lauren O. Gilmer, Indiana University-Purdue University Indianapolis
Alex P. Lindsey, Indiana University-Purdue University Indianapolis

Submitted by Lauren O. Gilmer, logilmer@iupui.edu

543. Poster: 3:00PM–3:50PM Riverwalk

Self-Determined Motivation, Affect, and Outcomes During Job Search

Authors develop a cross-level (2-1-1) mediation model explaining how within-person dynamics of core affect and job search outcomes—job search effort, mental health, and job offers—are affected by job seeker's autonomous and controlled motivation. Findings across 2 studies provide broad support for our theoretical model.

Simon J. Golden, Michigan State University
Abdifatah A. Ali, University of Minnesota
Serge P. da Motta Veiga, American University
Allison S. Gabriel, University of Arizona
Ann Marie Ryan, Michigan State University

Submitted by Simon J. Golden, goldensi@msu.edu

544. Poster: 3:00PM–3:50PM Riverwalk

Configuration of Safety Climate Level and Strength: A Group-Centered Approach

This study explored the relationships between safety climate level and strength profiles using latent profile analyses and various safety-related outcomes with a sample of 1,711 employees embedded in 240 workgroups across 4 high reliability organizations. Findings revealed 5 safety climate profiles, which were associated with differential levels of safety knowledge, behavior, and injuries.

Yimin He, Texas A&M University
Stephanie C. Payne, Texas A&M University
Jeremy M. Beus, Louisiana State University
Gonzalo J. Munoz, Universidad Adolfo Ibòez
Xiang Yao, Peking University
Wei Wu, Peking University

Submitted by Yimin He, yiminhe@outlook.com

545. Poster: 3:00PM–3:50PM Riverwalk

How and When Transformational Leadership Influences Followers

Using 2-wave data from Mturk, it was found that positive work reflection mediated the relationship of transformational leadership with job satisfaction, affective commitment, and burnout (but not work strain), and that trait mindfulness moderated the relationships of positive work reflection with job satisfaction, affective commitment, work strain, and burnout.

Lixin Jiang, University of Auckland
Phan Hong, University of Wisconsin Oshkosh

Submitted by Lixin Jiang, l.jiang@auckland.ac.nz

546. Poster: 3:00PM–3:50PM Riverwalk

Role of Self-Efficacy and Anxiety in Resilience Effects on Performance and Well-Being

Prior research has focused on resilience main effects. We extended prior research by examining motivational and affective factors as potential mechanisms through which resilience influences performance and subjective well-being. Results (N = 152) provided evidence that resilience influences performance through self-efficacy and goals and subjective well-being through self-efficacy and anxiety.

Nicholas Kovacs, Wright State University
Kathleen R. Wylds, Wright State University
Debra Steele-Johnson, Wright State University
Kent Cooper Etherton, Wright State University
Daniel Bashore, Wright State University
Truman J. Gore, Wright State University

Submitted by Nicholas Kovacs, nkovacs@comcast.net

547. Poster: 3:00PM–3:50PM Riverwalk

Discovering the Hidden Profiles of Employee Drinking Motives

This study applied a new alternative methodology for the study of drinking motives that integrated variable- and person-centered approaches. Research clearly demonstrated that controlling for an overarching general drinking-motive construct provided a clearer disaggregation of shape and level.

Philseok Lee, South Dakota State University
Sunhee Lee, Chungnam National University

Submitted by Philseok Lee, Philseok.Lee@sdstate.edu

548. Poster: 3:00PM–3:50PM Riverwalk

Organizational Climates for Climate Sustainability

As humans respond to climate change, it is important to understand how organizational climate impacts employee proenvironmental behavior. Results of this study suggest that both individual motivation and organizational climate are related to proenvironmental behaviors inside and outside of work. Future research and organizational implications are discussed.

Matthew S. Magill, Seattle Pacific University
Paul R. Yost, Seattle Pacific University
Alice Stark, Seattle Pacific University
Bryn Chighizola, Seattle Pacific University

Submitted by Paul R. Yost, yostp@spu.edu

549. Poster: 3:00PM–3:50PM Riverwalk

Why Are You Doing That? Exploring Motivations for CSR Engagement

Using a framework compiled from the CSR and OCB literatures, this effort aimed to address this by examining why employees engage in CSR at work. Participants were asked to identify CSR-related behaviors in which they engage and to then explain why the engage in these behaviors. Responses were coded for a series of motivations.

Kelsey E. Medeiros, University of Texas, Arlington
Patrick Rice, University of Texas at Arlington

Submitted by Kelsey E. Medeiros, kelseymedeiros@gmail.com

550. Poster: 3:00PM–3:50PM Riverwalk

Adapting for Success: Goal Orientations and the Within-Person Model of Self-Efficacy

This study replicates and extends the within-person model of self-efficacy, finding the adaptive pattern of resource allocation for performance avoid individuals does not match the adaptive pattern followed by learning and approach orientations. All orientations behave adaptively for their personal goals, but that behavior may be incorrectly identified as maladaptive for avoid individuals.

Jeffrey Olenick, Michigan State University

Submitted by Jeffrey Olenick, olenickj@msu.edu

551. Poster: 3:00PM–3:50PM Riverwalk

Testing a Moderated Dual Mediation Abusive Supervision–Job Satisfaction Model

Drawing from trait activation theory, this poster examined the moderating role of negative affectivity and the mediating roles of vigor and emotional exhaustion in the abusive supervision–subordinate job satisfaction relationship. Both mediators explained unique variance and negative affectivity was a significant moderator in the abusive supervision–vigor relationship.

Joshua C. Palmer, Florida State University
Samantha L. Jordan, Florida State University
Pamela L. Perrewe, Florida State University
Wayne A. Hochwarter, Florida State University
Submitted by Joshua C. Palmer, jcp12@my.fsu.edu

552. Poster: 3:00PM–3:50PM Riverwalk

What About the Next Task? Explaining Velocity's Influence on Affect and Motivation

Past research shows that people are influenced by their rate of goal progress, or velocity, such that fast velocities lead to increased positive emotions and motivation—but why? This experimental study suggests that velocity influences people's emotions by indicating the amount of time they will have for the next task and that people's emotions predicted their motivation downstream.

Vincent Phan, University of Waterloo
James W. Beck, University of Waterloo
Submitted by Vincent Phan, MA, v4phan@uwaterloo.ca

553. Poster: 3:00PM–3:50PM Riverwalk

Volunteers' Perceptions of Their Coordinators' Leadership: Leaders' Gender Matters!

This poster investigated volunteers' perceptions of their coordinators' leadership and found that initiating structure was positively related to feelings of competence and role clarity, and consideration was negatively related to burnout. The communality-bonus effect for men received support as male coordinators' performance was rated higher than women's when displaying consideration behaviors.

Emanuel Schreiner, University of Nebraska at Omaha
Sheridan B. Trent, University of Nebraska at Omaha
Kelly A. Prange, Talent Plus, Inc.
Joseph A. Allen, University of Nebraska at Omaha
Kaitlin Fosler, University of Nebraska at Omaha
Submitted by Sheridan B. Trent, strent@unomaha.edu

554. Poster: 3:00PM–3:50PM Riverwalk

Toward an Initial Organizing Framework for the Key Outcomes in EMS Professions

This paper presents an initial organizing framework that classifies the predictors as well as key emergency medical services (EMS) outcomes at 3 levels of analysis: individual, group, and organizational. By categorizing the EMS literature into this framework, research gaps as well as present directions for future direction are identified.

Ketaki Sodhi, University of Akron
Marc Cubrich, University of Akron
Steven Tseng, University of Akron
Dennis Doverspike, University of Akron
Submitted by Ketaki Sodhi, ks225@zips.uakron.edu

555. Poster: 3:00PM–3:50PM Riverwalk

Crossroads of Spirituality and Work: Constructs, Measures, and Future Directions

MultiDisciplinary

Religiosity and spirituality are important yet often neglected individual differences with implications for occupational and organizational health. To facilitate consideration of these factors by I-O psychologists, the authors review particularly relevant constructs and associated measures, and provide suggestions for how the information might be useful to future I-O research and practice.

Jeffrey Drake Terry, University of Tennessee at Chattanooga
Christopher J. L. Cunningham, University of Tennessee at Chattanooga/Logi-Serve
Ralph W. Hood, Jr., University of Tennessee at Chattanooga
Submitted by Jeffrey Drake Terry, draketerry@gmail.com

556. Poster: 3:00PM–3:50PM Riverwalk

Interruptions and Goal Revision

Interruptions at work have become more pervasive in a complex world, increasing the need to understand the mechanisms through which individuals respond to interruptions. This study investigated the effects of interruption controllability and action-state orientation on goal revision. Results showed partial support in how the predictors interact to influence the degree of downward goal revision.

Adam P. Tolli, Booz Allen Hamilton
Tetsuhiro Yamada, University of Minnesota
Aaron M. Schmidt, University of Minnesota
Submitted by Tetsuhiro Yamada, yamad017@umn.edu

557. Poster: 3:00PM–3:50PM Riverwalk

Why Engagement Matters for Volunteers: Recruitment and Donation Behaviors

This study utilized a functionalist approach to investigate relationships between 4 motives of volunteering and 2 outcomes, word-of-mouth recruitment activity and donation behavior. Engagement was explored as a moderator of each relationship. All motives were positively related to recruitment but none to donation behavior. Engagement interacted with several motives to predict outcomes.

Sheridan B. Trent, University of Nebraska at Omaha
Emanuel Schreiner, University of Nebraska at Omaha
Kelly A. Prange, Talent Plus, Inc.
Joseph A. Allen, University of Nebraska at Omaha
Submitted by Sheridan B. Trent, strent@unomaha.edu

558. Poster: 3:00PM–3:50PM Riverwalk

Implementation of Socially Controversial CSR Initiatives: Implications for HRM

Today, organizations are more often pursuing CSR initiatives related to potentially controversial social issues. How individuals view such actions can impact their perceptions of the firm and may change individual behavior. Using a conceptual model, this study explores how this shift in CSR may alter the nature of the CSR–HRM relationship and examines potential implications for HRM practice.

Megan Rene Turner, University of Oklahoma
Tristan J. McIntosh, University of Oklahoma
Shane Reid, University of Oklahoma
Michael Buckley, University of Oklahoma
Submitted by Megan Rene Turner, mrturner@ou.edu

559. Poster: 3:00PM–3:50PM Riverwalk

Is Social Comparison the Thief of Joy? An Envy-Coping Model

Although envy is presumed to be associated with poor mental health, this paper takes a novel look of the envy–well-being relationship by considering time. Drawing from cybernetic theory, this paper proposes that envious individuals may improve their well-being over time via envy-coping behaviors, but such behaviors will predict well-being in a different manner and have less influence over time.

I-Heng Wu, University of Iowa
Submitted by I-Heng Wu, i-heng-wu@uiowa.edu

560. Poster: 3:00PM–3:50PM Riverwalk

Workday Activities in Enhancing Energy: Meetings in Relation to Micro Breaks

This poster examines ways in which meetings on a workday may create both constraints and opportunities for enhancing workday energy. Three studies found that the time demands of meetings can constrain micro breaks as a channel for energy enhancement, but when certain types of experiences are provided in meetings, they can benefit workday energy and may even compensate for constrained micro breaks.

Chen Zhang, University of Michigan
Submitted by Chen Zhang, zhangchn@umich.edu

561. Special Event: 3:00PM–3:50PM Sheraton 1

SIOP Select: Advancing Women in I-O: From Obstacles to Tangible Solutions

The session's objective is 3-fold: (1) to have influential female leaders and male allies identify and discuss potential barriers and facilitators to women's progress

within SIOP and the field of I-O psychology; (2) to engage the audience in brainstorming practical solutions that SIOP can implement to this end; and (3) to compile data on suggested solutions to communicate to SIOP leadership.

Caitlin A. Demsky, Oakland University, ***Chair***
Tori L. Crain, Colorado State University, ***Co-Chair***
Allison M. Ellis, Cal Poly, San Luis Obispo, ***Co-Chair***
Jennifer R. Rineer, RTI International, ***Co-Chair***
Talya N. Bauer, Portland State University, ***Presenter***
Michelle (Mikki) Hebl, Rice University, ***Presenter***
Alexis A. Fink, Intel Corporation, ***Presenter***
Tammy D. Allen, University of South Florida, ***Presenter***
Fred Oswald, Rice University, ***Presenter***

Submitted by Caitlin A. Demsky, cademsky@oakland.edu

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756. Panel Discussion: 3:00PM–3:50PM Sheraton 2

Performance Appraisal and Performance Management: Where Are We? Where Are We Going?

Three leading researchers will discuss the current state and likely future of performance appraisal (PA) and performance management (PM). They will focus on 6 issues, resistance to PA, the trend to eliminate/simplify performance appraisals, the relationship between PA and PM, perceptions that PM programs are failing, and frontiers of research and practice in PA and PM.

Kevin R. Murphy, University of Limerick, ***Chair***
Herman Aguinis, George Washington University, ***Panelist***
Elaine D. Pulakos, PDRI, ***Panelist***

Submitted by Kevin R. Murphy, krm10@me.com

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562. Panel Discussion: 3:00PM–3:50PM Sheraton 3

The Evolution of People Analytics: New Challenges and Opportunities

During this session, panelists will provide perspectives on how people analytics is implemented and structured, and how the field has evolved in recent years, particularly as needs of maintaining high data quality, gaining buy in from the business, and ensuring high impact on business decisions have become increasingly important for people analytics practitioners.

HR

Schinria Islam, Uber Technologies, Inc, ***Co-Chair***
Luye Chang, Uber Technologies, Inc, ***Co-Chair***
Nick Kalave, Tesla, ***Panelist***
Lauren Holbrook, Uber Technologies, Inc, ***Panelist***
Lauren A. Wegman, Yahoo Inc., ***Panelist***
Jason Brown, Uber Technologies, Inc, ***Panelist***
Susan Biancani, Airbnb, ***Panelist***
Karyn Marciniak, Mercer, ***Panelist***
Anna Merritt, Square, ***Panelist***

Submitted by Luye Chang, luye.chang@uber.com

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563. Panel Discussion: 3:00PM–3:50PM Sheraton 4

Talk About Convenient Sampling! Crowdsourcing Lessons and Best Practices

Crowdsourced samples from microtask websites like Amazon's Mechanical Turk (MTurk) are an increasingly important research tool. This panel of veteran researchers will describe their views on best practices and avoidance of problems, followed by questions from the audience. Designed for beginners and veteran crowdsourcers.

Monica D. Elcott, PSI Services LLC, ***Co-Chair***
Dawn Lambert, PSI Services LLC, ***Co-Chair***
Christopher M. Castille, Nicholls State University, ***Panelist***
Alan D. Mead, Talent Algorithms Inc, ***Panelist***
Richard D. Roberts, ACT, ***Panelist***
Amin Saiar, PSI, ***Panelist***
Frederick R. Stilson, TalentQuest, ***Panelist***

Submitted by Monica D. Elcott, melcott@psionline.com

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564. Panel Discussion: 3:00PM–3:50PM Sheraton 5

Leadership Jazz: Leading in Dynamic, Emergent Systems

In this session, panelists will discuss new approaches to leadership that move beyond current hierarchical, nondynamic, individual-focused models that drive the actions of many managers today. The panel will explore alternative paradigms, processes, and practices that better match dynamic, emergent systems.

Paul R. Yost, Seattle Pacific University, ***Chair***
Mackenzie Allison, Seattle Pacific University, ***Co-Chair***
Daniel Hallak, Slalom Consulting, ***Panelist***
Laura L. Heaton, Penske, ***Panelist***
Cindy McCauley, Center for Creative Leadership, ***Panelist***
Ryan Kevin Smith, Microsoft, ***Panelist***

Submitted by Paul R. Yost, yostp@spu.edu

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565. Symposium/Forum: 3:00PM–3:50PM Streeterville

Mobile First Design: The Key to Effective Mobile Cognitive Testing?

In high-stakes cognitive ability testing, it is critical that candidates are not advantaged or disadvantaged based on the type of device (e.g., smartphone, laptop) they use. This session presents 4 studies focused on using mobile-first design principles to ensure minimal cognitive test score differences between mobile and nonmobile test administration.

Sara Lambert Gutierrez, CEB, now Gartner, ***Co-Chair***
Anthony S. Boyce, Aon, ***Co-Chair***
Christopher T. Frost, Shaker Consulting Group, Jacqueline E. Carpenter, Shaker Consulting Group, Jared Z. Ferrell, Shaker Consulting Group, ***Demonstrating Equivalence of High-Fidelity Cognitive Measures on Mobile Devices***
Kyle Morgan, Aon, Kate LaPort, Amazon, Shane Lowery, Louisiana State University, Jonathan M. Cottrell, PeopleAdmin, Bertha Rangel, Washington State University Vancouver, Nicholas R. Martin, Aon, Anthony S. Boyce, Aon, ***The Quest for Equivalence: Mobile-First Working Memory Assessment***
Sara Lambert Gutierrez, CEB, now Gartner, Darrin Grelle, CEB, now Gartner, ***Impact of Mobile-First Design on Equivalence for Cognitive Tests***
Rachel T. King, DDI, Li Guan, University of Georgia, Donald E. Lustenberger, DDI, ***Exploring Reliability and Score Differences in a Mobile-First Simulation***
Robert E. Gibby, IBM, ***Discussant***

Submitted by Sara Lambert Gutierrez, sara.gutierrez@cebglobal.com

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566. Roundtable Discussion/Conversation Hour: 3:00PM–3:50PM Superior A

Lost in Progression: Transitioning From the Classroom to Practice

Practitioners from a variety of applied settings will cofacilitate a conversation focused on aiding early career practitioners navigate the transition from graduate school to practice. Through an interactive discussion, participants will have the opportunity to (a) share insights about their challenges/opportunities and (b) network with peers to build professional relationships within the field.

Michelle D. Corman, Mercer | Sirota, ***Host***
Michael H. Chetta, Talent Metrics, LLC, ***Host***
Benjamin E. Liberman, United States Office of Personnel Management, ***Host***

Submitted by Michelle D. Corman, michelle.corman@mercer.com

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567. Roundtable Discussion/Conversation Hour: 3:00PM–3:50PM Superior B

Executive Coaching: Translating Leading-Edge Coaching Research Into Practice

This session will use key findings from a 2017 industry-wide executive coaching study Executive Coaching for Results" to catalyze conversations on practice implications for organizations and coaches (internal and external). Explored will be areas such as the purpose of coaching, what happens during assignments, criteria of coach selection, and impact measurement.

Joey Collins, Seattle Pacific University, ***Host***
Brian O. Underhill, Coach Source, LLC, ***Host***

Submitted by Joey Collins, collij2@spu.edu

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568. Special Event: 3:00PM–3:50PM Wrigleyville

SIOP Select: Link Your I-O Work to Federal Policy and Funding Opportunities

SIOP Select

This session is for SIOP members wanting to leverage their own day-to-day work in I-O toward the greater good of society. Presenters representing a variety of backgrounds will share past and ongoing federal advocacy initiatives by SIOP and SIOP members, and will identify future areas of opportunity for I-O to impact federal policy and funding support.

Jill Bradley, University of Colorado Colorado Springs, ***Chair***
Bill Ruch, Lewis-Burke Associates, LLC, ***Presenter***
Elizabeth O'Hare, Lewis-Burke Associates LLC, ***Presenter***

Lauren Kuykendall, M.S., George Mason University, ***Presenter***
Gregory A. Ruark, U.S. Army Research Institute, ***Presenter***
Tara S. Behrend, The George Washington University, ***Presenter***
Jessica A. Gallus, US Air Force, ***Presenter***
Sylvia J. Hysong, Michael E. DeBakey VA Medical Center, ***Presenter***
Submitted by Jill Bradley, jbradle3@uccs.edu

569. Debate: 4:00PM–4:50PM Chicago 6

Employee Surveys and New Technologies: Privacy and Ethical Issues

Technology advances are changing the way employee surveys are carried out, and new technologies have been developed to measure employee attitudes and behaviors. There are potential privacy and ethical issues with these new technologies. The purpose of this session is to discuss/debate the role of I-O psychology in these new developments to ensure continued professional and ethical practices.

Lise M. Saari, NYU & Baruch, ***Moderator***
Andrew Biga, GoHealth Urgent Care, ***Presenter***
Jeffrey M. Saltzman, OrgVitality, ***Presenter***
Charles A. Scherbaum, Baruch College, City University of New York, ***Presenter***
Sara P. Weiner, Glint, ***Presenter***
Submitted by Lise M. Saari, Lise.Saari@nyu.edu

570. Alternative Session Type with Presenters 4:00PM–4:50PM Chicago 7

Engagement Sans Survey: Measuring Employee Engagement Through Metadata

In 2015, the Conference Board found that although 90% of executives understand the importance of employee engagement, fewer than 50% understand how to address it. Many organizations still rely heavily on surveys to measure engagement. This session will explore creative and innovative ways to assess employee engagement, using metadata and inferred data.

Brandy N. Parker, Wells Fargo, ***Chair***
Steve Garguilo, Cultivate, ***Presenter***
Submitted by Brandy N. Parker, brandyparker3@gmail.com

571. Panel Discussion: 4:00PM–4:50PM Chicago 8

Advancing Dialogue Between Aviation and Healthcare to Improve System Safety

This panel addresses the continued push for healthcare to model its safety training, programs, and culture on that developed in aviation. I-O plays a critical role in safety programs in both fields. Using research, case examples, and current practice panelists discuss the variety of challenges facing I-O specialists bridging these fields.

Erin E. Bowen, Embry-Riddle Aeronautical University, ***Chair***
Edward J. Sabin, Saint Louis University, ***Panelist***
Nital P. Appelbaum, Virginia Commonwealth University School of Medicine, ***Panelist***
Mindy K Shoss, University of Central Florida, ***Panelist***
Michele W Gazica, Embry-Riddle Aeronautical University, ***Panelist***
Submitted by Erin E. Bowen, erin.bowen@erau.edu

572. Panel Discussion: 4:00PM–4:50PM Chicago 9

School's Out Forever: The Transition From Student to Professional

Transitioning from graduate school to a full-time job can be tricky. This panel brings together 5 doctoral-level professionals in academia and industry. Panelists will provide information about graduate school training, careers in I-O, and adjusting to new demands. This session will help recent graduates entering the workforce and current students considering life after graduation.

Angela Lee, HumRRO, ***Chair***
Mengyang Cao, Facebook, ***Panelist***
SeongHee Cho, North Carolina State University, ***Panelist***
Cavan J. Gray, Pearson VUE, ***Panelist***
Anna L. Hulett, Booz Allen Hamilton, ***Panelist***
Bertha Rangel, Washington State University Vancouver, ***Panelist***
Submitted by Angela Lee, alee@humrro.org

573. Alternative Session Type with Presenters 4:00PM–4:50PM Chicago 10

What Would You Do? Criterion Challenges in Validation

The purpose of this session is to share advice and practical solutions for addressing criterion challenges in validation studies. Common challenges will be discussed including conducting validation studies with limited or no criteria data, unique criteria data, misunderstood performance metrics, and criterion data cleaning issues. The interactive format will facilitate information sharing.

Kristin Sanderson Allen, CEB, now Gartner, ***Co-Chair***
Josh W Allen, Walmart, ***Co-Chair***
Christopher J. L. Cunningham, University of Tennessee at Chattanooga/ Logi-Serve, ***Presenter***
Kristin M. Delgado, Select International/Wright State University, ***Presenter***
Jennifer L. Geimer, CEB, now Gartner, ***Presenter***
Rodney A. McCloy, HumRRO, ***Presenter***
David B. Schmidt, DDI, ***Presenter***
Submitted by Kristin Sanderson Allen, kristin.sanderson@cebglobal.com

574. Panel Discussion: 4:00PM–4:50PM Gold Coast

Technology-Enhanced Assessment: An Expanding Frontier

Assessment methods are evolving as organizations are adopting technology-enhanced instruments (multimedia, simulations, games) to select, develop and credential the next generation of talent. In this session, a diverse panel of assessment experts will draw from their experience and research to examine emerging assessment methods, issues and opportunities for I-Os to guide practice in this area.

John A. Weiner, PSI, ***Chair***
Wayne J. Camara, ACT, Inc., ***Panelist***
Liberty J. Munson, Microsoft, ***Panelist***
Salih Mujcic, MA, Revelian, ***Panelist***
Submitted by John A. Weiner, jweiner@psionline.com

575. Community of Interest: 4:00PM–4:50PM Mayfair

Taking Advantages of Breaks at Work

The use of breaks at work, especially short-term microbreaks, has received considerable recent attention in academic communities and the popular press. Presenters will discuss recent theory and research findings regarding the use, type, and structure of breaks as well as ways in which this knowledge can be leveraged at work.

Sooyeol Kim, University of Illinois at Urbana-Champaign, ***Host***
Qikun Niu, McKinsey & Company, ***Host***
Dustin K. Jundt, Saint Louis University, ***Coordinator***
Submitted by Dustin K. Jundt, djundt@slu.edu

576. Alternative Session Type with multiple papers: 4:00PM–4:50PM Michigan A

Modern Methods for Assessing Team Composition Variables

Team composition research has seen resurgence through advanced analytical techniques and focus on emergent behavioral patterns relevant to team-task goals (i.e., roles). This symposium/panel hybrid will provide a state-of-the-science of team composition by presenting research from 3laboratory and field experiments, immediately followed by a panel discussion.

P. Scott Ramsay, University of South Florida, James K. Summers, Iowa State University, Stephen E. Humphrey, Pennsylvania State University, Vilmos Misangyi, Pennsylvania State University, Wendy L. Bedwell, PACE Consulting Solutions, LLC, Keaton A. Fletcher, University of South Florida, Sarah E. Frick, University of South Florida, ***A Configurational Approach to Understanding Performance Detriments***

Jamie S. Donsbach, Group for Organizational Effectiveness, John E. Mathieu, University of Connecticut, George M. Alliger, Group for Organizational Effectiveness, Christopher P. Cerasoli, UnitedHealth Group, Inc., Scott I. Tannenbaum, Group for Organizational Effectiveness, ***Alternative Methods to Index Individuals' Team Role Experience and Orientations***

Tripp Driskell, Florida Maxima Corporation, James Driskell, Florida Maxima Corporation, C. Shawn Burke, University of Central Florida/Institute for Simulation and Training, Eduardo Salas, Rice University, ***Measuring Team Roles in Mission-Critical Environments: An Analog Study***

Submitted by Wendy L. Bedwell, paceconsultingsolutionsllc@gmail.com

577. Alternative Session Type with Presenters
4:00PM–4:50PM Michigan B
What I Wish I Knew When I Picked My Career Path: Advice From Midcareer Professionals
SIOP has identified 4 primary I-O career paths (industry, consulting, academia, government/nonprofit). The purpose of this session is the provide practical, real-life advice from midcareer professionals about each of the 4 paths. Specifically, panelists will discuss the trade offs involved with the work itself, work settings, advancement, pay/reward, and family/personal concerns.

Maura A. Stevenson, MedVet Medical & Cancer Centers for Pets, ***Chair***
Jennifer J. Deal, Center for Creative Leadership, ***Presenter***
Lisa M. Kath, San Diego State University, ***Presenter***
William Shepherd, The Wendy's Company, ***Presenter***
Mark S. Urban, Korn Ferry Hay Group, ***Presenter***

Submitted by Maura A. Stevenson, maura_stevenson@hotmail.com

Poster Session (Statistics/Organizational Performance): 4:00PM–5:20PM Riverwalk

578. Poster: 4:00PM–4:50PM Riverwalk
Relative Importance of Structural Empowerment Dimensions Predicting Nursing Outcomes
This poster examined the relative importance of structural empowerment dimensions in predicting nursing outcomes among 3,059 registered nurses nested in 239 workgroups using dominance analyses. Results indicate that predictive ability of structural empowerment dimensions vary according to predictors included in the regression model and outcomes of interest.

Dustin R. Abbott, San Diego State University
Lisa M. Kath, San Diego State University
Heather Laschinger, University of Ottawa

Submitted by Dustin R. Abbott, dustinabbott@gmail.com

579. Poster: 4:00PM–4:50PM Riverwalk
An Examination of Psychological Collectivism Using Item Response Theory
Item response theory (IRT) was used to evaluate the psychometric properties of a psychological collectivism scale previously validated using classical test theory. IRT was used to both evaluate the measurement precision across individuals at different levels of psychological collectivism as well as reevaluate the original factor structure using multidimensional IRT.

Bryan P. Acton, Virginia Tech
Chenguang Du, Virginia Tech
Roseanne J. Foti, Virginia Tech

Submitted by Bryan P. Acton, bacton@vt.edu

580. Poster: 4:00PM–4:50PM Riverwalk
The Quick and the Careless: Page Time as a Measure of Careless Responding
This poster examined page time's convergence with other careless responding indices. Data from a student sample (N = 527) showed that page time was strongly correlated with other careless responding indices and that these correlations were much stronger than those observed for raw completion time. These findings provide evidence of page time's construct validity.

Nathan A. Bowling, Wright State University
Cheyna Brower, Wright State University
Caleb Bragg, Central Connecticut State University
Anthony Gibson, Wright State University
Jason L. Huang, Michigan State University

Submitted by Nathan A. Bowling, nathan.bowling@wright.edu

581. Poster: 4:00PM–5:20PM Riverwalk
Validating a Machine Learning Algorithm for Measuring Cognitive Ability Using Games
Six cognitive games were developed as engaging alternatives measuring cognitive ability in the general population. A Random Forest machine learning algorithm was applied to score an array of gameplay behaviors. Gameplay score was highly correlated with general cognitive ability (r = .76, p < .01). This demonstrates games can be developed as valid measures of cognitive ability.

Sonia Cristina Codreanu, MindX/University College London
Franziska Leutner, MindX/University College London
Adriano Soares Koshiyama, MindX/University College London

Submitted by Sonia Cristina Codreanu, sonia.codreanu@yahoo.com

582. Poster: 4:00PM–4:50PM Riverwalk
Time Distortion During Flow: Developing a More Reliable Measure
An alternative scale measuring the time distortion dimension of the flow experience was tested in 2 studies. Results showed that the elimination of items measuring nonspecific changes in the perception of time greatly improved the reliability of the measure, as well as the factor structure of the overall measure of flow.

Kelsey Len Couture, Kansas State University
Patrick A. Knight, Kansas State University

Submitted by Kelsey Len Couture, kelseylencouture@gmail.com

583. Poster: 4:00PM–4:50PM Riverwalk
How Job Roles in Medical Care Impact Burnout and Work Pressure
This poster investigated how job role—physician versus licensed and unlicensed support staff—differentially impacted perceptions of burnout and work pressure and pace. When burnout increased, support staff rated their work pressure and pace as more strenuous and taxing than did the physicians.

MultiDisciplinary

John D. Crowe, University of Nebraska-Omaha
Michael A. Yoerger, University of Nebraska Medical Center
Victoria L. Kennel, University of Nebraska Medical Center
Roni Reiter-Palmon, University of Nebraska-Omaha
Joseph A. Allen, University of Nebraska-Omaha
Katherine Jones, University of Nebraska Medical Center

Submitted by John D. Crowe, john.david.crowe@gmail.com

584. Poster: 4:00PM–4:50PM Riverwalk
A Differential Measurement and Prediction Framework for Differential Prediction
This study offers an alternative to the traditional moderated multiple regression (MMR) approach for assessing differential prediction (DP). Differential measurement and prediction (DMP) framework uses structural equation modeling to assess latent prediction invariance and measurement invariance simultaneously.

Steven Culpepper, University of Illinois at Urbana-Champaign
Herman Aguinis, George Washington University,
Justin Kern, University of California at Merced

Submitted by Steven Culpepper, sculpepp@illinois.edu

585. Poster: 4:00PM–4:50PM Riverwalk
Arbitrary Metrics in Industrial and Organizational Psychology Research
This study examined the extent to which measures in I-O psychology use metrics that are arbitrary, meaning they do not clearly and meaningfully locate a respondent on the dimension of interest. Data were collected on 14 constructs using metrics that were counts, ratings, and agreement. Scores on these metrics differed markedly, indicating that ratings and agreement are particularly arbitrary.

Jeffrey R. Edwards, University of North Carolina
Ayana Younge, University of North Carolina
Erin Cooke Long, University of Georgia

Submitted by Ayana Younge, ayounge@kenan-flagler.unc.edu

586. Poster: 4:00PM–4:50PM Riverwalk
Recovering Bifactor Models With Full Rank and Rank Deficient Models
This study used Monte Carlo simulations to compare the relative performance capabilities of 4 recently proposed methods for exploratory bifactor analysis. Several design factors relevant to I-O data sets were varied. Results suggest that Waller's (2017) noniterative Direct Schmid-Leiman method outperforms alternative algorithms for exploratory bifactor analysis.

Casey A. Giordano, University of Minnesota
Niels G. Waller, University of Minnesota

MultiDisciplinary

Submitted by Casey A. Giordano, Giord023@umn.edu

587. Poster: 4:00PM–4:50PM Riverwalk

Adopting K-Fold Cross Validation for Robust Exploratory Model Building

A new strategy is proposed for model comparison based on K-fold cross validation that is more robust and can mitigate the type-I error rate associated with existing methods. The proposed strategy appears to differentiate spurious effect driven by outliers from true effects sampled from the population.

Shotaro Hakoyama, Infor
Michael J. Hartman, Wright State University
Hung Hoang, Infor
Brent M. Will, Infor

Submitted by Shotaro Hakoyama, sho.hakoyama@infor.com

588. Poster: 4:00PM–4:50PM Riverwalk

A Large-Scale Language-Based Measure of CEO Big Five Personality Traits

CEO personality has long interested scholars, but progress has been limited by difficulty obtaining valid measures of traits in the population. The study develops an unobtrusive, language-based measure of CEO personality using content analysis. Authors provide evidence of convergent, discriminant, and criterion-related validity of the measurement method using a sample of over 3,000 S&P 1,500 CEOs.

Joseph Harrison, Texas Christian University
Gary R. Thurgood, Utah State University
Steven Boivie, Texas A&M University
Michael D. Pfarrer, University of Georgia

Submitted by Gary R. Thurgood, gary.thurgood@usu.edu

589. Poster: 4:00PM–4:50PM Riverwalk

An IRT and CTT Examination of Leader–Member Exchange Measures

The psychometric characteristics of 3 common LMX measures—the LMX7, LMSX, and LMX-MDM—were examined. Statistics including GRM parameters, item-total correlations, and item means were compared across measures. Results indicated that the scales are all psychometrically sound. The LMSX was the most discriminating and is recommended for future use.

Nicholas Howald, Bowling Green State University
Margaret E. Brooks, Bowling Green State University

Submitted by Nicholas Howald, nhowald@bgsu.edu

590. Poster: 4:00PM–4:50PM Riverwalk

Testing the Limits of Survey Sample Weighting

Poststratification weighting is a technique used in survey applications to minimize discrepancies between sample and population characteristics. The authors introduce error into the weighting system by intentionally misspecifying population constituencies. Results identify points at which weighting becomes a detriment (as opposed to an asset).

John Kulas, St. Cloud State Univeristy
Yang Yang, St. Cloud State University

Submitted by John Kulas, jtkulas@stcloudstate.edu

591. Poster: 4:00PM–4:50PM Riverwalk

Applying Item Response Trees to Personality Data in the Selection Context

Results from this study suggested that 2 item response (IR) tree models fit responses to self-report personality scales in a criterion validation study better than the graded response model. In addition, most of the predictive power of the scales could be attributed to the latent variable from the process of choosing between responding negatively or positively.

David M. LaHuis, Wright State University
Kinsey Blue Bryant-Lees, Wright State University
Caitlin E. Blackmore, Aon
Kristin M. Delgado, Select International/Wright State University

Submitted by David M. LaHuis, david.lahuis@wright.edu

592. Poster: 4:00PM–4:50PM Riverwalk

Do State and Trait Measures Measure States and Traits?

Using latent state-trait (LST) modeling, authors tested whether Spielberger's scales designed to measuring state and trait components of anxiety and anger actually measure their respective state and trait components. Trait measures of both constructs were indeed more trait like than their corresponding state scales, but all scales were predominantly trait like.

Charles E. Lance, Organizational Research & Development
Yi Fan, University of Georgia

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

593. Poster: 4:00PM–4:50PM Riverwalk

Antecedents and Outcomes of Interorganizational Trust: A Meta-Analysis

Using an inductive approach, 12 antecedents and 4 outcomes of interorganizational trust across fields were identified and the relationships quantitatively summarized. Also investigated was the role of dyad type (i.e. buyer–supplier, partner–alliance) and level of relationship (individual and organization) as moderators.

Taylor K. Lauricella, Michigan State University
J. Kevin Ford, Michigan State University
Stanton Mak, Michigan State University
Shawn Riley, Michigan State University

Submitted by Taylor K. Lauricella, laurice5@msu.edu

594. Poster: 4:00PM–4:50PM Riverwalk

Sustaining Momentum for Change: The Role of Leader Support and Perceived Changes

This study investigated how changes in perceptions of leadership support over time and perceived positive changes influence employee personal commitment to change. Findings indicate that changes in perceptions of leadership support (Time 1 and Time 2) predict personal commitment to change at Time 3 and this relationship is partially mediated by perceived positive changes (Time 2).

Taylor K. Lauricella, Michigan State University
J. Kevin Ford, Michigan State University
Shawn Riley, Michigan State University

MultiDisciplinary

Submitted by Taylor K. Lauricella, laurice5@msu.edu

595. Poster: 4:00PM–4:50PM Riverwalk

Great Places to Work: Relationship to Well-Being, Engagement, Organizational Support

The relationship between organization levels of well-being, engagement, and organizational support for well-being (Great Company Index) and external business results was examined. Findings indicate organizations who scored high on Great Company Index received significantly more Great Places to Work awards ($F = 3.68$, $p = .004$) than lower scoring organizations

Stephanie O. Lopez, Limeade
Laura S. Hamill, Paris Phoenix Group
Reetu Sandhu, Seattle Pacific University
Julianne Tillmann, Limeade

Submitted by Stephanie O. Lopez, osterdahls@spu.edu

596. Poster: 4:00PM–4:50PM Riverwalk

The Psychological Well-Being Networks of Employed and Unemployed Individuals

Authors examine the causal pattern of behaviors that unfold to develop or destruct an individual's psychological well-being over time. Here, psychometric network analysis is used to examine differences in the causal flow of the psychological well-being networks of employed and unemployed individuals to determine differences in cognitions, affects, and behavior that enhance or decrease well-being.

Megan Lowery, University of Georgia
Nathan T. Carter, University of Georgia

Submitted by Megan Lowery, meganlowery20@gmail.com

597. Poster: 4:00PM–4:50PM Riverwalk

Meta-Analysis of Coefficient Alpha for Scores on Narcissistic Personality Inventory

Authors meta-analyzed coefficient alpha for scores on the Narcissistic Personality Inventory (NPI) using a form of reliability generalization. After culling through 1,213 possible candidate studies, 489 independent samples were found using 183,473 self-report inventory respondents. Results revealed the mean coefficient alpha for the NPI to be .84.

Brian K. Miller, Texas State University
Kay M. Nicols, Texas State University
Silvia Clark, University of South Carolina
Alison Daniels, Texas State University
Whitney Grant, Texas State University

Submitted by Brian K. Miller, bkmiller@txstate.edu

598. Poster: 4:00PM–4:50PM Riverwalk

Examining Range Restriction in a Measure of Personality Drivers

Data from 32,970 individuals were used to explore four different methods of detecting the presence of range restriction in a measure of personality drivers. Each method examined different data-based issues that relate to potential range restriction. There was evidence that range restriction may affect the predictive validity of this measure.

Matthew J. Mol, University of Tulsa
Bradley J. Brummel, University of Tulsa
Jeff Foster, Hogan Assessment Systems

Submitted by Matthew J. Mol, matthew-mol@utulsa.edu

599. Poster: 4:00PM–4:50PM Riverwalk

Big Five Personality Measurement Equivalence Across Intelligence: A MIMIC Approach

MIMIC modeling was used to evaluate measurement equivalence of a Big 5 measure across the continuum of intelligence. DIF items were found in all 5 dimensions, and the magnitudes and directions of the DIF effects varied. In addition, the Agreeableness dimension had the most DIF items whereas the Openness dimension had the fewest. Also, the Extraversion items revealed the largest DIF effects.

Xin Peng, University of Central Florida
Henry R. Young, University of Central Florida
Wei Wang, University of Central Florida

Submitted by Xin Peng, xin.peng@knights.ucf.edu

600. Poster: 4:00PM–4:50PM Riverwalk

Bringing the Science of Team Training to Start-Up Companies

This paper focuses on the evaluation of a recently developed teamwork training program for interdisciplinary teams, known as Leadership and Science Team Training (LASTT). The sample consists of interns at a startup company. Using the first 3 levels of Kirkpatrick's (1959) evaluation framework, the authors uncovered changes in learning and behavior, as well as overall positive reactions.

Denise L. Reyes, Rice University
Christina N. Lacerenza, Rice University
Amanda L. Woods, Rice University
Allison Traylor, Rice University
Eduardo Salas, Rice University

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

601. Poster: 4:00PM–4:50PM Riverwalk

A Meta-Analysis of Rarely Acknowledged Statistical Artifacts in Mediation Analysis

A meta-analysis to examine the effect of statistical artifacts on the presence of partial (versus full) mediation was conducted. Analyses of 240 mediation chains (N=12,996) suggested that the magnitude of partial mediation is influenced by study sample size and measurement artifacts, such as the reliabilities and bandwidth of measures employed.

Juan I. Sanchez, Florida International University
Chen Wang, Florida International University
Ajay R. Ponnapalli, Florida International University
Maria Lapeira, Florida International University
Ivan Pineda, Florida International University
Vanessa Quiroz, Florida International University
Mohan Song, Florida International University
Le Xu, Florida International University

Submitted by Juan I. Sanchez, sanchezj@fiu.edu

602. Poster: 4:00PM–4:50PM Riverwalk

Ready to Change? The Relative Weight of Correlates of Employee's Change Attitudes

This study investigated 29 correlates of 4 dimensions of change attitude (intentional/ emotional readiness to change; change belief efficacy/ discrepancy) in an online sample of 422 Austrian and German employees and supervisors. Relative weight analyses showed the specific importance of factors from work, personal, social, organizational and change contexts for the 4 dimensions.

Tabea E. Scheel, Europa-Universitaet Flensburg

Submitted by Tabea E. Scheel, tabea.scheel@uni-flensburg.de

603. Poster: 4:00PM–4:50PM Riverwalk

Organizational Actions in Garnering Employee Behavioral Support for Change

Using structural equation modeling, this study provides a comprehensive examination of the relationships between organizational change actions and employee behavioral support for a change. Results reveal that the effect of organizational actions is partially mediated by justice perceptions and affective commitment to change.

Kami L. Tsai, Raymond James
Wayne Harrison, University of Nebraska at Omaha

Submitted by Kami L. Tsai, kltsaiphd@gmail.com

604. Poster: 4:00PM–4:50PM Riverwalk

Healthcare and Industrial-Organizational Psychology: A Framework for Future Research

I-O-healthcare partnerships may enhance the visibility of I-O and improve quality of care. The authors outline major healthcare industry issues that I-O is well suited to address, provide a list of I-O theories that can be integrated to address these issues, and develop a framework of organizational-, employee-, and patient-level outcomes to set a foundation for future research.

Olivia H. Vande Griek, University of Georgia
Malissa A. Clark, University of Georgia
Divya Patel, University of Georgia

Submitted by Olivia H. Vande Griek, oliviav913@gmail.com

605. Poster: 4:00PM–4:50PM Riverwalk

The Wisdom of Foolishness

This computational model examines the circumstances in which individual experimentation or random "foolishness" can help or hinder organizational learning. Results suggest that the success of experimentation depends on the degree of network clustering and peer-to-peer learning.

Ross Walker, Michigan State University
Richard P. DeShon, Michigan State University

Submitted by Ross Walker, riwalker@msu.edu

606. Poster: 4:00PM–4:50PM Riverwalk

Are Measures of Authenticity Reliable?

A reliability-generalization meta-analysis of the two most widely used scales for measuring authenticity—the Authenticity Scale (Wood et al., 2008) and the Authenticity Inventory-3 (Kernis & Goldman, 2006)—were conducted to understand their psychometric properties. Results from 78 (N = 19,781) and 62 (N = 12,375) reliability coefficients were presented and discussed.

Chen Wang, Florida International University
Ajay R. Ponnapalli, Florida International University
Brooke Buckman, Florida International University
Chockalingam Viswesvaran, Florida International University

Submitted by Chen Wang, cwang035@fiu.edu

607. Poster: 4:00PM–4:50PM Riverwalk

Policy Capturing Weights Are Resistant to Fungible Deviations

In multiple regression with 3 or more predictors, it is possible to obtain infinite fungible weights (i.e., alternate regression weights that yield the same suboptimal R^2). Mean fungible weights in policy capturing expert judgment to predict employee performance were consistent with optimal weights, indicating that the optimal model was an accurate description of experts' judgmental policies.

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

Submitted by Martin C. Yu, yuxx0407@umn.edu

608. Poster: 4:00PM–4:50PM Riverwalk

Enhancing Predictive Validity of Multidimensional Measures: A Bifactor Perspective

A simulation study was conducted to show that bifactor can successfully recover the true R2 regardless of the generating model. However, other models would result in large amount of loss in predictive validity. Model fit examination could not detect such loss.

Bo Zhang, University of Illinois Urbana-Champaign

Tianjun Sun, University of Illinois at Urbana-Champaign
Mengyang Cao, Facebook
Fritz Drasgow, Univ of Illinois at Urbana-Champaign

Submitted by Bo Zhang, bozhang3@illinois.edu

609. Alternative Session Type with Presenters
4:00PM–4:50PM **Sheraton 1**

Advancing Women Leaders

The news cycle has been filled with recent incidents concerning gender bias and diversity in the tech industry and elsewhere. Presenters will share what they are doing in their industry to help advance women leaders via IGNITE presentations, then the tables turn and the presenters will engage the audience in the dialogue through a reverse question and answer segment.

Renae M. Slaughter, PepsiCo, Inc., ***Chair***
Laura Eigel, PepsiCo, ***Presenter***
Julia M. Fullick-Jagiela, Quinnipiac University, ***Presenter***
Carollaine Garcia, IBM, ***Presenter***
Chloe Lemelle, AT&T, ***Presenter***
Lisa Wager, Kenexa, an IBM Company, ***Presenter***
Jennifer Ellen Yugo, Corvirtus, ***Presenter***
Jennifer Louise Finch, PepsiCo Inc.,

Submitted by Renae M. Slaughter, renae.slaughter@pepsico.com

610. Symposium/Forum: 4:00PM–4:50PM Sheraton 2
Identifying and Developing Ethical Leaders: Challenges and Solutions

This study examined the impact of the discrete emotions of anger and guilt and confirmation bias on ethical sensemaking processes and decision ethicality. Anger and guilt negatively impacted several sensemaking strategies. Anger led to lower decision ethicality compared to both guilt and neutral conditions. Mediational effects were also found. Practical and theoretical implications are discussed.

Alisha M. Ness, CRFP, ***Co-Chair***
Christopher Coultas, Leadership Worth Following, ***Co-Chair***
Alisha M. Ness, CRFP, Christopher Coultas, Leadership Worth Following, ***Identifying and Developing Ethical Leaders: Challenges and Solutions***
Kimberly S. Nei, Hogan Assessment Systems, Jeff Foster, Hogan Assessment Systems, Darin S. Nei, Hogan Assessment Systems, ***Rule Breakers & Attention Seekers: Personality Predictors of Ethical Behavior in Leaders***
Christopher Coultas, Leadership Worth Following, Christa B. Mason, Leadership Worth Following, LLC, ***Ethical Leadership By Whose Standards?***
Alisha M. Ness, CRFP, Shane Connelly, University of Oklahoma, Megan Rene Turner, University of Oklahoma, Brett Torrence, University of Oklahoma, ***The Relationship Between Motives and Values and Ethical Sensemaking***
Ronald E. Riggio, Claremont McKenna College, ***Discussant***

Submitted by Alisha M. Ness, alishamarie8@gmail.com

611. Symposium/Forum: 4:00PM–4:50PM Sheraton 3
The Influence of Technology on Human Resource Management

Electronic human resources management software programs offer a host of capabilities that are

adopted by organizations at a rate that science has struggled to match. This symposium presents 3 papers that consider the psychological implications of these changes and illustrate where research should be targeted in order to inform best practice.

HR

Stephanie C. Payne, Texas A&M University, ***Chair***
Anjelica Marie Mendoza, Texas A&M, ***Co-Chair***
Stephanie C. Payne, Texas A&M University, Anjelica Marie Mendoza, Texas A&M, ***A Process Change Model: How eHRM Technology Capabilities Affect Process***
Sara A. Murphy, Wilfrid Laurier University, Peter A. Fisher, Wilfrid Laurier University, Lisa M. Keeping, Wilfrid Laurier University, Douglas J. Brown, University of Waterloo, ***The New Age of Recruitment: A Review of the E-Recruitment Literature***
Richard Johnson, University at Albany, SUNY, Jason G. Randall, University at Albany, SUNY, ***A Review of Design Considerations in e-Learning***
Wayne F. Cascio, University of Colorado Denver, ***Discussant***

Submitted by Anjelica Marie Mendoza, amm19@email.tamu.edu

612. Alternative Session Type with multiple papers:
4:00PM–4:50PM **Sheraton 4**

Methods Blitz: Narrative Research in Industrial and Organizational Psychology

This session focuses on the effective use of narrative data in I-O psychology research. Following a methods blitz, a concentrated, fast-paced sharing of information about narrative research methods, 3 research papers are presented that demonstrate those narrative research methods. Participants will then have an opportunity to discuss the research with the authors.

Greg R. Thrasher, Oakland University, Karen S. Markel, Oakland University, Lizabeth A. Barclay, Oakland University, ***Using Narratives to Investigate the Work Experiences of Persons With Disabilities***
Veronica Caridad Rabelo, San Francisco State University, ***Discourse and Denials of Dignity in Dirty Work***
Michelle L. Albaugh, Northwestern University, Kimberly S. Scott, Northwestern University, Melinda J. Turnley, Northwestern University, ***Coaching Narratives as Reflections of Emerging Professional Identity***

Submitted by Kimberly S. Scott, k-scott@northwestern.edu

613. Panel Discussion: 4:00PM–4:50PM Sheraton 5
Are Assessments Centers Worth the Effort: When and When Not

The goal of this panel is to highlight different points of view with respect to traditional assessment centers and new technology enhancements or replacements, examine the assumptions and experiences behind the differences, and encourage an open dialogue. The panel will address "when, where, and in what format" assessment centers are best applied.

Michael Crespo, Cargill, ***Chair***
Sandra Hartog, BTS, ***Panelist***
Joshua P. Liff, HireVue, ***Panelist***
George C. Thornton, III, Colorado State University, ***Panelist***
Suzanne Tsacoumis, HumRRO, ***Panelist***

Submitted by Sandra Hartog, sandra.hartog@bts.com

614. Panel Discussion: 4:00PM–4:50PM Streeterville
Have a Hammer, but Need a Wrench? Creating Custom I-O Tools

Increasing efficiency through technology is a trend across businesses. I-O professionals also rely on technology that often does not fit the unique needs of a project. In these scenarios, due to budget and time constraints, I-Os are faced with accepting undesirable compromises or producing unique solutions. The panel will focus on how panelists tailored software to specific project needs.

Robert I. Driggers, Driggers Consulting Solutions, LLC, ***Chair***
Laura N. Johnson, University of Minnesota, ***Co-Chair***
Allen P Goebl, LeaderAmp, ***Panelist***
Melissa S. Sharpe, Citizens Bank, ***Panelist***

Submitted by Laura N. Johnson, wall0540@umn.edu

615. Special Event: 4:00PM–4:50PM Wrigleyville
SIOP Select: Active Aging at Work: Implications for Science and Practice

SIOP Select

This session focuses on the predictors and outcomes of active aging at work, defined as maintenance or continual growth in physical, mental, and social health and well-being; work engagement and performance; and perceptions of fair treatment and employment security. Research directions and benefits for practice will be discussed. Created by the Alliance for Organizational Psychology.

Donald M. Truxillo, Portland State University, ***Co-Chair***
Franco Fraccaroli, University of Trento, ***Co-Chair***
Margaret E. Beier, Rice University, ***Panelist***
Dorien Kooij, Tilburg University, ***Panelist***
Hannes Zacher, Leipzig University, ***Panelist***

Submitted by Margaret E. Beier, beier@rice.edu

616. Panel Discussion: 5:00PM–5:50PM Chicago 6
Collecting EEO Demographic Data: Measurement Challenges, Solutions, and Opportunities

A multidisciplinary panel will discuss recent trends impacting the collection of race, ethnicity, and sex

MultiDisciplinary

data from applicants to compute adverse impact. Topics covered include using demographic categories that are more modern than those in the Uniform Guidelines, making it optional for applicants to provide their demographics, handling missing demographic data, and related concerns.

Jeffrey M. Cucina, U.S. Customs and Border Protection, ***Chair***
Philip T. Walmsley, U.S. Customs and Border Protection, ***Moderator***
Michelle Duncan, Jackson Lewis, P.C., ***Panelist***
Patrick F. McKay, Rutgers University, ***Panelist***
Kayo Sady, DCI Consulting Group, Inc., ***Panelist***
Isaac Benjamin Thompson, Shaker, ***Panelist***
Richard F. Tonowski, U.S. Equal Employment Opportunity Commission, ***Panelist***

Submitted by Jeffrey M. Cucina, jcucina@gmail.com

617. Alternative Session Type with Presenters
5:00PM–5:50PM **Chicago 7**

Tackling the Succession Dilemma: Come Use Design Thinking to Crack the Code (Part 2)

Organizations often struggle with effective succession planning to build strong leadership pipelines. Through an interactive workshop and 2-part format, this second session consolidates learnings from participants' application of design thinking principles to generate innovative solutions to succession planning that can be applied in organizations.

Morgan B. Showler, Michigan State University, ***Chair***
Sarah A. Brock, Johnson & Johnson, ***Presenter***
Andrew Webster, ExperiencePoint, ***Presenter***
Tanya Brubaker, Johnson & Johnson, ***Presenter***
Robin R. Cohen, Johnson & Johnson, ***Presenter***

Submitted by Morgan B. Showler, showlerm@msu.edu

619. Alternative Session Type with Presenters
5:00PM–5:50PM **Chicago 9**

Wait, What Do You Do? Exploring Unique Practitioner Roles

Four I-O practitioners will share their experiences bridging the science–practice gap in unique roles at interesting organizations. After a brief series of 4 round-robin interviews between sets of panelists, the format transitions into an interactive panel discussion with the session chair and audience.

Bahareh Soltani, Paradigm Strategy, ***Chair***
Jessica A. Gallus, US Air Force, ***Presenter***
Catherine Ott-Holland, Google, Inc., ***Presenter***
Taylor Peyton Roberts, Valencore Consulting, ***Presenter***
Alyx E. Sparrow, City and County of Denver, ***Presenter***

Submitted by Bahareh Soltani, soltani.berry@gmail.com

620. Symposium/Forum: 5:00PM–5:50PM Chicago 10

Qualitative Perspectives on 21st Century Teams

The teams of the 21st century were unimaginable 65 years ago when psychologists began focusing on the study of teams. The inductive study of the modern team is crucial if teams research is to continue to be valuable to the modern organization. This symposium presents 4 qualitatively driven papers that seek to inform future directions for the area of teams research.

Raquel Asencio, Purdue University, ***Chair***
Lindsay E. Larson, Georgia Institute of Technology, Leslie A. DeChurch, Northwestern University, ***A Qualitative Examination of Informal Leadership Emergence in Space Teams***
Samantha R. Dubrow, George Mason University, Laura Fletcher, George Mason University, Stephen J. Zaccaro, George Mason University, Richard J. Klimoski, George Mason University, ***Science Multiteam Systems: Leading the Idea and Leading the System***
Raquel Asencio, Purdue University, Leslie A. DeChurch, Northwestern University, ***The Experience of Multiteaming***
Melissa Vazquez, DePaul University, Tatem Heather Burns, DePaul University, Suzanne T. Bell, DePaul University, ***Relationship Formation Over Time for Teams in HERA***

Submitted by Lindsay E. Larson, lindsaylarson200@gmail.com

621. Panel Discussion: 5:00PM–5:50PM Gold Coast

Stepping Into the Policy Space: From Research to Action to Impact

This panel discusses the challenges in closing the gap between psychological research and real-world global issues. Policy briefs are one pathway to the successful application of psychological expertise to the resolution of these issues. Examples are presented that illustrate how this is successfully accomplished and that serve as models for future policy development and implementation.

Mary O. Berry, ***Ch***
Stuart C. Carr, Massey University, ***Panelist***
Gudela Grote, ETH Zurich, ***Panelist***
Ishbel McWha, University of Edinburgh Business School, ***Panelist***
Rosalind H. Searle, University of Glasgow, ***Panelist***

Submitted by Mary O. Berry, maryo1500@optimum.net

622. Community of Interest: 5:00PM–5:50PM Mayfair

Mindfulness at Work: Opportunities and Challenges for Research and Practice

Mindfulness is not a new concept; however, its application at work is relatively new, and growing in popularity. In this expert-guided community of interest, attendees will discuss the opportunities and challenges surrounding the practice of mindfulness in the workplace. This includes issues concerning construct definition, assessment, research needs, and best practices for workplace intervention.

Ute R. Hulsheger, Maastricht University, ***Host***
Marian N. Ruderman, Center for Creative Leadership, ***Host***
Jason G. Randall, University at Albany, SUNY, ***Coordinator***

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

623. Panel Discussion: 5:00PM–5:50PM Michigan A

Does Money Buy Engagement? Learning From the World's Most Admired Companies

Employee engagement continuously represents a top talent management priority. Organizations, however, have received inconsistent messages about the impact of financial reward on employee engagement. This session invite reward specialists to discuss how reward systems can be designed and executed to foster and harness employee motivation for improved engagement.

Kenneth Dow Scott, Loyola University Chicago, ***Chair***
Dave Carroll, McDonalds Corporation, ***Panelist***
Thomas D. McMullen, Korn Ferry Hay Group, ***Panelist***
Sanjay Patel, Caterpillar, Inc., ***Panelist***
Guangrong Dai, Korn Ferry, ***Panelist***

Submitted by Guangrong Dai, guangrong.dai@kornferry.com

980. Alternative Session Type with Presenters
5:00PM–5:50PM **Michigan B**

Crowdsourcing Insights: Inclusion, Bias, and the Role of Culture

Inclusion, culture, climate, and bias are areas with many challenges as well as opportunities for scientists and practitioners alike. This alternative session type aims to provide a format for both presenters and attendees to share their most pressing challenges and concerns, with a focus on finding alternative, novel solutions in an environment conducive to identifying collaborative outcomes.

Michael S. Fetzer, CultureFactors, ***Chair***
Aarti Shyamsunder, Psymantics Consulting, ***Co-Chair***
William H. Macey, CultureFactors, Inc., ***Presenter***
Beth G. Chung, San Diego State Univ, ***Presenter***
Jana Fallon, Prudential Financial, ***Presenter***
Julie S. Nugent, Catalyst, ***Presenter***

Submitted by Michael S. Fetzer, mikefetzer@msn.com

624. Panel Discussion: 5:00PM–5:50PM Sheraton 1

Diverse Approaches to Diversity: What Can I-O Learn From and Share With Other Fields?

MultiDisciplinary

This panel addresses what I-O psychology can learn about diversity and inclusion from other fields and what I-O can share with them. Panelists come from employment economics, D&I and HR, labor and industrial relations, and I-O psychology with research, authorship, consulting, and practice experience. Employer and SHRM perspectives and audience input will be included.

Rosemary Hays-Thomas, University of West Florida (retired), ***Chair***

Alberta Johnson, Illinois State Council Society for Human Resource Management (SHRM), ***Panelist***
Marc Bendick, Jr., Bendick and Egan Economic Consultants, Inc., ***Panelist***
Bernardo M. Ferdman, Ferdman Consulting, ***Panelist***
Toni E. Cornelius, TamarindTree Consulting, ***Panelist***

Submitted by Rosemary Hays-Thomas, rlowe@uwf.edu

625. Alternative Session Type with Presenters
5:00PM–5:50PM **Sheraton 2**

How to Build a Personality Assessment Ninja Army

Personality assessment training is an important yet seldom discussed part of the field. The training has serious implications on the appropriate use of the assessments and serves as a major source of business revenue. Come hear the journey, strategy, and challenges that 4 experts are tackling as they build their own army of personality assessment ninjas.

Greg A. Barnett, The Predictive Index, ***Chair***
Tiffany M. Greene-Shortridge, Willis Towers Watson, ***Presenter***
Matt Poepsel, The Predictive Index, ***Presenter***
Jacqueline A. Sahm, Hogan Assessments, ***Presenter***
Adam Vassar, Cubiks, ***Presenter***

Submitted by Greg A. Barnett, gbarnett@predictiveindex.com

626. Panel Discussion: 5:00PM–5:50PM Sheraton 3

Changing Tides: The Fate of Leadership Development as Employee Expectations Evolve

This session will open a conversation based on several trends culminating from recent years: the evolution of both the workforce and employee expectations of their employer. Therefore, authors will discuss how organizations have built their current leadership development offerings and what adjustments HR leaders may need to make in order to ensure their organizations are positioned for success.

HR

Kimberly Happich, PepsiCo, ***Co-Chair***
Jessica A. Leonard, The Brink's Company, ***Co-Chair***
Michael J. Benson, General MIlls, ***Panelist***
JP Elliott, The Brinks Company, ***Panelist***
Robert B. Kaiser, Kaiser Leadership Solutions, ***Panelist***
Cindy McCauley, Center for Creative Leadership, ***Panelist***
Samantha Hammock, American Express, ***Panelist***

Submitted by Kimberly Happich, kim.happich@gmail.com

627. Panel Discussion: 5:00PM–5:50PM Sheraton 4

I-O Psychology and Data Science: Perspectives on Collaboration From the Trenches

This session brings together I-O psychologists and data scientists working together in multidisciplinary teams to discuss how they collaborate on joint projects. The panel will explore the perspectives from both disciplines and provide a window into the factors leading to effective collaboration. The session will also discuss potential pitfalls and "lessons learned" from this collaboration.

MultiDisciplinary

Scott Bedwell, CEB, now Gartner, ***Chair***
Allison B. Yost, CEB, now Gartner, ***Panelist***
Cory Kind, CEB, now Gartner, ***Panelist***
Allie Wehling, HireVue, Inc., ***Panelist***
Lindsey Zuloaga, HireVue, Inc., ***Panelist***
Brett M. Wells, Talent Plus, Inc., ***Panelist***
Cary Wolbers, Talent Plus, Inc., ***Panelist***

Submitted by Scott Bedwell, sbedwell08@gmail.com

628. Panel Discussion: 5:00PM–5:50PM Sheraton 5

It's All About That Hustle: Navigating the Gig Economy

This session presents perspectives on how workers and organizations are managing the gig economy. More workers are choosing this type of labor, and more organizations are hiring short-term talent. Important topics such as recruiting and managing independent workers are discussed, and best practices on how to effectively engage in the gig economy from experienced panelists are provided.

Paul E. Tesluk, University at Buffalo, SUNY, ***Chair***
Emily D. Campion, University at Buffalo, SUNY, ***Co-Chair***
Steven T. Hunt, SAP SuccessFactors, ***Panelist***
Jessica L. Kane, Accenture, ***Panelist***
Elaine D. Pulakos, PDRI, ***Panelist***

Submitted by Emily D. Campion, emilycam@buffalo.edu

629. Panel Discussion: 5:00PM–5:50PM Streeterville

Leading Edge of Coaching and I-O Psychology's Opportunity

The 2017 Leading Edge Consortium (LEC) on Executive Coaching was highly successful in helping SIOP Practitioners deepen their expertise and advance their careers. This session summarizes the key learnings and highlights from the 2017 LEC and discusses the role of I-O psychology in coaching. It is an opportunity for SIOP members to gain the knowledge and insights that were presented at the LEC.

Rob F. Silzer, HR Assess & Develop/ Baruch-CUNY, ***Chair***
Sandra O. Davis, MDA Leadership Consulting, ***Panelist***
Jeffrey J. McHenry, Rainier Leadership Solutions, ***Panelist***
Vicki V. Vandaveer, Vandaveer Group, Inc, ***Panelist***

Submitted by Rob F. Silzer, robsilzer@prodigy.net

630. Special Event: 5:00PM–5:50PM Wrigleyville

SIOP Select: I-O Value (No Longer) Lost in Translation

Have you ever struggled to communicate a complicated I-O topic or concept to a non-I-O audience? Many students and early- and mid-career professionals have difficulty translating our I-O expertise into simple business terminology. This session builds upon the TIP series, Lost in Translation, with the intent of educating those in attendance how to effectively communicate the value of I-O.

SIOP Select

Michael Litano, Capital One, ***Chair***
Andrew B. Collmus, Old Dominion University, ***Co-Chair***
Leslie M. Golay, NuVasive, ***Panelist***
Aaron J. Kraus, Liberty Mutual Insurance, ***Panelist***
Stephanie R. Klein, University of Minnesota-Measurement Services, ***Panelist***
Christina Norris-Watts, Johnson & Johnson, ***Panelist***

Submitted by Michael Litano, michael.litano@gmail.com

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David Ostberg, PhD &
Chloe Hamman, MS in
collaboration with 15Five

DETAILS
Thursday, April 19
12:00pm
Room, Superior B

Meet our People Science Team &
Head of Culture at **Booth 110**

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EXTERNAL AND ETHNIC: LIVING THE DIVERSITY EXPERIENCE EXTERNAL PRACTICE (PANEL)

Chair: Ranjit Nair, PhD (Potluck Culture LLC)
Panelists: Sayeed Islam, PhD (Talent Metrics); Ena Sawney Johnson, PhD (PricewaterhouseCoopers); Keisha Phillips-Kong, PhD (Keiphi Consulting Inc.); Vivian Woo, PhD and Frances Amato (Mercer | Sirota)
April 19, 2018, from 12:00 PM to 1:20 PM, Chicago 8

THE ROAD NOT TAKEN: CAREER CHOICES IN IO (DEBATE)

Anthony Auriemmo, PhD (Michael Kors); Mac Quartarone , PhD (BTS); Comila Shahani-Denning, PhD (Hofstra University) and Peter Rutigliano, PhD (Mercer | Sirota)
April 19, 2018, from 4:00 PM to 5:00 PM, Superior A

ORGANIZATIONAL EFFICACY, EMPLOYEE ENGAGEMENT AND EMPLOYEE COMMITMENT: A FIELD STUDY (POSTER)

Anthony Caputo and Patrick Hyland, PhD (Mercer | Sirota)
April 20, 2018, from 11:00 AM to 11:50 AM, Riverwalk A

IS ENGAGEMENT DIFFERENT FOR TENURE, ETHNICITY AND GENDER ACROSS INDUSTRIES? (POSTER)

Vivian Woo, PhD, Frances Amato and Michael McGuire (Mercer | Sirota)
April 20, 2018, from 11:00 AM to 11:50 AM, Riverwalk A

LOST IN PROGRESSION: TRANSITIONING FROM THE CLASSROOM TO PRACTICE (ROUNDTABLE)

Michelle Corman (Mercer | Sirota); Benjamin Liberman, PhD (United States Office of Personnel Management) and Michael Chetta, PhD (Talent Metrics)
April 20, 2018, from 3:00 PM to 4:00 PM, Superior A

TRANSFORMATIONAL AND TRANSACTIONAL LEADERSHIP TODAY: A META-ANALYSIS (POSTER)

Patrick Hyland, PhD, David Reeves, PhD, and Anthony Caputo (Mercer | Sirota)
April 21, 2018, from 10:00 AM to 10:50 AM, Riverwalk A

HUB AND SPOKE: SUPPORTING YOUR LOCAL NETWORKING AND DEVELOPMENT EFFORTS (ALTERNATIVE)

Ginger Whelan (Whelan & Associates); Michael Chetta, PhD (Talent Metrics); Anna Erickson (CEB now Gartner); Peter Scontrino (Scontrino-Powell); Donna Sylvan (Sylvan & Associates); Naz Tadjbakhsh (Artemis Search Partners); Lynda Zugec (The Workforce Consultants) and Peter Rutigliano, PhD (Mercer | Sirota)
April 21, 2018, from 10:30 AM to 11:30 AM, Superior A

MEASURE IT AGAIN! CONSIDERATIONS FOR REASSESSMENT PRACTICES (PANEL)

Chair: Michael Tapia (Hogan Assessments)
Panelists: Darin Nei (Hogan Assessments); Dara Drescher (Gartner); Jane Wu (IBM Talent Management Solutions) and Megan Connolly (Mercer | Sirota)
April 21, 2018, from 11:30 AM to 12:20 PM, Chicago 8

EMPLOYEE ENGAGEMENT IS SO OVER! OK, MAYBE NOT QUITE (PANEL)

Kristopher Fenlason (3M); Sarah Johnson (Perceptyx); Paul Mastrangelo (CEB); Silke McCance (Procter & Gamble) and Lewis Garrad (Mercer | Sirota)
April 21, 2018, from 1:30 PM to 2:20 PM, Chicago 8

THINKING OUTSIDE THE BOX: LEVERAGING EMPLOYEE SURVEYS FOR MORE (IGNITE SESSION WITH ROUNDTABLES)

Amanda C. Shull (Nike Inc.); Matthew S. Kleinman, PhD (Gartner); Marc Vicino (JetBlue); Andrea M. Bizarro, PhD (JetBlue); Leslie M. Golay, PhD (NuVasive); Brad Haime (Guardian); Gina Schirripa (Aon); Christine Smith (Baruch College and the Graduate Center, CUNY); Patrick Hyland, PhD and Anthony Caputo (Mercer | Sirota)
April 21, 2018, from 3:00 PM to 4:30 PM, Superior B, Session S

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631. Alternative Session Type with Presenters
8:00AM–9:20AM Chicago 6

Significant Examples of Bridging the Scientist–Practitioner Gap

This session will provide a novel perspective on the issue of the scientist–practitioner divide. It will showcase the successful use of I-O psychology findings in leading organizations, highlighting the obstacles faced and recommended strategies for success. Inspired by the sitcom Seinfeld, panelists will take turns airing grievances about what academics and practitioners should do differently.

Shreya T. Sarkar-Barney, Human Capital Growth, ***Co-Chair***
Gilad Chen, University of Maryland, ***Co-Chair***
Frank A. Bosco, Jr., Virginia Commonwealth University, ***Presenter***
Catherine Ott-Holland, Google, Inc., ***Presenter***
Neha Singla, Visa, ***Presenter***
Krista L. Uggerslev, Northern Alberta Institute of Technology, ***Presenter***

Submitted by Shreya T. Sarkar-Barney, shreya@humancapitalgrowth.com

632. Symposium/Forum: 8:00AM–9:20AM Chicago 7
How Teams Decide: Factors Influencing the Process and Outcome of Team Decisions

Organizations rely on teams to make complex decisions. This symposium discusses factorsunderlying the decision process of teams and quality of team decisions. This symposium is framed with consideration of the increased diversity of teams in terms of cultural and disciplinary background.

Shanique G. Brown, Wayne State University, ***Chair***
Amer Odeh, ***Co-Chair***
Allison Traylor, Rice University, Stephanie A Zajac, Houston Methodist Hospital-MITIE Simulation Center, Eduardo Salas, Rice University, ***Decision Making in Diverse Design Teams: The Role of Diversity-Based Intelligence***
Alyssa Maria Perez, Nicole Carusone, University of Central Florida, C. Shawn Burke, University of Central Florida/ Institute for Simulation and Training, ***The Influence of Culture on Team Decision Making***
Shanique G. Brown, Wayne State University, Caitlyn Reich, Wayne State University, Andrew P Tenbrink, Wayne State University, Amer Odeh, Laura Sorrells, ***The Underpinnings of Team Decision-Making Performance***
Daniel R. Ilgen, Michigan State University, ***Discussant***

Submitted by Amer Odeh, amer.odeh@wayne.edu

633. Symposium/Forum: 8:00AM–9:20AM Chicago 8
Understanding Culture's Consequences: Thinking Outside of the Methodological Box

Cultural differences are becoming increasingly common, necessitating the proper definition and measurement of the role of culture. This symposium brings together current and emerging practices (e.g., qualitative, latent profile analysis, multimethods) to identify the impact of culture on a number of work-related outcomes (e.g., communication, creativity, discrimination).

Jennifer Feitosa, City University of New York, Brooklyn College, ***Chair***
Julie Dinh, Rice University, ***Co-Chair***
Jennifer Feitosa, City University of New York, Brooklyn College, William S. Kramer, Clemson University, Eduardo Salas, Rice University, Stacey Roberts City University of New York, Brooklyn College, ***Are You Concerned? Cultural Profiles to Achieve Creative Outcomes***
Stephanie A Zajac, Houston Methodist Hospital-MITIE Simulation Center, Carmen K Young, Marriott International, Eduardo Salas, Rice University, ***Diversity in Design Teams: A Grounded Theory Approach***
Julie Dinh, Rice University, Anoosha Moturu, Baylor College of Medicine, Stephanie A Zajac, Houston Methodist Hospital-MITIE Simulation Center, Laura Loftis, Texas Children's Hospital, Dalia Bashir, Baylor College of Medicine, Lacey L. Schmidt, Minerva Work Solutions, PLLC, Moushumi Sur, Texas Children's Hospital, Melody Hellsten, Texas Children's Hospital, ***Communicating in Cross-Cultural Teams: A Qualitative Study in Healthcare***
Virginia Choi, University of Maryland, Michele J. Gelfand, University of Maryland, Joshua Jackson, University of Maryland, College Park, Marieke van Egmond, University of Hagen, ***Understanding How the Strength of Cultural Norms Shapes Stigma-Based Discrimination***
C. Shawn Burke, University of Central Florida/ Institute for Simulation and Training, ***Discussant***

Submitted by Jennifer Feitosa, jennifer.feitosa81@brooklyn.cuny.edu

634. Symposium/Forum: 8:00AM–9:20AM Chicago 9
New Advances in Vocational Interest Research

This symposium presents 4 papers that describe new advances in vocational interest research. These papers address several important issues related to the validity of vocational interests, mean-level changes in interests during young adulthood, and how the structure of interests and their relationships with other variables change over time.

Joshua J. Prasad, Michigan State University, Christopher D. Nye, Michigan State University, James Rounds, University of Illinois at Urbana-Champaign, ***Examining Mediators Between Vocational Interest Fit and Academic Performance***
Michael L. Morris, CPP, Inc., Yang Yang, St. Cloud State University, ***Interest Congruence and Satisfaction in Academic Majors and Occupations***
Kevin Hoff, University of Illinois at Urbana-Champaign, Daniel Briley, University of Illinois, Colin Jian Ming Wee, University of Illinois at Urbana-Champaign, Phil M. Lewis, National Center for O*NET Development, James Rounds, University of Illinois at Urbana-Champaign, ***Longitudinal Changes in Vocational Interests: A Meta-Analysis***
Bart Wille, University of Antwerp, Christopher D. Nye, Michigan State University, Filip De Fruyt, Ghent University, ***The Changing Nature of Vocational Interests***

Submitted by Christopher D. Nye, nyechris@msu.edu

635. Panel Discussion: 8:00AM–9:20AM Chicago 10
Use of AI and EI in Organizational Applications

This session will discuss applied, theoretical, and empirically grounded insight about the manner in which artificial intelligence (AI) and emotional intelligence (EI) can be used for decisions organizations make regarding employees and customers. The discussion focuses on organizations' use of behavioral data about human beings and the implications of its use in organizational settings.

MultiDisciplinary

David W. Bracken, Keiser University, ***Chair***
Richard A. Mendelson, Keiser University, ***Panelist***
Fabrizio Gramuglio, Forever Identity, ***Panelist***
Jonathan Low, Predictive Consulting, ***Panelist***
Nathan J. Mondragon, HireVue, ***Panelist***

Submitted by Richard A. Mendelson, RMendelson@KeiserUniversity.edu

636. Symposium/Forum: 8:00AM–9:20AM Erie
Comp Modeling for I-O: Applications in Selection, Motivation, Leadership, Teamwork

Computational modeling offers organizational scientists the opportunity to gain scientific knowledge across multiple areas. This symposium demonstrates the potential breadth of computational models by providing applications in multiple hurdle selection systems, motivation and multiple-goal pursuit, the dynamics of emergent leadership, and the interaction of individual- and team-level behavior.

Benjamin S. Listyg, University of South Florida, Christina N. Barnett, University of South Florida, Michelle S Kaplan, University of South Florida, Michael T. Braun, University of South Florida, ***The Snowball Effect: How Error Accumulates in Sequential Systems***
Hannah L. Samuelson, University of Maryland, ***Derivation of Gain in a Hierarchical Multiple-Goal Pursuit Model***
Goran Kuljanin, DePaul University, Michael T. Braun, University of South Florida, James A. Grand, University of Maryland, Steve W. J. Kozlowski, Michigan State University, Georgia T. Chao, Michigan State University, ***Leadership and Teamwork Under Varying Task Environments: A Computational Examination***
Neal Outland, DePaul University, Elizabeth Guth, DePaul University, Jake Weiss, DePaul University, Ashlyn Lowe, DePaul University, Goran Kuljanin, DePaul University, ***An Individual-Level Computational Model of Basketball Team Dynamics***

Submitted by Michael T. Braun, mtbraun@usf.edu

637. Symposium/Forum: 8:00AM–9:20AM Gold Coast
Use of Alternative Scoring Methods in Applicant Personality Assessment

Common scoring methods leave personality assessments compromised in applicant samples. Five studies examine whether alternative methods of scoring result in more favorable psychometric properties, including use of Thurstonian IRT models, empirical keying to weight items, and imputing scores from text responses. Results suggest that simpler scoring methods may need to be reconsidered.

Gary N. Burns, Wright State University, ***Chair***
Matthias Ziegler, Humboldt-Universiteit zu Berlin, Ronald May, The ROC Research on Occupational Competencies GmbH, ***Measuring Occupational Competence Using a Forced-Choice Format***
Peter A. Fisher, Wilfrid Laurier University, Chet Robie, Wilfrid Laurier University, Neil Christiansen, Central Michigan University, Leann Schneider, Plum.io, ***Thurstonian IRT Versus CTT Scoring in an Employment Setting***
Nigel R. Guenole, IBM, Anna Brown, University of Kent Canterbury, ***The Structure of Maladaptive Personality Across Formats Under Instructed Faking***
Ye Ra Jeong, Central Michigan University, Hanna E. Hlebasko, Central Michigan University, Neil Christiansen, Central Michigan University, Mei-Chuan Kung, Select International, Inc., Ted B. Kinney, Select International, ***Empirically Keying Personality Tests to Reduce Effects of Faking***
Hanna E. Hlebasko, Central Michigan University, Anna Brown, The Home Depot, Zach Reburn, Central Michigan University, Neil Christiansen, Central Michigan University, ***Use of Automatic Essay Scoring of Open-Ended Responses to Reduce Faking***

Submitted by Gary N. Burns, gary.burns@wright.edu

638. Symposium/Forum: 8:00AM–9:20AM Mayfair

New Directions in Age Stereotype Research

Age stereotypes have widespread implications extending beyond the organization, but scholars have often neglected them in favor of other stereotypes (e.g., gender, race). This collection of studies highlights the breadth of impact of age stereotypes at work, and methodological and conceptual improvements that can be used to accelerate our understanding of age stereotypes in the workplace.

Cort W. Rudolph, Saint Louis University, ***Chair***
Kristi N. Lavigne, Saint Louis University, ***Co-Chair***
Anne Burmeister, University of Bern, Andreas Hirschi, Leuphana University of Lueneburg, Mo Wang, University of Florida, ***The Content and Valence of Age Stereotypes Toward Older and Younger Workers***
Kristi N. Lavigne, Saint Louis University, Nathan Weidner, Missouri S&T, Cort W. Rudolph, Saint Louis University, ***Age Stereotypes and Leadership: Does an "Ideal" Leader Age Exist?***
Irina Gioaba, University of Lausanne, Franciska Krings, University of Lausanne, ***Counteracting Discrimination Against Older Candidates Through Impression Management***
Michael S. North, New York University, Ashley E. Martin, Columbia University, Katherine Phillips, Columbia Business School, ***Intersectional Escape: Older Women Elude Prescriptive Stereotypes More Than Older Men***
Hannes Zacher, Leipzig University, ***Discussant***

Submitted by Kristi N. Lavigne, kristi.lavigne@slu.edu

984. Panel Discussion: 8:00AM–9:20AM Huron

Driving Action in a Shifting Survey Landscape: One Year Later

This is a continuation of a popular panel discussion from previous SIOP conferences about the latest survey technology. Panelists include experts from Gallup, Glint, Aon, and Denison Consulting. The panel will discuss the latest developments in survey technology with a special focus on how it's used to drive organizational improvement.

Alice Wastag, Denison Consulting, LLC, ***Chair***
Justin G. Black, Glint, ***Panelist***
Daniel R. Denison, Denison Consulting, LLC, ***Panelist***
James K. Harter, Gallup, ***Panelist***
Ken Oehler, Aon, ***Panelist***

Submitted by Alice Wastag, awastag@denisonculture.com

639. Symposium/Forum: 8:00AM–9:20AM Michigan A

Playing Outside the Sandbox: Leadership Development Insights From Other Fields

MultiDisciplinary

Leadership development to date has largely focused on behavioral competencies. However, behaviors are only a part of what it means to be a leader. This symposium offers examples of how innovative approaches from other fields can be incorporated into leadership development, including: voice analytics, clinical transdiagnostic perspectives, sleep science, and real-time physiological assessments.

Cathleen Clerkin, Center for Creative Leadership, ***Co-Chair***
Marian N. Ruderman, Center for Creative Leadership, ***Co-Chair***
Debra Cancro, VoiceVibes, Inc., ***Voice Analytics for Leadership Development***
Katya Fernandez, Center for Creative Leadership, ***A Personalized Approach to Leadership Development***
Brent Winslow, Design Interactive, Inc., ***Real-Time Physiological Assessment: Separating Hype From Reality***
Marian N. Ruderman, Center for Creative Leadership, Cathleen Clerkin, Center for Creative Leadership, ***Sleep: An Overlooked Resource for Leadership Development***
Vicki L. Flaherty, IBM, ***Discussant***

Submitted by Cathleen Clerkin, clerkinc@ccl.org

640. Panel Discussion: 8:00AM–9:20AM Michigan B

Becoming a More Inclusive Coach: Bringing Out the Best in a Diverse Workforce

The workforce is increasingly diverse and inclusion is an important business issue. Coaches play a significant role in leveraging the power of inclusion. Untangling the impact of context, filters, stereotypes, unconscious bias, and real and perceived differences can be overwhelming. The audience will be exposed to pertinent scenarios that practitioners experienced with their diverse coachees.

Veronica S. Harvey, Schmidt Harvey Consulting, LLC, ***Chair***
Kamalika Ghosh, Rice University, ***Co-Chair***
Bernardo M. Ferdman, Ferdman Consulting, ***Panelist***
Jeffrey C. Quinn, Leadership Insights & Development, LLC, ***Panelist***
Matthew R. Redmond, Korn Ferry, ***Panelist***
Anna Marie Valerio, Executive Leadership Strategies, LLC, ***Panelist***

Submitted by Veronica S. Harvey, veronicas.harvey@gmail.com

641. Alternative Session Type with Presenters 8:00AM–9:20AM Ontario

From Student to Intern: Advice and Networking With Professionals

This session blends panel and roundtable formats, allowing students to communicate with an array of professionals about the internship experience: from searching and securing internships to excelling and leveraging further opportunities from the internship. Students will move around the room, engaging with at least 5 different professionals, through guided but flexible discussion questions.

Sara J. Perry, Baylor University, ***Co-Chair***
Laura C. Lomeli, Visa, ***Co-Chair***
Joseph A. Allen, University of Nebraska at Omaha, ***Co-Chair***
Kathakali Sircar, Deloitte Consulting LLP, ***Co-Chair***
Joselito C. Lualhati, Global Skills X-Change, ***Presenter***
Saige Danae Riley, San Diego State University, ***Presenter***

Submitted by Sara J. Perry, Sara_Perry@baylor.edu

642. Symposium/Forum: 8:00AM–9:20AM Sheraton 1

What's New in Adverse Impact? Exploring Theory, Techniques, Test Types, and Tools

Research relevant to both the theory and practice of adverse impact is presented. State-of-the-art adverse impact tools and more accurate data aggregation and analysis techniques are discussed. Additionally, a meta-analysis of a theoretical model of adverse impact is reviewed, and research on an item format that may reduce cognitive test score differences is examined.

Daniel A. Newman, University of Illinois at Urbana-Champaign, ***Chair***
Jonathan M. Cottrell, PeopleAdmin, ***Co-Chair***
Leo Alexander, III, Rice University, Fred Oswald, Rice University, ***FAIR: An Interactive Adverse Impact Tool Using R Shiny***
Jonathan M. Cottrell, PeopleAdmin, Daniel A. Newman, University of Illinois at Urbana-Champaign, ***A Theory of Adverse Impact: Meta-Analytic Update of the Three-Step Model***
Scott B. Morris, Illinois Institute of Technology, Jialin Huang, Amazon, ***Empirical Bayes Estimates of Adverse Impact***
Paul Agnello, The Graduate Center & Baruch College, CUNY, Charles A. Scherbaum, The Graduate Center & Baruch College, CUNY, Harold W. Goldstein, The Graduate Center & Baruch College, CUNY, Ken Yusko, University of Maryland/College Park, ***Reasoning With Pseudowords in a Cognitive Ability Testing Context***
Paul J. Hanges, University of Maryland, ***Discussant***

Submitted by Jonathan M. Cottrell, cottrell601@gmail.com

643. Symposium/Forum: 8:00AM–9:20AM Sheraton 2

The Creative Process in Context: Contextual Influences on the Creative Process

The papers in the proposed symposium illuminate how contextual variables (i.e., teams, goals, social networks, time pressure) may influence the creative process. Together, these papers illustrate that context influences the creative process in complex ways. Moreover, each of these papers contributes to the extant research on the relationship between the creative process and creative outcomes.

Tamara Montag-Smit, Ball State University, ***Chair***
Melissa G. Keith, Purdue University, ***Co-Chair***
Roni Reiter-Palmon, University of Nebraska-Omaha, ***Problem Construction, Team Processes, and Team Creativity***
Melissa G. Keith, Purdue University, Carolyn M. Jagacinski, Purdue University, ***Creativity, Goals, and the Creative Process***
Tamara Montag-Smit, Ball State University, Melissa G. Keith, Purdue University, ***Specific Goals, Narrowed Attention, Creative Outcomes***
Alexander S. McKay, Pennsylvania State University, ***Social Network Strength, Contextual Factors, and the Creative Process***
Michael D. Mumford, University of Oklahoma, ***Discussant***

Submitted by Melissa G. Keith, keith7@purdue.edu

644. Symposium/Forum: 8:00AM–9:20AM Sheraton 3

Decision-Aid Aversion in Employee Selection

Employee selection decision-aids can enhance the quality of hiring decisions and improve organizational outcomes. Yet, these decision-aids are often overlooked in favor of subjective methods of assessment. This symposium integrates research from human judgment, rationality, and behavioral economics to shed light on the psychology behind the use and non-use of decision-aids in employee selection.

Don C. Zhang, Louisiana State University, ***Chair***
Brian G. Doyle, Louisiana State University, ***Co-Chair***
Alexander T. Jackson, Middle Tennessee State University, Patrick A. Knight, Kansas State University, Michael E. Young, Kansas State University, Satoris S. Howes, Oregon State University, ***Examining Factors Influencing Reliance on Decision Aids in Personnel Selection***
Kevin Nolan, Hofstra University, Dev K. Dalal, University at Albany, State University of New York, Nathan T. Carter, University of Georgia, ***Interview Structure, Persuasive Messages, and the Threat of Technological Unemployment***
Christopher J. Lake, Kansas State University, Jordan Carlson, University of Minnesota, Duluth, Alexandra Rose, University of Minnesota, Duluth, ***Trust in Name Brand Assessments: The Case of the Myers-Briggs Type Indicator***
Don C. Zhang, Louisiana State University, Edgar E. Kausel, Pontifical Catholic University of Chile, ***Why Do Interviewers Love Their Own Questions? The Role of Labor, Effort, and Justification***

Submitted by Don C. Zhang, zhang1@lsu.edu

645. Master Tutorial: 8:00AM–9:20AM Sheraton 4

How to Design, Conduct, and Interpret a Cognitive Task Analysis

This master tutorial informs I-O practitioners and applied researchers on methods, previous studies, design considerations, and data analysis techniques for cognitive task analyses (CTAs). More specifically, the focus is on applying the CTA methodology in the context of improving selection and training procedures in organizations.

Daniel B Shore, George Mason University, ***Presenter***
Robert S. Kittinger, Sandia National Labs, ***Presenter***

Submitted by Daniel B Shore, danielshore86@gmail.com

646. Panel Discussion: 8:00AM–9:20AM Sheraton 5

Enabling Leaders for Effective Performance and Rewards Change

Leaders are critical to effective organizational change, including change in performance management and rewards; however, many leaders need support and skill building in this area. This panel will provide insights from recent research and benchmark data in combination with learnings from organizations that have implemented large scale performance and rewards changes through leaders.

Darryl R. Roberts, Accenture, ***Chair***
Tiffany Jones, Accenture, ***Panelist***
Shelby Kan, Accenture, ***Panelist***
W. Robert Lewis, Pfizer Inc., ***Panelist***
Bogdan Nita, Willis Towers Watson, ***Panelist***
Katherine Williamson, VMware, ***Panelist***

Submitted by Darryl R. Roberts, darryl.r.roberts@accenture.com

647. Symposium/Forum: 8:00AM–9:20AM Streeterville

Cross-Cultural Investigations of Organizational Pro-Environmental Initiatives

This session presents results of cross-cultural, multi-institutional investigations of corporate green initiatives, including structure, industry differences, and impacts on organizational financial performance and other outcomes. Green initiatives have a common structure across cultures, but contextual and cultural factors affect which initiatives are favored and how they impact other outcomes.

Stephan Dilchert, Baruch College, ***Chair***
Yagizhan Yazar, University of Minnesota, ***Chair***
Deon Meiring, University of Pretoria, Brenton M. Wiernik, University of South Florida, Melanie Bosman, University of Pretoria, ***The Structure of Organizational Pro-Environmental Initiatives in South Africa***
Yagizhan Yazar, University of Minnesota, Deniz S. Ones, University of Minnesota, ***Investigating the Green Initiatives of the MENA Region Companies***
Jing Yuan Tian, University of Minnesota-Twin Cities, Deniz S. Ones, University of Minnesota, ***Pro-Environmental Initiatives of French and German Companies***
Yilei Wang, University of Minnesota-Twin Cities, Deniz S. Ones, University of Minnesota, ***Environmental Sustainability in Chinese Companies: Are High-Polluters Addressing Their Impacts?***
Rachael Klein, Korn Ferry, ***Discussant***

Submitted by Brenton M. Wiernik, wiernik@workpsy.ch

648. Panel Discussion: 8:00AM–9:20AM Superior B

Social Media for Employment Decisions: The Right, the Wrong, and the Law

Organizations continue to use information from social media sites for employment decisions. These practices present many legal challenges and still generally lack empirical support. The purpose of this panel is to discuss recent developments in terms of practical and legal implications of using social media for employment decisions and to discuss areas for future research.

Bart Weathington, WECO Solutions, ***Chair***
Kevin B. Tamanini, DDI, ***Co-Chair***
Shawn Bergman, Appalachian State University, ***Panelist***
Richard J. Chambers, II, General Mills, ***Panelist***
Kristl Davison, University of Memphis, ***Panelist***
Jamie L. Winter, APTMetrics, ***Panelist***

Submitted by Kristl Davison, Kristl.davison@memphis.edu

649. Symposium/Forum: 8:00AM–9:20AM Wrigleyville

Happy Happy, Joy Joy: The Benefits of Positivity at Work

This symposium incorporates 4 presentations under the overarching theme of workplace positivity. The presenters utilize diverse samples and methodologies in studying humor at work, workplace fun, team optimism, and managerial joyfulness. In sum, this symposium advances the perspective that positive emotions and behaviors can benefit employees and organizations alike.

Kyle J. Sandell, Deloitte, ***Chair***
Neal M. Ashkanasy, University of Queensland, ***Discussant***
Mary Jane Sierra, GIO Leadership Institute, ***Presenter***
Chad Kenneally, Old Dominion University, ***Presenter***
Victoria P. Mattingly, DDI, ***Presenter***

Submitted by Kyle J. Sandell, sandell.kyle@gmail.com

Poster Session (Job Performance/Judgment & Decision Making): 8:30AM–9:20AM Riverwalk

650. Poster: 8:30AM–9:20AM Riverwalk

Effects of Rationality and Intuition on Job Outcomes: A Meta-Analysis

The relationships of the cognitive styles of rationality and intuition with job performance and job attitudes were meta-analyzed. Results reveal that rationality is an important predictor of job performance constructs (e.g., it predicts task performance beyond personality and intelligence) and is weakly associated with job attitudes. Intuition is weakly associated with all job outcomes.

Balca Alaybek, George Mason University
Yi Wang, Pennsylvania State University
Louis Boemerman, George Mason University
Samantha R. Dubrow, George Mason University
Reeshad S. Dalal, George Mason University
Submitted by Balca Alaybek, bbolunme@gmu.edu

651. Poster: 8:30AM–9:20AM Riverwalk

The Attenuating Effect of Mastery Goal Orientation on IVT's Impact on Silence

This research tests the effects of employees' implicit voice theories on silence and investigates mastery goal orientation as a potential moderator of this relationship. Consistent with prior research, results indicate that employees with strong IVT beliefs do engage in more silence behaviors. However, it is found that for individuals with a mastery goal orientation, this effect is mitigated.

Brittney Amber, Indiana University, Purdue University Indianapolis
Christopher O. L. H. Porter, Indiana University
Submitted by Brittney Amber, brittneyamber@outlook.com

652. Poster: 8:30AM–9:20AM Riverwalk

An Investigation of Perceived Personality Similarity, Performance Ratings, and LMX

The relationships between perceived personality similarity, ratings of subordinate performance, and LMX, as rated by supervisors, are examined. Perceived Extraversion and Agreeableness similarity are positively associated with ratings of both in-role and extra-role performance. Further, these relationships are mediated by LMX. Implications are discussed.

Justin J. Aqwa, Wayne State University
Laura April Pineault, Wayne State University
Marcus W. Dickson, Wayne State University
Submitted by Justin J. Aqwa, az0967@wayne.edu

653. Poster: 8:30AM–9:20AM Riverwalk

Do Creative Employees Engage in More Citizenship Behaviors?

This study hypothesized a relationship between creativity and organizational citizenship behavior (OCB). Consistent with predictions, creativity was positively related to OCB where the more creative an individual is, the more they engaged in OCB, especially change-oriented OCB. However, when the workplace is fraught with constraints and barriers, the creativity–OCB relationship decreases.

Clare L. Barratt, Bowling Green State University
Submitted by Clare L. Barratt, cbarrat@bgsu.edu

654. Poster: 8:30AM–9:20AM Riverwalk

Harnessing Internal Support to Enhance Customer Relationships

Salespeople's role in obtaining the internal support needed to facilitate sales performance was examined with a sample of 326 B-to-B salespeople, as was the relationship between internal support and performance of salespeople, behaviors associated with gaining internal support, and allocentrism as a predisposition that facilitates relationship building behaviors among salespeople.

MultiDisciplinary

Kevin Duane Bradford, University of California-Irvine
Yongmei Liu, Illinois State University
Yuying Shi, Texas A & M University-Commerce
Barton A. Weitz, University of Florida
Jun Xu, DePaul University
Submitted by Yongmei Liu, yliu2@ilstu.edu

655. Poster: 8:30AM–9:20AM Riverwalk

The Efects of Identities on Job Performance: Unique Psychological Mechanisms

This study examined the relationship among 3 levels of identity (e.g., individual identity, group identity, relational identity), psychological mechanisms (e.g., regulatory focus, obligation), and job performance. Findings indicated that obligation fully mediated the relationship among group identity (indirect effect: 0.36), relational identity (indirect effect: 0.12), and performance.

Yu-Syuan Chen, National Taiwan University
Che-Yuan Chang, National Taiwan University of Science and Technology
Submitted by Yu-Syuan Chen, yschen.smile@gmail.com

656. Poster: 8:30AM–9:20AM Riverwalk

The Relationships Among Organizational Support, Task Interdependence, and Knowledge

This study examined how organizational support is related to knowledge sharing. Results showed that perceived organizational support influenced knowledge sharing through increasing affective commitment. This mediated effect was moderated by task interdependence such that the mediated effect was significant when task interdependence was low.

Wonseok Choi, University of Detroit Mercy
Wongun Goo, Indiana University East
Submitted by Wonseok Choi, wonseok.choi@udmercy.edu

657. Poster: 8:30AM–9:20AM Riverwalk

Combating Citizenship Fatigue: Political Skill as a Weapon for the "Good Soldier"

In an online panel of 595 employees, it was found that political skill moderated the mediating relationship among citizenship pressure, individual initiative, and citizenship fatigue. The indirect effect was apparent for individuals low in political skill but not for individuals high in political skill.

Ashley D. Cooper, Central Michigan University
Kimberly E. O'Brien, Central Michigan University
Submitted by Ashley D. Cooper, acoope31@gmail.com

658. Poster: 8:30AM–9:20AM Riverwalk

The Interplay Among Interpersonal Skills, Role Cognitions, Social Context, and OCB

This study examined the interplay among interpersonal skills, role cognitions, and 2 facets of social context (interdependence and external interactions) on OCB. Results showed that interpersonally skilled individuals engaged in more supervisor-rated OCB, and role cognitions mediated this central relationship. These indirect effects were also amplified in highly interdependent contexts.

James Kemp Ellington, Appalachian State University
Erich C. Dierdorff, DePaul University
Robert S. Rubin, DePaul University
Submitted by James Kemp Ellington, ellingtonjk@appstate.edu

659. Poster: 8:30AM–9:20AM Riverwalk

Clarifying Ambiguity: Reviewing Key Types and Proposed Outcomes

This review includes research from psychology, behavioral economics, decision sciences, psychophysiology, and human factors to inform understanding of the characteristics of ambiguous situations, what types of ambiguity exist, how they are defined, and what is known about how individuals experience them. Propositions for how individuals may experience and respond to these situations are made.

Tamara L. Friedrich, University of Warwick
Deborah DiazGranados, Virginia Commonwealth University
Submitted by Tamara L. Friedrich, tamara.friedrich@gmail.com

660. Poster: 8:30AM–9:20AM Riverwalk

Relationships Between Employee Well-Being and Performance: A PERMA Approach

The subjective well-being (SWB) and job performance relationship is important in organizational research. Applying the PERMA framework from positive psychology may provide I-Os with a more nuanced understanding of the influence of SWB on different types of performance. This conceptual paper systematically examines the effect of workplace SWB on various types of job performance.

Rebecca C. Garden, Old Dominion University
Xiaoxiao Hu, Old Dominion University
William P. Jimenez, Old Dominion University
Chad Kenneally, Old Dominion University
Submitted by Rebecca C. Garden, gardenrc@gmail.com

661. Poster: 8:30AM–9:20AM Riverwalk

Predicting Intraindividual Patterns of OCB-Es: Development of a Cross-Level Model

Dynamic processes underlying proenvironmental workplace behaviors are understudied but hold tremendous organizational potential. This conceptual paper aims to better understand how situational character-

istics (i.e., work events), experiences (i.e., emotional states) and certain personality traits (e.g., Conscientiousness, Extraversion) interact to affect intrapersonal patterns of OCB-Es.

Rebecca C. Garden, Old Dominion University
Xiaoxiao Hu, Old Dominion University
William P. Jimenez, Old Dominion University
Chad Kenneally, Old Dominion University

Submitted by Rebecca C. Garden, gardenrc@gmail.com

662. Poster: 8:30AM–9:20AM Riverwalk

To Punish or Reward: High Power Frames Influence Deception Detection

Participants who simulated having power to punish a subordinate were more accurate in detecting deception compared to equivalent power framed as reward. This effect emerged only when participants expected to utilize their power. Although differences in empathy emerged, deception detection effects were not explained by empathy or feelings of power.

Jadvir Gill, Central Washington University
Tonya M. Buchanan, Central Washington University

Submitted by Jadvir Gill, gillj@cwu.edu

663. Poster: 8:30AM–9:20AM Riverwalk

Noninvasive Brain Stimulation Affects Decision Making

The aim of this experiment was to investigate the effect of HD-tDCS focalizing the left dorsal lateral prefrontal cortex (DLPFC) on risk-taking behavior during the Balloon Analogue Risk Task (BART). Results showed that focalized unilateral cathodal HD-tDCS on left DLPFC could change performance during risky tasks and diminish risky decision making.

MultiDisciplinary

Heng Guo, Bejing Normal University
Shu Da, Bejing Normal University
Shiyi Zhou, Beijing Normal University
Zihao Jia, Beijing Normal University
Xiaotian Sheng, Beijing Normal University
Zhaohui Li, Beijing Normal University
Shumin Zheng, South China Normal University
Xichao Zhang, Bejing Normal University

Submitted by Heng Guo, 1574535172@qq.com

664. Poster: 8:30AM–9:20AM Riverwalk

Is NBA Player Longevity Predicted by the Mean, Variance or Covariance of Performance?

National Basketball Association (NBA) data is used to determine whether the mean, variance, or covariance of objective performance indicators (i.e. field goals, steals, assists, etc.) are predictors of player longevity (games played). A significant effect was observed for all 3. The mean and covariance of performance had a positive effect on longevity, whereas variance had a negative effect.

Matt C. Howard, University of South Alabama

Submitted by Matt C. Howard, MHoward@SouthAlabama.edu

665. Poster: 8:30AM–9:20AM Riverwalk

Office Housework, Career Success, and Health: Does Gender Matter?

This study is the first empirical study that examines office housework. This study examined gender differences in office housework and the moderating effect of gender on the office housework–promotion relationship. Furthermore, this study explored the mediation effect of office housework on the gender–burnout relationship. This study sheds light on gender differences in office housework.

Seulki Jang, University of South Florida
Tammy D. Allen, University of South Florida
Joseph Regina, University of South Florida
Wednesday Radke, University of South Florida

Submitted by Seulki Jang, seulki@mail.usf.edu

666. Poster: 8:30AM–9:20AM Riverwalk

Measurement Invariance of Organizational Citizenship Behavior Across Employee Gender

This study examines measurement invariance of OCB across employee gender using 7 different datasets. Results showed that measurement invariance did not hold across gender, and mean scores of OCB were not comparable between male and female employees. This study highlights the importance of conducting measurement invariance when examining gender differences in OCB.

Seulki Jang, University of South Florida
Tammy D. Allen, University of South Florida
Eun Sook Kim, University of South Florida
Molly Darby, University of South Florida

Submitted by Seulki Jang, seulki@mail.usf.edu

667. Poster: 8:30AM–9:20AM Riverwalk

Revisited Interpersonal Conflict–Job Performance Relationship: A Moderated Mediation

The stressor–strain model is advanced by a joint investigation of the mediating role of Wechat usage in linking interpersonal conflict with job performance and the moderating role of relatedness need satisfaction and the use of emotional support in impacting the mediation.

Feng Jiang, Central University of Finance and Economics
Su Lu, University of International Business and Economics
Haijiang Wang, Huazhong University of Sciences and Technology
Xinrui Wang, Central University of Finance and Economics

Submitted by Feng Jiang, fengjiang0205@gmail.com

668. Poster: 8:30AM–9:20AM Riverwalk

A Meta-Analytic Test of Spuriousness in the Satisfaction–Performance Relationship

Using meta-analysis, the job satisfaction–task performance and job satisfaction–organizational citizenship behavior relationships were examined after controlling for job characteristics, job stressors, and leader behaviors. Both relationships were significantly weaker after these environmental variables were controlled.

Michael C. King, Nutanix
Nathan A. Bowling, Wright State University
Kevin J. Eschleman, San Francisco State University

Submitted by Kevin J. Eschleman, kesch@sfsu.edu

669. Poster: 8:30AM–9:20AM Riverwalk

Examining Organizational Citizenship Behaviors and Leadership in Entry-Level Soldiers

Self-report scales of Organizational Citizenship Behavior and leadership behaviors were developed for use with entry-level soldiers in the U.S. Army. The 2 constructs are highly related in a population with limited formal leadership roles and ultimately it made the most sense to combine the items into one overall scale that covered both constructs.

Cristina D. Kirkendall, U.S. Army Research Institute for Behavioral and Social Sciences
Elizabeth D. Salmon, U.S. Army Research Institute for Behavioral and Social Sciences

Submitted by Cristina D. Kirkendall, cristina.kirkendall@gmail.com

670. Poster: 8:30AM–9:20AM Riverwalk

Expanding the Domain of Nontask Performance: A Critical Review

This study offers a critical review of definitions, conceptualizations, and construct-related validity of nontask performance. A new theoretical framework that was created includes change-oriented forms of nontask performance. Change-oriented behaviors should be incorporated into the domain of nontask performance to reflect the changing nature of the work environment.

Youngduk Lee, Indiana University
Christopher M. Berry, Indiana University

Submitted by Youngduk Lee, yl96@indiana.edu

671. Poster: 8:30AM–9:20AM Riverwalk

Aspire to Be the Prototypical Follower: Examining the Galatea Effect in Organization

The relationship between group members' implicit followership theories (GIFTs) and the Galatea effects (high self-expectations lead to high performance) were examined. Findings indicate that positive GIFTs are key to the naturally occurring Galatea effect, which shape followers' cognitions as well as their behaviors.

Alex Leung, University of California Riverside
Thomas Sy, University of California, Riverside

Submitted by Alex Leung, alex.leung@email.ucr.edu

672. Poster: 8:30AM–9:20AM Riverwalk

The Effects of The Dark Triad on Advice Taking and Decision Making

This research seeks to gain a better understanding of the effects of the dark triad (narcissism, Machiavellianism, psychopathy) on advice taking and decision making. It is proposed that narcissists and psychopaths will reject advice and Machiavellians will take advantage of the advice. This study recruited working professionals to learn more about how the dark triad may impact decision making.

Elizabeth Dare McNamara, eviCore Healthcare
Alexander T. Jackson, Middle Tennessee State University
Aneeqa Thiele, Middle Tennessee State University
Stacey Madison Stremic, Middle Tennessee State University
Satoris S. Howes, Oregon State University
Michael B. Hein, Middle Tennessee State University
Mark C. Frame, Middle Tennessee State University

Submitted by Elizabeth Dare McNamara, edm3v@mtmail.mtsu.edu

673. Poster: 8:30AM–9:20AM Riverwalk

Measuring Biases in Ethical Decision Making: A Novel Approach to Studying Ethics

Biases impact how people make ethical decisions. Two studies were conducted to develop the 32-item Biased Attitudes Scale and confirm its factor structure. In Study 1, exploratory factor analysis results supported a 3-factor model. In Study 2, the 3-factor model demonstrated adequate fit when subjected to cross-validation procedures using an independent sample.

Tyler Mulhearn, University of Oklahoma
Logan L. Watts, Baruch College, CUNY
Tristan J. McIntosh, University of Oklahoma
Kelsey E. Medeiros, University of Texas, Arlington

Submitted by Tyler Mulhearn, tylermulhearn@gmail.com

674. Poster: 8:30AM–9:20AM Riverwalk

Practitioner Perceptions and Resistance to Unproctored Internet Testing

Two studies examined potential situational factors related to practitioner resistance to unproctored internet testing (UIT) for administering preliminary employment tests. Policy capturing was used to examine the relative importance of perceived diffusion, test security/cheating prevention, and test type (personality, situational judgement, and general mental ability) on UIT decisions.

Samantha A. Nesnidol, Bowling Green State University
Scott Highhouse, Bowling Green State University

Submitted by Samantha A. Nesnidol, snesnidol@gmail.com

675. Poster: 8:30AM–9:20AM Riverwalk

Measurement Invariance and Gender Differences in Organizational Citizenship Behaviors

This study investigated the factor structure and measurement invariance, as well as mean level differences, of organizational citizenship behaviors (OCBs) between men and women. Findings showed that both men and women interpreted OCBs in a conceptually similar manner. Additionally, between- and within-gender differences were found for individual- and organization-directed OCBs.

Christopher Nguyen, University of Oklahoma

Submitted by Christopher Nguyen, christophernguyen@ou.edu

676. Poster: 8:30AM–9:20AM Riverwalk

"I Need You to Volunteer": Expanding the Dark Side of OCB

Data from 2 samples (an organization and an online panel) are used to test and extend previous research on OCB, citizenship pressure, and citizenship fatigue, particularly as these constructs relate to work–family conflict and burnout. Findings are consistent with conservation of resources theory.

Kimberly E. O'Brien, Central Michigan University
Ashley D. Cooper, Central Michigan University
D. Annie Simpson, APTMetrics
Kyle Joseph Mann, Central Michigan University

Submitted by Kimberly E. O'Brien, obrie1ke@cmich.edu

677. Poster: 8:30AM–9:20AM Riverwalk

Mindfulness and Decision Making: A Meta-Analysis

The authors performed a meta-analysis of mindfulness and decision-making constructs in 39 samples. Findings indicate that mindfulness is positively related to decision-making effectiveness ($\rho = 0.24$), decision-making style ($\rho = 0.50$), bias reduction ($\rho = 0.27$), and ethical decision making ($\rho = 0.42$). Moderator analyses were performed on 13 variables related to demographics, publication, and study design.

Michael A. Rotch, Auburn University
Julia K. Willis, Auburn University
Jesse S. Michel, Auburn University

Submitted by Michael A. Rotch, michaelrotch@auburn.edu

678. Poster: 8:30AM–9:20AM Riverwalk

The Facilitative Effects of Competition, Workload, and Timeframe on Planning

A low-fidelity, experimental simulation was employed to assess the influence of three situational factors on planning performance—competition, timeframe, and workload. Heavier competition and longer timeframes resulted in the formulation of better plans. Workload also exhibited unique interactive effects. Implications of these findings are discussed.

Ethan Rothstein, The Graduate Center & Baruch College, CUNY
Kajal Rajan Patel, The Graduate Center & Baruch College, CUNY
Vincent D. Giorgini, University of Oklahoma
Logan M. Steele, University of South Florida
Logan L. Watts, The Graduate Center & Baruch College, CUNY

Submitted by Ethan Rothstein, erothstein@gradcenter.cuny.edu

679. Poster: 8:30AM–9:20AM Riverwalk

Expert Versus Novice Judgments in Assessments: Impact of Experience on Accuracy

This poster examined the impact of experience and expertise on judgment accuracy in the context of employment assessments. Results showed that accuracy differences between experts and novices (and between inexperienced and experienced novices) were small. Combining judgments from multiple novices exceeded the accuracy of expert judgment and certain statistical methods.

Siwen Shu, University of Minnesota
Nathan R. Kuncel, University of Minnesota
Martin C. Yu, University of Minnesota

Submitted by Siwen Shu, shuxx069@umn.edu

680. Poster: 8:30AM–9:20AM Riverwalk

Improving Judgments in Assessments: The Impacts of Training and Information Load

This poster examined how 2 simple interventions (task information training and specific job information) could affect the weighting process of decision makers as well as consistency and accuracy of their judgments in the context of individual assessments. Results showed that the 2 interventions influenced response consistency and how individuals assigned weights to different cues.

Siwen Shu, University of Minnesota
Nathan R. Kuncel, University of Minnesota
Martin C. Yu, University of Minnesota

Submitted by Siwen Shu, shuxx069@umn.edu

681. Poster: 8:30AM–9:20AM Riverwalk

An NL-SEM Approach to the Analysis of Dyadic Job Performance Ratings

This study modeled the rater, target, and dyadic effects of 573 job performance and perceived similarity ratings from 352 unique dyads. Rater and target effects were present in performance ratings and perceived similarity ratings. Perceived similarity was related to performance ratings at multiple levels of analysis. There was no evidence of dyadic agreement for either variable.

Sonya M. Stokes, University of Houston
L. A. Witt, University of Houston
Marinus van Driel, cut-e, Loring Crepeau, DEOMI

Submitted by L. A. Witt, witt@uh.edu

682. Poster: 8:30AM–9:20AM Riverwalk

LMX and Strain: Integrating LMX Agreement, Support Reception, and Provision

This study illustrates how LMX influence strain since LMX increases support seeking and pressure. Further considered is perceived LMX from both dyads and it is argued that support seeking may not lead to support reception if perceived LMX of the other party is low. Downstream consequences of support reception and provision are examined.

Noriko Tan, National University of Singapore
Jingxian Yao, National University of Singapore

Submitted by Jingxian Yao, yaojingxian@u.nus.edu

683. Poster: 8:30AM–9:20AM Riverwalk

Biases in Ethical Decision Making: A Nomological Network

Ethical decision making is fraught with biases, or cognitive errors. Authors proposed and tested a nomological network of biases in ethical decision making. Biases predictably correlated with a battery of individual differences measures and evidenced incremental validity beyond moral disengagement in predicting 2 measures of ethical decision making.

Logan L. Watts, The Graduate Center & Baruch College, CUNY
Kelsey E. Medeiros, University of Texas, Arlington
Tristan J. McIntosh, University of Oklahoma
Tyler Mulhearn, University of Oklahoma
Kajal Rajan Patel, The Graduate Center & Baruch College, CUNY
Ethan Rothstein, The Graduate Center & Baruch College, CUNY

Submitted by Logan L. Watts, loganlwatts@gmail.com

684. Poster: 8:30AM–9:20AM Riverwalk

Domain-Specific Self-Esteem Variables as Antecedents of Voice Behavior

This study examined the role of domain-specific self-esteem variables as antecedents of 2 different types of voice behavior: promotive and prohibitive. This study also investigated whether a reciprocal relationship exists between any of the self-esteem variables included in the study and the 2 types of voice.

Brendon Woody, Central Michigan University
Terry A. Beehr, Central Michigan University

Submitted by Brendon Woody, woody2b@cmich.edu

685. Poster: 8:30AM–9:20AM Riverwalk

Interrater Reliability Is Robust in Individual Assessments

A potential source of error that may affect the predictive validity of an assessment system is interrater reliability. Using hierarchical linear modelling analyses, the extent to which different assessors and different organizations vary in their evaluation of job candidates is examined. Variance in candidate ratings is largely accounted for by candidate quality and not interrater unreliability.

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

Submitted by Martin C. Yu, yuxx0407@umn.edu

686. Poster: 8:30AM–9:20AM Riverwalk

The Pros and Cons of Existing Beliefs and Outcome Dependency in Continuous Trust

This research examines how victim's trust changes as an outcome of the interaction between initial trust and trust focuses. It finds that greater initial trust in competence buffers the impact of competence-based trust violation, whereas greater initial trust in integrity amplifies the impact of integrity-based trust violation. Outcome dependency moderates both buffering and amplifying effects.

Xuchang Zheng, Imperial College

Submitted by Xuchang Zheng, zhengxuchang@hotmail.com

687. Poster: 8:30AM–9:20AM Riverwalk

How Desirability Affects Feasibility Perception in Trust Decisions

This research proposes and tests intention's positive effect on the perception of capability. It finds that the demonstration of benevolence facilitates competence-based trust, even when benevolence does not lead to tangible benefits. The withdrawal of benevolent intention however does not have the opposite effect.

Xuchang Zheng, Imperial College

Submitted by Xuchang Zheng, zhengxuchang@hotmail.com

688. Poster: 8:30AM–9:20AM Riverwalk

Ethical Leadership and Employee Voice: Prioritizing Group Goals

This study investigates the relationship between ethical leadership and employee voice behavior from a social identity theory perspective. Findings from 219 manager–employee dyads indicate that ethical leadership positively predicts follower voice behavior, and this relationship is partially mediated by the prioritization of group goals, particularly for employees who have high levels of impact.

Hao Zhou, Business School, Sichuan University, Lauren Simon, University of Arkansas, Pamela Tierney, Portland State Univ

Submitted by Lauren Simon, lssimon@uark.edu

689. Alternative Session Type with Presenters
8:30AM–9:20AM Superior A

Rewriting Careers: Chapter 3

The demographic shift is dramatic: People are living longer, healthier lives. This "longevity bonus" influences employees' decisions to stay in the workforce and organizations' ability to benefit from their value. The economy will thrive from this new talent source or wilt by the "working retired." This session will tackle the topic of the aging workforce and implications for talent management.

Miriam T. Nelson, Korn Ferry, ***Chair***
Lorraine C. Stomski, Walmart, ***Co-Chair***

Submitted by Miriam T. Nelson, miriam.nelson100@gmail.com

690. Panel Discussion: 10:00AM–11:20AM Chicago 6

What's Next? Practitioner Experiences in Implementing Change

This panel discussion brings together practitioners who have managed a diverse range of organizational change management activities. Each panelist will tell a brief story about a specific experience implementing change in their organization, and then the session will move into a broader conversation around successes, challenges, and lessons learned.

Bahareh Soltani, Paradigm Strategy, ***Chair***
Chuck Buddhiraju, UL LLC, ***Panelist***
Todd Carlisle, ipsy, ***Panelist***
Hannah J. Foldes, CEB,now Gartner, ***Panelist***
Kyle Gerjerts, Walgreens Boots Alliance, ***Panelist***
Alyx E. Sparrow, City and County of Denver, ***Panelist***

Submitted by Bahareh Soltani, M.S., soltani.berry@gmail.com

691. Symposium/Forum: 10:00AM–11:20AM Chicago 7

Organizations' Signals of Identity Safety Versus Threat for Underrepresented Groups

Underrepresented group members are vigilant to cues that convey that their social identities are valued (identity safety) or devalued (identity threat) in a given context. This symposium identifies factors that signal safety versus threat and mechanisms through which these cues operate. Specific strategies organizations can use to promote diversity and inclusion via safety signals are provided.

Leslie Ashburn-Nardo, Indiana University- Purdue University Indianapolis, ***Chair***
Aspen Robinson, University of Georgia, Kecia M. Thomas, University of Georgia, ***Minimizing Threats While Enhancing Safety Through Attending to Diversity Ideologies***
Leslie Ashburn-Nardo, Indiana University-Purdue University Indianapolis, Daniel King, Ergometrics and Applied Personnel Research, ***Just a Token? Implications of Minority Representation in Organizations' Websites***
Abigail R. Corrington, Rice University, Christine L. Nittrouer, Rice University, Carlos A. Moreno, Rice University, James T. Carter,Rice University, Mikki Hebl, Rice University, Saaid Mendoza, Providence College, ***Perceptions of Organizations That Endorse BLM: Not So Black and White?***
Courtney L. McCluney, University of Virginia, Courtney Bryant, Michigan State University, Danielle D. King, Michigan State University, Abdifatah A. Ali, University of Minnesota, ***Calling in Black: Effects of Racial Trauma on Workplace Outcomes***
Evava S. Pietri, Indiana University-Purdue University Indianapolis, India Johnson, Elon University, ***Who Acts an Identity-Safe Cue for Black Women?***

Submitted by Leslie Ashburn-Nardo, lashburn@iupui.edu

692. Panel Discussion: 10:00AM–11:20AM Chicago 8

Implications of Curvilinear Relationships in Personality Assessment

Recent research has provided empirical support for curvilinear relationships in personality assessment. However, mixed findings make it difficult for researchers to generalize findings and for practitioners to apply curvilinear concepts. Researchers and practitioners discuss theoretical and practical implications of leveraging curvilinear relationships in a scientist–practitioner framework.

Kevin Impelman, IBM, ***Chair***
Xiaoyuan (Susan) Zhu, University of Connecticut, ***Co-Chair***
Keith D. McCook, OutMatch, ***Panelist***
Kimberly S. Nei, Hogan Assessment Systems, ***Panelist***
Nathan T. Carter, University of Georgia, ***Panelist***
Dev K. Dalal, University at Albany, State University of New York, ***Panelist***

Submitted by Xiaoyuan (Susan) Zhu, xiaoyuan.zhu@uconn.edu

693. Panel Discussion: 10:00AM–11:20AM Chicago 9

Maximum Impact: Measuring Executive Leadership Program ROI

The effectiveness of executive leadership assessment and development programs are seldom evaluated due to contextual and measurement-related challenges. To address this need, this panel will focus on innovative approaches being implemented by organizations to measure and achieve "maximum impact" of executive leadership assessment and development programs.

Evan R. Theys, Aon, ***Chair***
Brian J. Ruggeberg, Aon, ***Discussant***
Michael J. Benson, General MIlls, ***Panelist***
Shawna Freeman, Bank of America, ***Panelist***
Laura L. Heaton, Penske, ***Panelist***
Raphael Y. Prager, PepsiCo, ***Panelist***

Submitted by Evan R. Theys, evan.theys.4@aonhewitt.com

694. Special Event: 10:00AM–10:50AM Chicago 10

SIOP Select: Navigating a Meaningful I-O Career: Insights From Award Winners

To create a meaningful career, early career I-Os and graduate students must make informed decisions around which career paths they want to pursue. This session will help them do so. SIOP brings together recent winners of the Distinguished Teaching and Distinguished Early Career Practice Awards to share advice based on their own individual paths in teaching and practice (and sometimes both).

Donald M. Truxillo, Portland State University, ***Presenter***
Anthony S. Boyce, Aon, ***Presenter***
Megan K. Leasher, Macy's Inc., ***Presenter***

Submitted by Holly S. Payne, hspayne1@gmail.com

695. Symposium/Forum: 10:00AM–11:20AM Erie

Applications of Social Exchange Theory to the Employee–Organization Relationship

This session explores new questions about the the exchange relationship between workers and their employers. Papers address the extent to which the employee–organization relationship is influenced by culture, organizational identification, the emotion of gratitude, exchange relationships among leaders and their peers, and daily fluctuations in favorable treatment.

Michael T. Ford, University of Alabama, ***Co-Chair***
Robert Eisenberger, University of Houston, ***Co-Chair***
Thomas Rockstuhl, Nanyang Technological University, Lynn M. Shore, Colorado State University, ***Differential Mechanisms of POS Effects Across Cultures: A 42-Nation Meta-Analysis***
Robert Eisenberger, University of Houston, Dianhan Zheng, University of Houston, Jia Yu, University of Houston, Jing Zhang, California State University, San Bernardino, Min Kyu Joo, Sonya M. Stokes, University of Houston, Thomas Zagenczyk, Clemson University, ***Employee Reciprocation of Favorable Treatment: The Missing Role of Gratitude***
Jia Yu, University of Houston, Dejun Tony Kong, University of Houston, Bauer College of Business, Mark A. Clark, American University, Leanne E. Atwater, University of Houston, ***Direct and Indirect Benefits of Peer–Leader Exchange for Followers' Creativity***
Michael T. Ford, University of Alabama, Kyoung Yong Kim, City University of Hong Kong, Kibok Baik, Kookmin University, ***Supervisor Help Predicts Daily and Lasting Change in Perceived Organizational Support***
Linda R. Shanock, University of North Carolina at Charlotte, ***Discussant***

Submitted by Michael T. Ford, mtford@cba.ua.edu

696. Symposium/Forum: 10:00AM–11:20AM Gold Coast

Marrying I-O Psychology and Physiological Factors: The Influence of Sleep and Fatigue

Sleep and fatigue, which influence employee performance and well-being, have not been common factors included in the I-O literature. To address this gap, this symposium presents both a science and practitioner perspective on research and organizational programs related to sleep/fatigue and the workplace.

MultiDisciplinary

Lauren Blackwell Landon, KBRwyle-NASA, ***Chair***
Brett J. Litwiller, State Farm Insurance, William D. Taylor, HumRRO, Logan M. Steele, University of South Florida, ***What Should an Organization Do to Improve Employee Sleep?***
Lauren Blackwell Landon, KBRwyle-NASA, Peter Roma, Institutes for Behavior Resources/Johns Hopkins University, Alexandra Whitmire, KBRwyle, ***Team-Level Effects of Sleep and Fatigue: Wake Up, Researchers!***
Brandi Higgins, NASA, ***Leading a Healthy Workplace***
Kelley J. Slack, NASA-JSC/KBRwyle/University of Houston, Pamela Baskin, KBRwyle, ***Manage Fatigue Like Astronauts Do***
Larissa K. Barber, Northern Illinois University, ***Discussant***

Submitted by Lauren Blackwell Landon, lauren.landon@nasa.gov

697. Panel Discussion: 10:00AM–11:20AM Huron

Make Assessment Boring Again: Have Game-Based Assessments Become Too Much Fun?

Gamification is a growing area in selection assessment. This session presents diverse perspectives from researchers and practitioners on unique considerations for game-based assessments. Topics include: (a) candidate experience and if fun is always better, (b) implementation issues within roles and selection systems, and (c) advancing partnerships between researchers and practitioners.

Morgan B. Showler, Michigan State University, ***Chair***
Christina Norris-Watts, Johnson & Johnson, ***Panelist***
Richard N. Landers, Old Dominion University, ***Panelist***
Nicholas R. Martin, Aon, ***Panelist***
Marina Pearce, Ford Motor Company, ***Panelist***

Submitted by Morgan B. Showler, showlerm@msu.edu

698. Alternative Session Type with Presenters: 10:00AM–11:20AM Mayfair

What We Wish Our Allies Knew

Want to be a better ally? SIOP members from various backgrounds talk about their experiences and what they need from their allies. Topics include breastfeeding, illness stigma, how gay men deal with the old boys' network, being an international graduate student, and more. Come learn how to be an even better advocate for others in SIOP and in your own workplace.

Ismael Diaz, California State University, San Bernardino, ***Co-Chair***
Mindy E. Bergman, Texas A&M University, ***Co-Chair***
Kisha S. Jones, ***Co-Chair***
Afra S. Ahmad, Zayed University
Alexandra I. Zelin, University of Tennessee at Chattanooga, ***Presenter***
Sabrina D. Volpone, University of Colorado Boulder, ***Presenter***
Lisa S. Moore, Florida Institute of Technology, ***Presenter***
David F. Arena, Jr., University of Memphis, ***Presenter***
Sin-Ning Cindy Liu, Texas A&M University, ***Presenter***
Austin Chase Casassa, University of Tennessee at Chattanooga, ***Presenter***
Charles P.R. Scott, DDI, ***Presenter***
Thomas Sasso, University of Guelph, ***Presenter***
Catalina Flores, University of Akron, ***Presenter***
Kati Thomas Steele, STEPS Lifestyle Company, Inc., ***Presenter***

Submitted by Ismael Diaz, ismael.diaz@csusb.edu

699. Symposium/Forum: 10:00AM–11:20A Michigan A

The Bleeding Edge of Measurement: Innovations With AI Psychometrics

MultiDisciplinary

Using artificial intelligence to solve intractable challenges in measurement is on the rise. Innovations range from deep learning methods to novel expert systems and item types. The symposium presents glimpses of ongoing efforts designed to improve psychological fidelity and practical utility of traditional I-O measurement approaches. Elements performing well and works in progress are addressed.

Cavan J. Gray, Pearson VUE, Kirk A. Becker, Pearson VUE, ***Automating Job Analysis With Natural Language Processing***
Ken Lahti, Psychobabble, Craig J. Russell, University of Oklahoma, ***Using Artificial Intelligence to Score Spoken Responses***
Alan D. Mead, Talent Algorithms Inc, ***Improving Personality Items Using Computational Psychometrics***
Matt Barney, LeaderAmp, Inc, Barth Riley, LeaderAmp, ***Automated Rasch Analyses as a Foundation for Unobtrusive Measurement***
Anne Thissen-Roe, PSI, ***Discussant***

Submitted by Matt Barney, matt@leaderamp.com

700. Panel Discussion: 10:00AM–10:50AM Michigan B

Unfamiliar Territory: I-O Psychologists as HR Business Partners

As HR functions evolve, I-O practitioners interested in internal HR business partner roles will need to consider what skills to develop to be successful in this new landscape. This panel of HR and business leaders will provide insights into the most critical areas for professional development, how to maneuver their careers, and what the future for internal I-Os holds.

Matthew R. Millard, NuVasive, Inc, ***Chair***
Larry Inks, The Ohio State University, ***Panelist***
Van M. Latham, PathPoint Consulting, ***Panelist***
Pete M. Leddy, NuVasive, ***Panelist***
Anthony Rucci, Ohio State University, ***Panelist***
Josh Sandifer, Natera, ***Panelist***

Submitted by Matthew R. Millard, matt.r.millard@gmail.com

701. Panel Discussion: 10:00AM–11:20AM Ontario

Learning and Development for Workplace Inclusivity: Diversity Training Best Practices

This panel addresses current trends, best practices, and future directions for diversity training. The session will cover effectively designing and evaluating diversity training programs by translating empirically based findings into real world applications. Panel experts will answer questions deemed most relevant to audience members, making for an adaptive and participant-driven session.

Stephanie A Zajac, Houston Methodist Hospital-MITIE Simulation Center, ***Chair***
Alex P Lindsey, Indiana University - Purdue University Indianapolis, ***Panelist***
Fred G. Macoukji, University of South Florida, ***Panelist***
Juan Madera, University of Houston, ***Panelist***
Victoria P. Mattingly, DDI, ***Panelist***
Miguel A. Quinones, Southern Methodist University, ***Panelist***

Submitted by Stephanie A Zajac, szajac@houstonmethodist.org

Poster Session (Leadership): 10:00AM–10:50AM Riverwalk

702. Poster: 10:00AM–10:50AM Riverwalk

The Cost of Charisma: Context Matters

This study examines the impact of charismatic leadership on ratings of leader effectiveness and humility within a nonprofit organization. Results indicate that ratings of leader humility mediate the relationship between charismatic leadership and ratings of leader effectiveness, broadly concluding that leader charisma may be damaging in organizations with a preestablished organizational vision.

Julian Bryant Allen, Pennsylvania State University
Kristen L. Swigart, Pennsylvania State University
Samuel T. Hunter, Pennsylvania State University
Jacqueline T. Marhefka, Pennsylvania State University

Submitted by Julian Bryant Allen, julianba@me.com

703. Poster: 10:00AM–10:50AM Riverwalk

Leadership Self-Efficacy in Small Groups: Validation of a Self-Report Measure

This study emphasizes group size as a context variable that contributes to perceptions of leadership self-efficacy and leadership outcomes. Thus, to validate a leadership self-efficacy measure for small groups, data were obtained from 1,424 participants enrolled in leadership programs. Partial support was found for the proposed construct- and criterion-related validities for the measure.

Olabisi A. Atoba, South Dakota State University
Winfred Arthur, Jr., Texas A&M University

Submitted by Olabisi A. Atoba, bisi.atoba@gmail.com

704. Poster: 10:00AM–10:50AM Riverwalk

Examining Patterns of Implicit Theory Congruence Between Leaders and Followers

Patterns of dyadic congruence on implicit theories of leadership, followership, as well as match between implicit theories and self-views were examined in a sample of 193 leader–follower pairs. Subgroup membership significantly predicted leader and follower assessed LMX, perceived support, and perceived contribution.

Patrick T. Coyle, Lycoming College
Roseanne J. Foti, Virginia Tech
Amy Plocinik, Lycoming College
Micah Roediger, Virginia Tech

Submitted by Patrick T. Coyle, coyle@lycoming.edu

705. Poster: 10:00AM–10:50AM Riverwalk

Investigating Patterns of Alignment on Implicit Theories and Self-Views

Subgroups of alignment on implicit theories of leadership and followership and dyadic partners in those roles as well as match between role expectations and self-views were examined in a sample of 193 leader–follower pairs. Subgroup membership significantly predicted LMX and perceived support from one's dyadic partner.

Patrick T. Coyle, Lycoming College
Roseanne J. Foti, Virginia Tech
Amy Plocinik, Lycoming College
Micah Roediger, Virginia Tech

Submitted by Patrick T. Coyle, coyle@lycoming.edu

706. Poster: 10:00AM–10:50AM Riverwalk

A Meta-Analysis of the Relationship Between Learning Agility and Leader Success

The application of learning agility has grown markedly during the past few years as an approach to assist HR professionals with their talent decisions. In this paper, 19 field studies examining the linkage between learning agility and leader success are reviewed. Findings of a meta-analysis show it has a robust relationship with both leader performance ($\bar{r}$ = 0.47) and potential ($\bar{r}$ = 0.48).

Kenneth P. De Meuse, Wisconsin Management Group

Submitted by Kenneth P. De Meuse, ken.demeuse@gmail.com

707. Poster: 10:00AM–10:50AM Riverwalk

Linking Dynamic Work Environment and Humble Leader Behavior via Feedback Seeking

Based on the uncertainty reduction theory, it is proposed that the dynamic work environment could positively affect leader humble behavior through the mediation of leader feedback seeking, and the mediation effect could be moderated by leader intolerance of uncertainty. The empirical data from 194 team leaders and their 737 subordinates supported the hypotheses.

Xiao Deng, Peking University

Submitted by Xiao Deng, deng_xiao@yeah.net

708. Poster: 10:00AM–10:50AM Riverwalk

Patient Safety: Examining The Roles of Abusive Supervision and Psychological Safety

This poster examined the relationship between abusive supervision and patient safety among 363 physicians and medical residents. Results suggest a negative relationship between abusive supervision and patient safety (r = -.16), and that psychological safety mediates this relationship (B = -.13, 95% CI [-.22 to -.05]).

Aidan Dumaisnil, University of Calgary
Justin M. Weinhardt, University of Calgary

Submitted by Aidan Dumaisnil, aidandumaisnil@gmail.com

709. Poster: 10:00AM–10:50AM Riverwalk

Understanding Implicit Leadership Theories: A Social Network Analysis Approach

A new measure of implicit leadership theories (ILTs) was developed that uses social network analysis to assess the centrality of leader traits. Although this new measure demonstrates convergence with existing ILT measures, the relationship is only modest. Thus, this new measure may have promise for expanding our understanding of ILTs.

Rochelle Evans, University of Waterloo
Winny Shen, University of Waterloo
Douglas J. Brown, University of Waterloo

Submitted by Rochelle Evans, r3evans@uwaterloo.ca

710. Poster: 10:00AM–10:50AM Riverwalk

The Language of Leaders: Semantic Indicators of Informal Leader Emergence

This poster leverages a discursive understanding of leadership emergence, combined with text analysis and network modeling, to examine how the content of virtual team members' communications predict their emergence as leaders. Results suggest that using language referencing the group and the group goal positively predict leader emergence.

Zachary Gibson, Northwestern University
Dorothy R. Carter, University of Georgia
Leslie A. DeChurch, Northwestern University

Submitted by Zachary Gibson, zgibson@u.northwestern.edu

711. Poster: 10:00AM–10:50AM Riverwalk

Impact of Followers on Leadership Effectiveness

A moderated mediation model was investigated where 230 employees' co-production orientation influenced relationship quality with their leader and the ratings of leadership effectiveness in the Northeastern United States. Creating change organizational culture served as a moderator. Results supported leader–member exchange was significant at low levels of the moderator.

Ashita Goswami, Salem State University
Meghan Hardiman, Salem State University
Jeremy Henson, Virginia Commonwealth University

Submitted by Ashita Goswami, agoswami@salemstate.edu

712. Poster: 10:00AM–10:50AM Riverwalk

Uncovering the Interplay of Formal and Informal Leadership in Teams

The authors propose and test a model of interplay between formal and informal sources of leadership. Findings suggest that informal leaders can substitute and complement the existing leadership of a formal leader and that these interaction effects between leadership sources can influence the performance of teams.

Beth Anne Helgason, Queen's University
Matthias Spitzmuller, Queen's University

Submitted by Beth Anne Helgason, ba.helgason@queensu.ca

713. Poster: 10:00AM–10:50AM Riverwalk

The Role of Healthcare Supervisors in Event Reporting: Moderators and Mediators

This study examined survey responses from 7,265 medical professionals using the AHRQ Patient Safety Climate Survey. The goal of this research was to understand the role that supervisors play in both adverse event reporting and patient safety perceptions of staff. Additionally, nonpunitive response to error was tested as a moderator, whereas communication openness was tested as a mediator.

Claudia Hernandez, University of Central Florida
C. Shawn Burke, University of Central Florida/Institute for Simulation and Training
Marissa L. Shuffler, Clemson University

Submitted by Claudia Hernandez, claudia_hernandez@knights.ucf.edu

714. Poster: 10:00AM–10:50AM Riverwalk

Asian American Leadership: Does Leadership Style Matter?

This study examined perceptions and ratings of Asian American leaders relative to Caucasian American leaders with regard to humble, servant, and authentic leadership. The use of servant and authentic leadership showed significant results. Servant leadership, in particular, appears to be an effective leadership strategy for Asian Americans that is translatable cross-culturally.

Joyce Hwang, San Diego State University
Mark G. Ehrhart, University of Central Florida

Submitted by Joyce Hwang, mailjoycehwang@gmail.com

715. Poster: 10:00AM–10:50AM Riverwalk

Transformational and Transactional Leadership Today: A Meta-Analysis

In recent years, the leadership landscape has changed. This raises a critical question: what behaviors are associated with leader effectiveness in today's work environment? Using meta-analytic techniques, the relationship between transformational and transactional leadership behaviors and a number of important employee attitudes—including motivation, commitment, and confidence—were explored.

Patrick K. Hyland, Mercer|Sirota
David W. Reeves, II, Mercer|Sirota
Anthony W. Caputo, Mercer|Sirota

Submitted by Patrick K. Hyland, phyland@sirota.com

716. Poster: 10:00AM–10:50AM Riverwalk

Personal Values and Consideration Versus Initiating Structure Leader Behaviors

The influence of personal values on preferred leader behaviors was investigated. Results showed that self-enhancement values were related to initiating structure and task-oriented behavioral preferences whereas self-transcendence values were related to consideration and relationship-oriented behavioral preferences.

Jody J. Illies, St. Cloud State University
Carolyn A Fiore, St. Cloud State University
Julien Nougarou, GenSearch Consulting
Alaina Kne, St. Cloud State University

Submitted by Jody J. Illies, jjillies@stcloudstate.edu

717. Poster: 10:00AM–10:50AM Riverwalk

How Leaders Influence Follower Cognition and Ethics Using Targeted Strategies

This poster examined how leaders use moral disengagement and proactive influence strategies to achieve follower compliance. Results indicate follower sense-making processes and behaviors are significantly affected by leader strategies. Leader influence tactics impact follower moral disengagement, forecasting valence, perceptions of leadership threat, and ethical decision making.

James F. Johnson, United States Air Force
Zhanna Bagdasarov, California State University, Fresno
Shane Connelly, University of Oklahoma
Genevieve Johnson, American Institutes for Research

Submitted by James F. Johnson, james.johnson.271@us.af.mil

718. Poster: 10:00AM–10:50AM Riverwalk

Investigating Different Measurements of Shared Leadership

This study examined the behavioral and the general impression measures of shared leadership. Findings suggest that behavioral measures of shared leadership relate to teamwork more so than general impression measures. In addition, a statistic that reflects both the variability and overall extent of leadership performed better than a statistic that only captures the variability of leadership.

Ki Ho Kim, Central Michigan University
Matthew S. Prewett, Central Michigan University
Ye Ra Jeong, Central Michigan University

Submitted by Ki Ho Kim, niceday412@gmail.com

719. Poster: 10:00AM–10:50AM Riverwalk

Subordinates Attributed Motives of Abusive Supervision Mitigates its Negative Effects

This study extends the literature on abusive supervision by refining the attributed motives of abusive supervision and by examining how the attributed motives influence the negative effects of abusive supervision on LMX and withdrawal behaviors (work withdrawal and job withdrawal).

Using quantitative and qualitative data from 139 victims of abuse, a proposed model of abusive behavior is tested.

Kyoung Yong Kim, City University of Hong Kong
Leanne E. Atwater, University of Houston
Zahir Latheef, University of Houston
Dianhan Zheng, University of Houston
Ijeoma Ugwuanyi, City University of Hong Kong

Submitted by Kyoung Yong Kim, kimx1616@umn.edu

720. Poster: 10:00AM–10:50AM Riverwalk

Mind(ful of) Your Emotions: Healthcare Leaders, Unit Well-Being, and Patient Care

Mindfulness and emotion regulation have received increased attention in leadership literature. Mediational analyses of multisource data provide support for the effects of these skills on leader–member exchange, psychological detachment, and patient care within healthcare units. To improve employee well-being and patient experience, healthcare leaders should develop self-regulatory skills.

Chelsea A. LeNoble, Clemson University
Michelle Flynn, Clemson University
Marissa L. Shuffler, Clemson University
Sharon Wilson, Greenville Health System
Tod N. Tappert, Greenville Health System

Submitted by Chelsea A. LeNoble, clenobl@clemson.edu

721. Poster: 10:00AM–10:50AM Riverwalk

Contingent Reward Leadership's Effect on Organizational Citizenship Behaviors

This study uses meta-analytic techniques to examine the relation between contingent reward leadership (CRL) and organizational citizenship behaviors (OCBs). Results of the analyses on 12 independent effect sizes indicated that there is a positive relation between CRL and OCB, which does not appear to be significantly affected by the presence of outliers or publication bias.

Sheila List, Virginia Commonwealth University
James G. Field, West Virginia University
Michael A. McDaniel, Work Skills First, Inc.

Submitted by Sheila List, listsheila01@gmail.com

722. Poster: 10:00AM–10:50AM Riverwalk

The Influence of Dyad Time Urgency Diversity on Follower Perceptions

Leader dyads are becoming more prevalent, but conditions under which dyads will be effective need further attention. This study examines the impact of dyad time urgency diversity on follower satisfaction and willingness to follow as moderated by shared temporal cognition. Results indicate that although temporal diversity alone is harmful, it can be valuable when shared temporal cognition is high.

Jacqueline T. Marhefka, Pennsylvania State University
Julian Bryant Allen, Pennsylvania State University
Kristen L. Swigart, Pennsylvania State University
Patricia N. Martinez, Pennsylvania State University

Submitted by Jacqueline T Marhefka, jacquelinemarhefka@yahoo.com

723. Poster: 10:00AM–10:50AM Riverwalk

Does Potential Actually Predict High Potential?

This study tested part of the Finkelstein, Costanza, and Goodwin (2017) model of potential, looking at the relationship among cognitive ability, personality, and social competence and high potential designation in organizations. Results show that need for achievement and cognitive abilities are the strongest predictors of HiPo designation. This is the first empirical test of a model of potential.

Ahleah F. Miles, George Washington University
David P. Costanza, George Washington University
Lisa Finkelstein, Northern Illinois University
Charlotte Wright, George Washington University
Grace Arnold, George Washington University

Submitted by Ahleah F. Miles, Afmiles@gwmail.gwu.edu

724. Poster: 10:00AM–10:50AM Riverwalk

Interactive Effects of Motivation on Task Coordination and Emergent Leadership

This research examined the relationship between individual impression management motives and task coordination behavior as well as task coordination and leadership emergence, considering team prosocial motivation as a moderator of both relationships. Results revealed support for study hypotheses, highlighting the importance of team prosocial motivation in understanding both relationships.

Tyree D. Mitchell, Louisiana State University
Lars U. Johnson, Wayne State University
Jia (Jasmine) Hu, Ohio State University

Submitted by Tyree D. Mitchell, tyreedmitchell@aol.com

725. Poster: 10:00AM–10:50AM Riverwalk

Dark Triad Leadership and Follower Motives: Will You Follow the Devil You Know?

Data from 326 workers support a positive relationship between dark triad (DT) leader traits and follower use of compliance motives and a negative relationship between two DT leader traits and internalization motives. High leader behavioral integrity (i.e., consistency between words and actions) was also found to strengthen the relationship between DT leader traits and follower compliance.

Robert Moorman, Elon University
Brian D. Lyons, Elon University

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

726. Poster: 10:00AM–10:50AM Riverwalk

The Development and Validation of the Collaborative Leadership Scale

Collaborative leadership stresses an integrative and strategic approach to tackling complex, community-wide issues. Authors developed and validated a multidimensional measure of collaborative leadership. This new instrument will be a valuable tool for researchers and practitioners, and can be used to better understand individual differences in collaborative leadership.

Megan T. Nolan, University of Akron
Paul E. Levy, University of Akron

Submitted by Megan T. Nolan, mtn16@zips.uakron.edu

727. Poster: 10:00AM–10:50AM Riverwalk

LMX Differentiation and Members' Perceptions of Within-Group Politics

LMX differentiation (LMXD) is common and arguably has negative consequences. We aim to describe why and how LMXD influence employees' work behaviors. Authors found perceived within group politics as a mechanism through which LMXD influences members' work behaviors. Also tested was the moderating effect of perceived within group politics on the relationship between LMX and members' work behaviors.

Haesang Park, Tulane University
Haeseen Park, King's College London

Submitted by Haesang Park, hpark2@tulane.edu

728. Poster: 10:00AM–10:50AM Riverwalk

Implicit Followership Theories: Is There Any "There" There?

This study used latent profile analysis (LPA) to identify 4 implicit leadership theory (ILT) profiles and 6 implicit followership theory (IFT) profiles among respondents, on 12 dimensions of leader and follower schemata. Results identified significant, but not complete, correspondence between participants' schemata for leaders and for nonmanagement employees.

Ruchi Patel, Aon
S. Bartholomew Craig, North Carolina State University

Submitted by Ruchi Patel, ruchipatel2003@gmail.com

729. Poster: 10:00AM–10:50AM Riverwalk

Transformational Leadership and Leaders' Well-Being

Transformational leadership can deplete leaders' psychological resources and inhibit leaders' own growth and well-being. Using follower ratings of leaders from a multiorganizational dataset, this study found a negative relationship between transformational leadership and leaders' well-being, and this effect was consistent across organizations along different organizational cultural norms.

Shan Ran, Mercer University
Marcus W. Dickson, Wayne State University
Cheryl A. Boglarsky, Human Synergistics, Inc.

Submitted by Shan Ran, rochelleran@gmail.com

730. Poster: 10:00AM–10:50AM Riverwalk

The Relationship Between Minority Status and Leadership Perceptions

This study suggests that leader effectiveness depends on the race and gender of the leader being evaluated. Through a lab experimental session, it was found that ethnic minorities were viewed as having a more destructive leadership style, even when displaying the same leadership behaviors as majority members.

Altovise Rogers, San Jose State University
Ashley Shorte, San Jose State University
Mariah Patterson, Radford (Aon)
Armando Gonzalez, San Jose State University
Marlena Bocanegra, San Jose State University
Max Loewenstein, San Jose State University
Courtney Chan, San Jose State University

Submitted by Altovise Rogers, altovise.rogers@sjsu.edu

731. Poster: 10:00AM–10:50AM Riverwalk

Leaders, Followers, or Both: Shared Leadership and Team Performance

This poster determined how leadership and followership behaviors relate to team performance and type of team leadership. Shared leadership teams demonstrated the highest performance whereas leaderless teams showed the lowest. Individuals who incorporate leadership and followership behaviors are found most often in shared leader teams.

Ryan P. Royston, University of Nebraska-Omaha
Roni Reiter-Palmon, University of Nebraska-Omaha
Joseph A. Allen, University of Nebraska-Omaha
Kath Henebry, University of Nebraska-Omaha
Lynn K. Harland, SPHR/University of Nebraska-Omaha

Submitted by Ryan P. Royston, rroyston@unomaha.edu

732. Poster: 10:00AM–10:50AM Riverwalk

Comparing Profiles of Followers in Students and Working Adults

This study investigated the congruence of patterns of individuals' implicit followership theories (IFTs) in samples of students and working adults. Latent profile analysis (LPA) was used to identify the followership profiles. Results show that students and adults have overlapping but differing profiles. Sex and tenure are tested as predictors of profile membership.

Mary Selden, University of Georgia
Patrick T. Coyle, Lycoming College
Roseanne J. Foti, Virginia Tech
Amy Plocinik, Lycoming College

Submitted by Patrick T. Coyle, coyle@lycoming.edu

733. Poster: 10:00AM–10:50AM Riverwalk

When Does Hurting You Hurt Me? Leader Well-Being Consequences of Abusive Supervision

Research has shown that leader behaviors affect follower well-being. This study examines whether follower behaviors, specifically their in-role performance, also affects leader well-being. Further examined are whether abusive supervision mediates this relationship and this relationship is moderated by leader motives for abuse (i.e., performance promotion or injury).

Winny Shen, University of Waterloo
Lindie H. Liang, Wilfrid Laurier University
Douglas J. Brown, University of Waterloo

Submitted by Winny Shen, winny.shen@uwaterloo.ca

734. Poster: 10:00AM–10:50AM Riverwalk

Ethical Leadership and Knowledge Sharing: A Moderated Mediation Model

This research examines how ethical leadership is related to knowledge sharing. Based on social cognitive theory, it is proposed that ethical leadership positively influences subordinates' knowledge sharing by enhancing subordinates' general self-efficacy. Drawing on conservation of resource and burnout theory, authors argue that such effects largely depend on subordinates' emotional exhaustion.

Ui Young Sun, Seoul National University
Seokhwa Yun, Seoul National University

Submitted by Ui Young Sun, treewithbirds@gmail.com

735. Poster: 10:00AM–10:50AM Riverwalk

Ethical Leadership and Taking Charge: A Dual Mediation Model

This research examines the dual paths linking ethical leadership and subordinates' taking charge. Based on social learning theory and social exchange theory, authors explicate that the positive influence of ethical leadership on subordinates' taking charge is manifested through its impact on subordinates' general self-efficacy and felt-obligation for constructive change.

Ui Young Sun, Seoul National University
Seokhwa Yun, Seoul National University

Submitted by Ui Young Sun, treewithbirds@gmail.com

736. Poster: 10:00AM–10:50AM Riverwalk

Conceptualization and Implications of Leader Perceived Network Structure

Leaders develop a cognitive map of the interpersonal connections in their teams. This cognitive map, conceptualized as leader perceived network structure (LPNS), captures the interpersonal ties among employees based on their leaders' subjective perception. LPNS has important applications on leadership behaviors and employee and team outcomes.

Noriko Tan, National University of Singapore

Submitted by Noriko Tan, norikotan@u.nus.edu

737. Poster: 10:00AM–10:50AM Riverwalk

Leadership, Monitoring, Trustworthiness, and Deviance: A Moderated-Mediation Model

Prior research has demonstrated a relationship between leadership styles and follower deviance. This study proposed and found support for a model that included trustworthiness and perceptions of organizational monitoring (i.e., being monitored by the employer) as mediating and moderating mechanisms, respectively. Implications and contributions of the study and future directions are discussed.

Kevin T. Wynne, University of Baltimore
Benjamin Biermeier-Hanson, Radford University
Joseph B. Lyons, Air Force Research Laboratory
Mengqiao Liu, DDI

Submitted by Mengqiao Liu, mengqiao.liu@ddiworld.com

738. Poster: 10:00AM–10:50AM Riverwalk

Aduro: Leadership That Lights Others Afire

In this qualitative study, critical incidents of Aduro leadership ("to light afire") were collected in which individuals acted as catalysts to other people and the organization. Results indicated that catalytic leadership was triggered by a drive to invest in others, adopting a potential focus, authenticity, big-picture thinking, and looking for triggers to make the group "better together."

Paul R. Yost, Seattle Pacific University
Stormy L. McCarragher, Seattle Pacific University
Mackenzie Allison, Seattle Pacific University
Elizabeth Hicks, Seattle Pacific University

Submitted by Paul R. Yost, yostp@spu.edu

739. Poster: 10:00AM–10:50AM Riverwalk

Abusive Supervision Social Comparison and Followers' Intention Attribution

Authors draw on social comparison theory (Festinger, 1954) to investigate how subordinates make injury initiation attribution from abusive supervision by examining one's relative standing and subjective comparison regarding abusive supervision. Authors further link injury initiation attribution to supervisor-directed deviance. Support for study hypotheses using time-lagged field data was found.

Zhenyu Yuan, University of Iowa
Ning Li, Tippie, University of Iowa
Pengcheng Zhang, Huazhong University of Science and Technology

Submitted by Zhenyu Yuan, yuanzioob@gmail.com

740. Poster: 10:00AM–10:50AM Riverwalk

Empowering Leadership and Employee Outcomes: Moderation and Mediation Effects

Research indicated that empowering leadership is linked to subordinate task performance and creativity through subordinates' taking charge and voice behavior as intermediate variables. Empowering leadership was positively related to taking charge and voice behavior when the leader was higher on reward omission, but the relationship is negative when the leader was lower on reward omission.

Xiyang Zhang, University of Akron
Jing Qian, Beijing Normal University
Bing Wang, Beijing Normal University

Submitted by Xiyang Zhang, xz46@zips.uakron.edu

741. Panel Discussion: 10:00AM–11:20AM Sheraton 1

HR Analytics for a Non-I-O Audience: Merging Science With Practice

I-O psychology professionals practicing analytics in organizations are faced with new opportunities and challenges in recent years, but are uniquely equipped to do so. This panel will address what it is like to be an I-O professional working in analytics today, navigating both business-leader stakeholders and the Big Data trend.

Garett C. Foster, University of Missouri–St. Louis, ***Chair***
Roza Jankovic, PepsiCo, ***Panelist***
Daniel Kuyumcu, Google, ***Panelist***
Julie S. Zide, Goldman Sachs, ***Panelist***
Marc Vicino, JetBlue, ***Panelist***

Submitted by Roza Jankovic, roza.jankovic@pepsico.com

742. Symposium/Forum: 10:00AM–11:20A Sheraton 2

Crossing Cultures and Bridging the Science–Practice Divide

In a rapidly globalizing world, it is critical to understand and manage cross-cultural dynamics across organizations. However, there has been a failure to translate research into practice, and vice-versa. This symposium addresses these concerns through 4 papers, which examine cross-cultural issues from scientist and practitioner perspectives, and a discussion moderated by a global work expert.

Jennifer Feitosa, City University of New York, Brooklyn College, ***Chair***
Julie Dinh, Rice University, ***Co-Chair***
Julie Dinh, Rice University, Allison Traylor, Rice University, Abigail R. Corrington, Rice University, Michelle (Mikki) Hebl, Rice University, Eduardo Salas, Rice University, ***The Cross-Cultural Training Landscape: A Meta-Analysis of Empirical Research***
Jennifer Feitosa, City University of New York, Brooklyn College, Rebecca Grossman, Hofstra University, Maritza R. Salazar, UC Irvine, ***Teamwork: How Culture Challenges What We Know***
Megan E. Gregory, Michael E. DeBakey Veterans Affairs Medical Center/Baylor College of Medicine, Sylvia J. Hysong, Michael E. DeBakey VA Medical Center, Aanand Naik, Michael E. DeBakey VA Medical Center,, Jane Anderson, Michael E. DeBakey VA Medical Center, LeChauncy Woodard, Michael E. DeBakey VA Medical Center, Kyler Godwin, Michael E. DeBakey VA Medical Center, ***Examining the Impact of Professional Culture on Interprofessional Teamwork***
William S. Kramer, Clemson University, Marissa L. Shuffler, Clemson University, ***Reading Between the Lines: High-/Low-Context Cultures in Virtual Teams***
Paula Caligiuri, Northeastern University, ***Discussant***

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

743. Symposium/Forum: 10:00AM–11:20AM Sheraton 3

Recent Advances in Careless Responding Research

The quality of questionnaire data hinges on participants' willingness to provide careful responses. Some research participants, unfortunately, respond after only skimming the contents of a given study questionnaire. In more extreme cases, participants may respond without reading the questionnaire content at all. This symposium examines recent advances in careless responding research.

Nathan A. Bowling, Wright State University, ***Chair***
Jason L. Huang, Michigan State University, ***Co-Chair***
Alyssa K. McGonagle, University of North Carolina at Charlotte, Kurt Kraiger, Colorado State University, ***Examination of Separate and Combined Effects of IER and CMV in Survey Response Data***
Gargi Sawhney, Clemson University, Richard N. Landers, Old Dominion University, Robert R. Sinclair, Clemson University, Janelle H. Cheung, Oregon Health & Science University, ***Examining the Measurement Properties of Passers Versus Failers in MTurk Samples***
Christopher B. Patton, Google, Inc., Nathan A. Bowling, Wright State University, ***Does a Commitment Manipulation Reduce Careless Responding Among Job Incumbents?***
Jason L. Huang, Michigan State University, Zhonghao Wang, Michigan State University, ***Association Between IER and Counterproductive Work Behavior***
Anthony Gibson, Wright State University, Nathan A. Bowling, Wright State University, C. Allen Gorman, East Tennessee State University, ***Using Careless Responding Indices to Predict In-Role Performance, OCBs, and CWBs***

Submitted by Nathan A. Bowling, nathan.bowling@wright.edu

744. Master Tutorial: 10:00AM–11:20AM Sheraton 4

Conducting Reproducible Psychometric Meta-Analyses Using R

This tutorial shows how researchers and practitioners can use R to streamline meta-analysis workflows and enhance the accuracy and reproducibility of psychometric meta-analyses. After a brief overview of the principles of psychometric meta-analysis, the authors show how a new R package—psychmeta—can automate or simplify many steps of the meta-analysis process. Example R scripts will be provided.

Jeffrey A. Dahlke, University of Minnesota, ***Presenter***
Brenton M. Wiernik, University of South Florida, ***Presenter***

Submitted by Brenton M. Wiernik, wiernik@workpsy.ch

745. Symposium/Forum: 10:00AM–11:20AM Sheraton 5

More Than a Feeling: Advancing the Study of Emotions and Performance

Despite a renaissance of emotion research in the organizational literature, many questions remain. The 4 papers in this symposium inject new ideas into this literature, uncover counterintuitive findings, and reveal nuanced relationships between particular emotions and performance. Highlights include conceptual and methodological advancements.

Seth A. Kaplan, George Mason University, ***Co-Chair***
Jill Bradley, University of Colorado Colorado Springs, ***Co-Chair***
Matthew L. LaPalme, University of Central Florida, Dana Joseph, University of Central Florida, College of Business Administration, ***If You're Angry and You Know it Surface Act***
Martin J. Biskup, George Mason University, Xue Lei, George Mason University, Seth A. Kaplan, George Mason University, Jill Bradley, University of Colorado Colorado Springs, Carol Mindy Wong, George Mason University, Lydia Craig, Kayla J. Pomeranz, George Mason University, Gregory A. Ruark, U.S. Army Research Institute, ***Affective Forecasting of Work Events: Effects of Accuracy on Performance***
Carolyn J. Winslow, George Mason University, ***How—and for Whom—Does Inaccuracy in Emotional Predictions Impact Task Performance?***
Elliott C. Larson, The Graduate Center & Baruch College, CUNY, Manuel F. Gonzalez, The Graduate Center & Baruch College, CUNY, Yochi Cohen-Charash, The Graduate Center & Baruch College, CUNY, ***When Does Envy Influence Workplace Behaviors? The Moderating Role of Changeability***
Hillary Anger Elfenbein, Washington University in St. Louis, ***Discussant***

Submitted by Seth A. Kaplan, skaplan1@gmu.edu

746. Symposium/Forum: 10:00AM–11:20AM Streeterville

Latest Findings in Conditional Reasoning: New Scales, Analyses, and Samples

Presentations included describe the latest measurement and theoretical developments in the identification and assessment of implicit personality as framed within the paradigm of conditional reasoning. Primary focus is on novel measurement development, analysis, and application. Supporting data will be presented. Presentations are followed by comments from an expert discussant.

Alexa J. Doerr, Towson University, Daniel J. Svyantek, Auburn University, ***A Conditional Reasoning Test for Risk Propensity***
Silas Martinez, US Army, Daniel R. Smith, US Army, David M. LaHuis, Wright State University, ***Aggression and Boxing Performance: Testing the Channeling Hypothesis***
Justin A. DeSimone, University of Alabama, ***Does "Bad Data" Look Different in Conditional Reasoning Tests?***

Jeremy L. Schoen, University of Mississippi, Marieke C. Schilpzand, Georgia Gwinnett College, ***The Effects of Implicit Creative Personality on Team Conflict***
James M. LeBreton, Pennsylvania State University, ***Discussant***

Submitted by Jeremy L. Schoen, jeremy.schoen@gmail.com

747. Alternative Session Type with Presenters: 10:00AM–11:20AM Superior B

The Changing Nature of the Talent Journey (IGNITE + World Cafè Discussion Combo)

Using case studies and research, 4 speakers from a range of backgrounds will share perspectives on how the talent journey from attraction and selection through to learning and performance management is rapidly changing in today's VUCA world. After Ignite intros (based on 20 automatically advancing slides every 15 seconds), the format shifts to an interactive world cafÈ audience discussion.

Andrew T. Smith, Mind Gym USA, ***Chair***
Soni Basi, Allergan, ***Presenter***
Ms. Melissa Chapman, Delta Air Lines, ***Presenter***
Sandra Matz, Columbia Business School, ***Presenter***
Mary-Clare Race, Mind Gym, ***Presenter***
Anna Tavis, New York University, ***Presenter***

Submitted by Andrew T. Smith, andrew.smith092923@gmail.com

748. Panel Discussion: 10:00AM–11:20AM Wrigleyville

Practically Mobile: Practitioners Discuss Implementing Assessments in a Mobile World

This session addresses practical challenges when candidates access tests on mobile devices. The panelists will discuss how they have adjusted their approach to delivering assessments to accommodate the increase in device usage in candidate pools. Topics include assessment design, implementation challenges, diversity, test environment, applicant reactions, and future directions.

Allison N. Besl, Select International, ***Chair***
Jared Z. Ferrell, SHAKER, ***Panelist***
Tracy Kantrowitz, PDRI, ***Panelist***
Ted B. Kinney, Select International, ***Panelist***
Robert P. Michel, Edison Electric Institute, ***Panelist***

Submitted by Allison N. Besl, abesl@selectintl.com

749. Alternative Session Type with Presenters: 10:30AM–11:20AM Superior A

Hub and Spoke: Supporting Your Local Networking and Development Efforts

The Hub and Spoke session allows SIOP subcommittees to address member needs through structured, interactive "hub" discussions. The Local I-O Group Ad Hoc committee has created 4 hubs based on stages of a group's growth: startup, new, mature, or floundering. Members represent the "spokes" when they join the hub and discuss ways to improve local networking and development.

Virginia Bryant Whelan, Whelan & Associates, LLC, ***Chair***
Michael H. Chetta, Talent Metrics, LLC, ***Presenter***
Anna R. Erickson, CEB, now Gartner, ***Presenter***
Peter J. Rutigliano, Mercer|Sirota, ***Presenter***
M. Peter Scontrino, Scontrino-Powell, Inc., ***Presenter***
Donna Landau Sylvan, Sylvan & Associates, ***Presenter***
Nazanin Tadjbakhsh, Alliant International University, ***Presenter***
Lynda Zugec, The Workforce Consultants, ***Presenter***

Submitted by Virginia Bryant Whelan, gwhelan@performanceassocs.com

750. Special Event: 11:30AM–12:20PM Chicago 6

SIOP Select: New Wine, New Bottles: An Interactive Showcase of I-O Innovations

As the technology in I-O psychology evolves, it's becoming difficult to discern what's "cutting edge" and what's smoke and mirrors. Learn about how 3 I-O psychologists walked that line to develop 3 highly innovative products. In the session, several naÔve audience members will come on stage to experience each product in front of a live audience and talk through their experience.

Richard N. Landers, Old Dominion University, ***Chair***
Nathan J. Mondragon, HireVue, ***Panelist***
Matt Barney, LeaderAmp, Inc, ***Panelist***
Jason A. Blaik, Revelian, ***Panelist***
Salih Mujcic, MA, Revelian, ***Panelist***

Submitted by Levi R. Nieminen, levi.nieminen@betterup.co

751. Symposium/Forum: 11:30AM–12:20PM Chicago 7

Why Arrogant Leaders Are Poor Performers

Although leader arrogance in organizations has often been lamented, there has been little scholarly research on its effects. This symposium will highlight the several published studies on leader arrogance and report on 2 new aspects of leader arrogance: the interpersonal consequences of leader arrogance and the moderating effects of motivation to lead and cognitive ability on leader arrogance.

Stanley B. Silverman, University of Akron, ***Chair***
Stanley B. Silverman, University of Akron, ***Why Arrogance Matters***
Lauren A. Borden, Memorial Sloan Kettering Cancer Center, Paul E. Levy, University of Akron, ***Bosses and Burnout: The Interpersonal Consequences of Leader Arrogance***
Bradley B. Jamieson, Michigan State University, Russell E. Johnson, Michigan State University, ***Cognitive and Motivation-Based Antecedents of Workplace Arrogance***

Submitted by Stanley B. Silverman, stanley@uakron.edu

752. Panel Discussion: 11:30AM–12:20PM Chicago 8

Measure It Again! Considerations for Reassessment Practices

The purpose of this panel is to provide practical considerations for best practice recommendations with regards to the reassessment of candidates when making personnel decisions. Due to the variety of assessment types, it is difficult to provide a single response to questions/requests to reassess. The panel will provide insight on how to determine if reassessment is needed and/or appropriate.

Michael A. Tapia, Hogan Assessment Systems, ***Chair***
Megan Connolly, Mercer|Sirota, ***Panelist***
Dara Drescher, CEB, now Gartner, ***Panelist***
Darin S. Nei, Hogan Assessment Systems, ***Panelist***
Jane Wu, IBM, ***Panelist***

Submitted by Michael A. Tapia, michaelalbertotapia@gmail.com

753. Alternative Session Type with Presenters: 11:30AM–12:20PM Chicago 9

From the Ivory Tower to Main Street: Translating Research Findings in I-O Psychology

This special session showcases efforts to bring research in I-O psychology from the scientific world into organizations, classrooms, public policy, and the minds of everyday citizens. Four experienced panelists will each give a 5-minute, "No bullet points allowed" presentation on the strategies they've used to spread understanding and application of I-O science outside academia, followed by a Q&A.

Ruth Kanfer, Georgia Institute of Technology, ***Chair***
Mike Morrison, Michigan State University, ***Co-Chair***
Kathryn Dekas, Google, ***Presenter***
Alexander C. LoPilato, Statistical Insights, ***Presenter***
Kathryn Narciso, Georgia Institute of Technology, ***Presenter***

Submitted by Mike Morrison, mikeamorrison@gmail.com

754. Alternative Session Type with Presenters: 11:30AM–12:20PM Chicago 10

IGNITE + Facilitated Action Planning Session: Using I-O Skills to Save the World

I-O psychologists have much to offer underprivileged groups. During this session, 5 presenters will share their experiences through an IGNITE introduction and then focus on a facilitated action planning session to help participants connect and start making a plan for helping where they are with the skills and resources they currently have. Students are encouraged to attend.

Benjamin E. Baran, Cleveland State University, ***Presenter***
Kristie L. Campana, Minnesota State University, ***Presenter***
Carol Lynn Courtney, Courtney Consulting Group, ***Presenter***

Jenna N. Filipkowski, Human Capital Institute, ***Presenter***
Richard D. Olson, Olson Consulting Group, ***Presenter***
Submitted by Jenna N. Filipkowski, jennafilipkowski@gmail.com

755. Panel Discussion: 11:30AM–12:20PM Erie

Employee Experience Versus Employee Engagement: Diverse Perspectives, a Hot Topic

This panel will present internal and external practitioner perspectives regarding the differences (and similarities) between employee experience and employee engagement. The panel will focus on the workforce's increasing motivation to improve the holistic employee experience and will include discussions around operationalizing, measuring, and implementing this construct in diverse workforces.

Nicole Boyko, Liberty Mutual Insurance, ***Chair***
Andrea M. Bizarro, JetBlue Airways, ***Panelist***
Sheri L. Feinzig, IBM, ***Panelist***
John C. Howes, IBM, ***Panelist***
Michael Litano, Capital One, ***Panelist***
Gregory W. Stevens, Globoforce, ***Panelist***
Sarah R. Schmidt, Ford Motor Company, ***Panelist***
Submitted by Nicole Boyko, ncboyko@gmail.com

757. Alternative Session Type with Presenters: 11:30AM–12:20PM Huron

Building Partnerships by Understanding Different Perspectives in Employee Selection

Recruiting and hiring qualified talent at the speed necessary to meet organizational needs is a challenge. To be truly successful, companies need to connect all aspects of selection (e.g., recruitment, assessment, candidate experience, compliance, legal, diversity analytics, and inclusion). Panelists will offer practical insights on real-world selection problems from each perspective.

Keli P. Wilson, DCI Consulting Group, Inc., ***Presenter***
Nicole Ennen, Google, ***Presenter***
Lisa McCallister, ***Presenter***
Mickey Silberman, Fortney & Scott, LLC, ***Presenter***
Evan R. Theys, Aon, ***Presenter***
Submitted by Keli P. Wilson, kwilson@dciconsult.com

758. Panel Discussion: 11:30AM–12:20PM Mayfair

Social Media and Staffing: New Applications and (Some) Lingering Concerns

Practitioner use of social media in recruitment and screening practices continues to grow. While new and interesting applications are being implemented, several concerns still exist. This expert panel will discuss what is known regarding opportunities and challenges, including validity, standardization, job seeker reactions, legal risks, and innovative emerging trends.

Nicole L. Petersen, Shaker, ***Co-Chair***
P. Carter Gibson, Shaker, ***Co-Chair***
Lisa Grant Harpe, DCI, ***Panelist***
Alexandra Kuric, Red Bull GmbH, ***Panelist***
Sarah G. Semmel, Twitter Inc., ***Panelist***
Chad H. Van Iddekinge, Florida State University, ***Panelist***
Daly Vaughn, Shaker, ***Panelist***
Submitted by Nicole L. Petersen, nlpetersen13@gmail.com

759. Panel Discussion: 11:30AM–12:20PM Michigan A

Inside Out: Transitioning Between Internal and External Consulting

Previous studies have defined the career paths I-O psychologists typically follow. This panel builds off this work by taking a more detailed look at a particular path: consulting. Specifically, the panelists describe internal and external consulting and identify how to successfully transition between the 2.

Julia S. Walsh, DCI Consulting Group, ***Chair***
Alok Bhupatkar, United States Secret Service, ***Panelist***
Cliff R. Haimann, DCI Consulting Group, Inc., ***Panelist***
Rebecca Levine, Fox Entertainment Group, ***Panelist***
Linn Nordlander, PepsiCo, ***Panelist***
Stefanie J. Pugliese, Vantage Leadership Consulting, ***Panelist***
Submitted by Julia S. Walsh, juliasarahwalsh@gmail.com

760. Symposium/Forum: 11:30AM–12:50PM Michigan B

New Frontiers in Work Ability: Theory, Research, and Practice

The study of work ability, or individuals' (self-perceived) capacity to continue working given their personal resources and job demands, is of great import for the shifting demography of modern organizations and society. This symposium presents new research and methodologies to help elaborate work ability theory as well as explores a potential intervention for promoting work ability.

Cort W. Rudolph, Saint Louis University, ***Chair***
Rachel Sisu Rauvola, Saint Louis University, ***Co-Chair***
Jimmy Zheng, University of Central Florida, Mindy K. Shoss, University of Central Florida, Cort W. Rudolph, Saint Louis University, ***Examining the Conditional Effects of Work Ability and Job Insecurity on Well-Being***
Heiko Schulz, Leipzig University, Hannes Zacher, Leipzig University, ***Individual and Job-Related Predictors of Change in Perceived Work Ability***
Cort W. Rudolph, Saint Louis University, Alyssa K. McGonagle, University of North Carolina at Charlotte, ***Emotional Labor and Perceived Work Ability: Considering Age-Conditional Effects***
Alyssa K. McGonagle, University of North Carolina at Charlotte, Nancy Yahanda, Yahanda Group, Heidi Duskey, Duskey Coaching Services, Leslie Schwab, Harvard Vanguard Medical Associates, ***Coaching Primary Care Physicians: Implications for Perceived Work Ability***
Janet L. Barnes-Farrell, University of Connecticut, ***Discussant***
Submitted by Rachel Sisu Rauvola, shelly.rauvola@slu.edu

761. Symposium/Forum: 11:30AM–12:20PM Ontario

Measurement Advances in Assessing Team Processes

Team processes represent a primary mechanism through which teams reach effective outcomes. This symposium presents a set of research projects that validate new measurement approaches to capture team processes, their dynamism, and complexity.

C. Shawn Burke, University of Central Florida/ Institute for Simulation and Training, ***Chair***
Eleni Georganta, Ludwig Maximilian University of Munich, ***Co-Chair***
Eleni Georganta, Ludwig Maximilian University of Munich, C. Shawn Burke, University of Central Florida/Institute for Simulation and Training, Felix C. Brodbeck, Ludwig Maximilian University of Munich, ***Measuring the Team Adaptation Process***
Jasmina Milosevic, Florida Institute of Technology, Jessica L. Wildman, Florida Institute of Technology, ***The Enactment, Perception, and Measurement of Shared Leadership***
John E. Mathieu, University of Connecticut, Margaret M. Luciano, Arizona State University, Lauren D'Innocenzo, Drexel University, Jeffery A. LePine, Arizona State University, Elizabeth Klock, University of Connecticut, ***The Development and Construct Validity of a Survey Measure of Team Processes***
Amanda L. Thayer, University of Akron, Marissa L. Shuffler, Clemson University, William S. Kramer, Clemson University, Matthew Cronin, George Mason University, ***Capturing Complexity of Team Processes With Teamwork State Profiles***
Submitted by C. Shawn Burke, sburke@ist.ucf.edu

Poster Session (Leadership/Org Culture/Consulting Issues): 11:30AM–12:20PM Riverwalk

762. Poster: 11:30AM–12:20PM Riverwalk

The "Face" of Leadership: What Do People Really Want in a Leader?

Authors adapt an implicit measure of social categorization (reverse correlation image classification) to explore how personality traits affect implicit theories of leadership. Visual representations are created of participants' ideal leader prototypes. Results show that Extroverts desire dominant leaders, agreeable people desire trustworthy leaders, and conscientious people want competent leaders.

Rachel Amrhein, University of Illinois at Urbana-Champaign
Michael T. Perino, University of Illinois at Urbana-Champaign
Eva H. Telzer, University of North Carolina at Chapel Hill
Submitted by Rachel Amrhein, amrhein2@illinois.edu

763. Poster: 11:30AM–12:20PM Riverwalk

The Mindful Leader: Relationships With Empathy and Leader–Member Exchange

This study examined supervisor mindfulness and its relationship to leader–member exchange (LMX) via 3 mechanisms: empathic concern, perspective taking, and response flexibility. Findings suggest empathic

concern and response flexibility partially mediated the mindfulness–LMX relationship. Mindful supervisors reported higher empathy and response flexibility, which positively predicted LMX.

Dana Auten, Portland State University
Charlotte Fritz, Portland State University
Submitted by Dana Auten, dauten@pdx.edu

764. Poster: 11:30AM–12:20PM Riverwalk

Predicting Unique Leadership Metrics Using an Individual Assessment Process

This study was designed to evaluate the effectiveness of an individual assessment process in predicting unique leadership metrics. Specifically, overall assessment score was a significant predictor of promotions, salary changes, internal social media usage, and feedback providing behaviors.

Allison N. Besl, Select International
Ted B. Kinney, Select International
Kristin M. Delgado, Select International/Wright State University
John F. Skinner, Sears Holdings Corporation
Matthew Thomas Kuschert, Sears Holdings Corporation
Submitted by Allison N. Besl, abesl@selectintl.com

765. Poster: 11:30AM–12:20PM Riverwalk

Person–Group Fit, Transformational Leadership, and Contextual Performance in the USAF

Data were collected from 514 United States Air Force cadets. As expected, person–group fit (i.e., cadet–squadron fit) moderated the relationship between transformational leadership and contextual performance. The effects of transformational leadership on contextual performance were only present when cadets experienced a strong person–group fit.

Rylan M. Charlton, USAFA
Kevin J. Eschleman, San Francisco State University
Submitted by Kevin J. Eschleman, kesch@sfsu.edu

766. Poster: 11:30AM–12:20PM Riverwalk

P–S fit and Inclusive Leadership: Interactive Effect on Career Role Performance

Based on 325 employee–supervisor matched data, authors examined a mediated moderation model in which the person–supervisor fit would be positively associated with employee career role performance for low inclusive leadership situation, but for high inclusive leadership circumstance, this positive relation would disappear. Further, affective trust in leaders mediated such interactive effect.

Chiyin Chen, Shanghai Jiaotong University
Ningyu Tang, Shanghai Jiaotong University
Kaili Zhang, Shanghai Jiaotong University
Submitted by Chiyin Chen, chenchiyin@126.com

767. Poster: 11:30AM–12:20PM Riverwalk

Effects of Empowering Leadership on the Work–Family Interface

This study explains how and why empowering leadership influences followers' work–family conflict and work–family positive spillover by focusing on the mediating roles of leader–member exchange and organization-based self-esteem, and on the moderating role of political skill. The survey results from 272 employees supported most of the hypotheses.

Haixiao Chen, Shanghai University of Finance and Economics
Minmin Wang, Shanghai University of Finance and Economics
Ho Kwong Kwan, Shanghai University of Finance and Economics
Xiangfan Wu, Xinjiang University of Finance and Economics
Submitted by Xiangfan Wu, xiangfanwu@hotmail.com

768. Poster: 11:30AM–12:20PM Riverwalk

Situational Strength Moderates the Organizational Identification–Performance Relation

This poster examined whether the restrictive aspects of a strong situation would mitigate the potentially positive effects of organizational identification on job satisfaction and performance. Results suggest that organizational identification has a more pronounced, positive influence on employee job satisfaction and performance in weak situations compared to strong situations.

Brian J. Collins, University of Southern Mississippi
Benjamin Galvin, Brigham Young University
Rustin D. Meyer, Pennsylvania State University
Submitted by Brian J. Collins, brian.collins@usm.edu

769. Poster: 11:30AM–12:20PM Riverwalk

Leader–Member Exchange and Emotional Intelligence: A Meta-Analytic Review

Since its inception, emotional intelligence has been a popular but contentious phenomenon. Given the potential for EI to positively impact leader-member exchange, a meta-analysis was conducted on this relationship. Results showed that there is a positive effect, but that its magnitude was substantially accounted for by methodological factors.

Marcus Crede, Iowa State University
Peter D. Harms, University of Alabama
Lei Huang, Auburn University
Karen Landay, University of Alabama
Submitted by Marcus Crede, mcrede@iastate.edu

770. Poster: 11:30AM–12:20PM Riverwalk

Employee Creativity: The Joint Impact of Empowering Leadership and Personality

The authors examine the joint impact of empowering leadership and employees' openness to experience and need for structure on creativity. They also study cognitive flexibility and persistence as possible mediating mechanisms and developed scales to measure these constructs. Findings indicate that the effect of openness on creativity via flexibility depends on levels of empowering leadership.

Tobias Dennerlein, IESE Business School
Robbert Petterson, Anderson MacGyver
Submitted by Tobias Dennerlein, tdennerlein@iese.edu

771. Poster: 11:30AM–12:20PM Riverwalk

Gender Role Stereotyping in Organizations: The Perceptions of Followers

Although a large literature has developed on gender and leadership, research on gender and followership is largely nonexistent. This research compared the characteristics of effective followers with the characteristics associated with men and women. Results indicated that women were significantly more similar to effective followers.

Noelle Devlin, San Diego State University
Mark G. Ehrhart, University of Central Florida
Submitted by Noelle Devlin, ndevlin@mail.sdsu.edu

772. Poster: 11:30AM–12:20PM Riverwalk

Do Agentic Female Leaders Receive Social Backlash From Workers? An Empirical Study.

Relationships among leader agency, leader gender, and referral gender on worker perceptions were examined via manager and coworker text scripts. Findings indicated that workers prefer communal leaders and didn't discriminate against agentic women, contradicting past backlash literature. Two 3-way interactions also highlighted the benefits of a gender-matching reference.

Benjamin Elman, Touro College
Comila Shahani-Denning, Hofstra University
Adrien Kollar, Touro College
Shai M. Kopitnikoff, Touro College
Submitted by Benjamin Elman, benjamin.elman@touro.edu

773. Poster: 11:30AM–12:20PM Riverwalk

Connecting Cognitive and Motivational Antecedents of Leader Emergence

The purpose of this study was to examine antecedents and outcomes of motivation to lead (MTL). Cognitive variables of implicit leadership fit and leader identity predicted MTL. MTL predicted leader emergence in an "escape room" team task. This study advances previous literature by connecting cognitive and motivational predictors of leader emergence.

Nicholas Flannery, Virginia Tech
Devin Carter, Virginia Tech
Derek A. Burns, Virginia Tech
Roseanne J. Foti, Virginia Tech
Submitted by Nicholas Flannery, nflannery59@gmail.com

774. Poster: 11:30AM–12:20PM Riverwalk

U.S. Politics at Work: The Impact of Leader–Follower Political Alignment

This study examines the effects of perceived political alignment (PPA) with one's leader on job satisfaction and stress. PPA was positively related to job satisfaction and negatively related to stress. Moderated-mediation shows these relationships are mediated by LMX and hold despite variations in general interest in politics, tolerance for opposing political views, or company disclosure policies.

MultiDisciplinary

Kira Foley, George Washington University
Lynn R. Offermann, George Washington University
Lauren A. Lanzo, George Washington University
Submitted by Kira Foley, kirafoley@gwu.edu

775. Poster: 11:30AM–12:20PM Riverwalk

Antecedents of Empowering Leadership

Leader regulatory focus, centralization, and trust in employees are examined as antecedents of leaders' perceived benefits and costs of empowerment and subsequent empowering behaviors. Results indicate that leader promotion focus and trust in employees were positively related to and centralization was negatively related to empowering leadership via leaders' perceived benefits of empowerment.

Soojung Han, Temple University
Crystal M. Harold, Temple University
Ryan M. Vogel, Temple University
Submitted by Soojung Han, tuf74100@temple.edu

776. Poster: 11:30AM–12:20PM Riverwalk

Contingent Reward Transactional Leadership and Follower Outcomes

Two-wave data from 2 samples largely support a moderated mediation model where attachment insecurity mediates the relation of contingent reward transactional leadership with follower job insecurity, burnout, job performance, and organizational citizenship behaviors, and meaningful work moderates the relation between contingent reward transactional leadership and attachment insecurity.

Lixin Jiang, University of Auckland
Submitted by Lixin Jiang, l.jiang@auckland.ac.nz

777. Poster: 11:30AM–12:20PM Riverwalk

Ambivalent Supervision: Negative Outcomes and Cross-Domain Buffers

This study investigated ambivalent supervision, a supervisory relationship with highly positive and negative interactions, resulting in employee uncertainty. Ambivalent supervision was related to affective organizational commitment, stress, and employee trust of their supervisor. In addition, there was some evidence for peer support as a buffer of ambivalent supervision's negative effects.

Riley Anne Johnson, San Francisco State University
Mark G. Ehrhart, University of Central Florida
Submitted by Riley Anne Johnson, riley.johnson6303@gmail.com

778. Poster: 11:30AM–12:20PM Riverwalk

Just Culture? Impact of Just Culture Adoption on Patient Safety Culture

Many healthcare organizations have pursued the adoption of a just culture. A just culture promotes trust, shared accountability, and learning to improve safety and quality. Nine hospitals participated in a just culture collaborative to create a just culture. Study results indicated that just culture adoption was associated with more positive perceptions of safety culture.

MultiDisciplinary

Victoria L. Kennel, University of Nebraska Medical Center
Michael A. Yoerger, University of Nebraska Medical Center
Ann McGowan, Southeast Alaska Regional Health Consortium (SEARHC)
Robin High, University of Nebraska Medical Center
Katherine Jones, University of Nebraska Medical Center
Submitted by Victoria L. Kennel, victoria.kennel@unmc.edu

779. Poster: 11:30AM–12:20PM Riverwalk

The Congruence Effect of Transformational Leadership of Leader and Members

This poster examined the congruence effect of transformational leadership between leader and members on the team performance and team knowledge sharing by using the polynomial regression and response surface analysis. Samples are collected from a company with 378 teams, supporting the congruence effect hypotheses. The higher level of congruence was confirmed to predict better team outcomes.

Cheol Young Kim, Seoul National University
Won-woo Park, Seoul National University
Submitted by Cheol Young Kim, cy0807.kim@gmail.com

780. Poster: 11:30AM–12:20PM Riverwalk

Well-Being Results From Leader Empowerment and Self-Evaluation Through Job Crafting

This study examined the potential antecedents and consequences of job crafting. Empowering leadership and core self-evaluations together predicted job crafting, which in turn, led to employee well-being in the form of work–family enrichment, flourishing, and life satisfaction. Additionally, empowering leadership and core self-evaluations directly resulted in reduced deviant behaviors.

Minseo Kim, Central Michigan University
Terry A. Beehr, Central Michigan University
Submitted by Minseo Kim, kim4m@cmich.edu

781. Poster: 11:30AM–12:20PM Riverwalk

A Dyadic Model of Mutuality of Commitment in Employee–Supervisor Relationships

Using 404 employee–supervisor dyads, the mutuality of commitment in these relationships is investigated. Findings indicate that people tend to (a) project their own commitment onto their partner and (b) perceive accurately their partner's level of commitment. Implications of these findings for the understanding of employee–supervisor relationships will be discussed.

Guylaine Landry, ESG UQAM
Submitted by Guylaine Landry, landry.guylaine@uqam.ca

782. Poster: 11:30AM–12:20PM Riverwalk

Effect of Leader Gender, Attractiveness, and Demeanor on Competence Perceptions

Women often combat leadership stereotypes within an organization. This research explores the intersection of gender, attractiveness, and leadership demeanor on followers' perceptions of leadership ability. Results indicated that leaders engaging in agentic leadership styles were less liked than leaders who engaged in communal leadership styles, regardless of attractiveness or gender.

Gina Lawton, University of Wisconsin-Stout
Alicia Stachowski, University of Wisconsin-Stout
Submitted by Alicia Stachowski, stachowskia@uwstout.edu

783. Poster: 11:30AM–12:20PM Riverwalk

Leader Consideration Reconsidered: The L Factor in Leader Behavior

Authors argue that popular leadership constructs (LMX, contingent reward, and transformational leadership) are redundant with consideration and propose a higher-order L factor indicated by these 4 leadership dimensions. Meta-analytic and primary data revealed a general leadership factor with strong criterion validity. Lower order factors provided little incremental validity over the L factor.

Angela Lee, HumRRO
Daniel A. Newman, University of Illinois at Urbana-Champaign
Chu Chu, University of Illinois at Urbana-Champaign
Submitted by Angela Lee, alee@humrro.org

784. Poster: 11:30AM–12:20PM Riverwalk

Perceptions of Leadership: The Influence of Norms on Leader Categorization

Two studies investigated the influence of tightness–looseness on the structure and content of leadership prototypes across cultures. Results indicated that individuals who endorsed tighter norms were more willing to categorize individuals as leaders than individuals who endorsed looser norms. Implications for understanding leader categorization and tightness looseness are discussed.

Benjamin R. Levine, University of Maryland
Submitted by Benjamin R. Levine, brlevine@umd.edu

785. Poster: 11:30AM–12:20PM Riverwalk

Is Gender a Feature of Follower Prototypes? Exploring Implicit Followership

This research examines how gender relates to perceptions of followership in organizations. Women were seen as more prototypical followers than men, which explained the relationship between gender and

followership ratings. However, these effects only occurred in a traditionally-masculine occupation. These findings help explain why women struggle with advancement to leadership in organizations.

Merrill Levitt, University of Minnesota
Jason Dahling, The College of New Jersey
Submitted by Merrill Levitt, merrilllevitt@gmail.com

786. Poster: 11:30AM–12:20PM Riverwalk

Unpacking Differentiated Leader–Member Exchange (LMX) in Teams: A Multilevel Model

This theoretical paper proposes a multilevel model that contextualizes leader–member exchange (LMX) in teams and looks at relative LMX from a social comparison perspective. The aim of this paper is to unpack whether and how important cognitive and behavioral team processes interplay with LMX to influence (a) the changing pattern of LMX, and (b) LMX's impact on individual and team outcomes.

Jingjing Ma, Michigan State University
Submitted by Jingjing Ma, majingj1@msu.edu

787. Poster: 11:30AM–12:20PM Riverwalk

A Cross-Lagged Analysis of Leader–Employee Value Fit and Leader Identification

Using a 2-wave design with data from 282 employees this study examined bidirectional effects between perceived leader–employee value fit and leader identification. Results provided strong support for the positive relationship of perceived leader–employee value fit (Time 1) to leader identification (Time 2) but could not exclude the possibility of a bidirectional relationship.

Anders Friis Marstand, Birkbeck, University of London
Olga Epitropaki, Durham University
Robin Martin, University of Manchester
Submitted by Anders Friis Marstand, a.marstand@bbk.ac.uk

788. Poster: 11:30AM–12:20PM Riverwalk

Meeting Orientation Influences Employees' Engagement and Intentions to Quit

Two studies examined how an organization's orientation toward the use of meetings influenced employees' perceptions of meeting quality along with their work engagement and intentions to quit. Findings indicated that employees who felt that meetings lack purpose or are overused tended to be less engaged and more likely to consider leaving the organization.

Joseph E. Mroz, University of Nebraska at Omaha
Nicole B. Landowski, University of Nebraska at Omaha
Joseph A. Allen, University of Nebraska at Omaha
Cheryl Fernandez, Gallup Inc.
Molly Grant-Leanna, University of Nebraska at Omaha
Submitted by Joseph E. Mroz, Jmroz@unomaha.edu

789. Poster: 11:30AM–12:20PM Riverwalk

The Power of the Pause: Individual Reflection and its Impact on Leadership Emergence

Authors conceptualize individual reflection as an individual practice of considering and examining various elements of one's work. Results from the main study showed that individuals' learning expectations predicted their level of individual reflection, which in turn had a positive impact on leadership emergence via task-oriented leadership behaviors but not social-oriented leadership behaviors.

Madeline Ong, Singapore Management University
Susan J. Ashford, University of Michigan
Uta K. Bindl, London School of Economics and Political Science
Submitted by Madeline Ong, madelineong@smu.edu.sg

790. Poster: 11:30AM–12:20PM Riverwalk

Is Trust in Leader the Missing Link Between Ethical Leadership and Safety Compliance?

This poster examined the role of trust in a leader in the relationship between ethical leadership and employee safety compliance. Results of the regression analysis showed that trust mediated the relationship between ethical leadership and safety compliance. This implies that trust-based relationship is important for ethical leaders to elicit subordinates' safety compliance behaviors.

Ike E. Onyishi, University of Nigeria, Nsukka
Ibeawuchi K. Enwereuzor, University of Nigeria, Nsukka
Busayo A. Adeyemi, University of Nigeria, Nsukka
Submitted by Ernest Ike Onyishi, ernest.onyishi@unn.edu.ng

791. Poster: 11:30AM–12:20PM Riverwalk

The Effectiveness of Ethical Training Distributed Across the Curriculum

The authors examine the effectiveness of training program in which ethical reasoning skills are taught across the undergraduate curriculum in multiple courses and via extracurricular activities. Exposure to this method of ethical training was significantly related to ethical decision making among graduating college of business seniors.

Laura Parks-Leduc, James Madison University
Leigh M. Mulligan, University of Antwerp
Submitted by Laura Parks-Leduc, leduclm@jmu.edu

792. Poster: 11:30AM–12:20PM Riverwalk

Ignorance Is Bliss: The Effect of Situational Awareness on Emotional Exhaustion

This study analyzed the direct and indirect effect of hostile work environment (HWE) on counterproductive work behaviors (CWBs) through emotional exhaustion. Also assessed were the moderating effect of situational awareness. Emotional exhaustion partially mediates the relationship between HWE and CWB; situational awareness moderates the relationship between HWE and emotional exhaustion.

Kara Polk, University of Houston
Benjamin A. Farmer, Defense Equal Opportunity Management Center (DEOMI)
Submitted by Kara Polk, kara.polk718@gmail.com

793. Poster: 11:30AM–12:20PM Riverwalk

Linking Attachment Theory to Abusive Supervision

This poster examined the impact of leaders' insecure attachment on the enactment of abusive supervisory behavior. Results show that attachment anxiety and avoidance were indirectly associated with abusive supervision through leaders' social self-efficacy and awareness of their emotions.

Jennifer Robertson, Western University
Angela M Dionisi, Carleton University
Julian I. Barling, Queen's University
Submitted by Jennifer Robertson, jennifer.robertson@uwo.ca

794. Poster: 11:30AM–12:20PM Riverwalk

Can Servant Leaders Reduce Burnout in Followers and Teams Through Meaningfulness?

The relationship between servant leadership and emotional exhaustion was examined through meaningfulness at the individual and team levels. Findings suggest direct relationships between servant leadership and meaningfulness (positive) and emotional exhaustion (negative) at both levels. Meaningfulness mediated servant leadership's relation with emotional exhaustion at the individual level.

Diana Sarghi, Morgan Stanley
Alexandra J. Panaccio, Concordia University
Submitted by Alexandra J. Panaccio, alexandra.panaccio@concordia.ca

795. Poster: 11:30AM–12:20PM Riverwalk

Defining Public Health Leadership Effectiveness: A Critical Incident Approach

A critical incident approach was used to define key competencies critical for public health leadership effectiveness. Interviews were conducted with 67 members of a large federal public health agency, resulting in the collection of 512 critical incidents. Content analysis of the incidents yielded an evidence-based model of public health leadership effectiveness comprising 16 distinct dimensions.

Mary Jane Sierra, Centers for Disease Control and Prevention
Ashley Sutton, Centers for Disease Control and Prevention
Daniel McDonald, Centers for Disease Control and Prevention
Submitted by Mary Jane Sierra, mjsierra@outlook.com

796. Poster: 11:30AM–12:20PM Riverwalk

Transformational Leadership and Innovation Across Cultures: A Meta-Analysis

Do the effects of transformational leadership on innovation vary across cultures? To investigate this question, meta-regression procedures were applied to data drawn from 85 field samples. Results indicated that the cultural values of uncertainty avoidance and long-term orientation moderated the relationship between transformational leadership and innovation at the individual and team levels.

Logan M. Steele, University of South Florida
Logan L. Watts, Baruch College, CUNY
Deanne N. Den Hartog, University of Amsterdam

Submitted by Logan M. Steele, steele.logan.m@gmail.com

797. Poster: 11:30AM–12:20PM Riverwalk

You're So Old (Young)! When Supervisors Use Age-Disparaging Humor

This poster examined reactions to age-disparaging humor at a social work event. Conditions varied by joker's age and joke's target age. Perceptions of liking, respect, and leadership ability were collected. Age stigma consciousness (ASC) was also measured. Other-disparaging humor and age-related humor was perceived more negatively than pun humor. ASC influenced joke perceptions of young humor.

Courtney Thomas, Northern Illinois University
Elizabeth A. Hanrahan, Northern Illinois University
Lisa Finkelstein, Northern Illinois University

Submitted by Courtney Thomas, cthomas9@niu.edu

798. Poster: 11:30AM–12:20PM Riverwalk

Legitimation of Absenteeism Behaviors by Prototypical Leaders in Subgroups

This poster examined the effect of prototypical leader's absenteeism behavior influence on the absenteeism of the subgroups of which they were demographically part. Leader's behavior is contagious only to the extent that members are part of the same demographic subgroup as the leader.

Andra Toader, University of Konstanz
Florian Kunze, University of St. Gallen

Submitted by Andra Toader, andra.theodor@yahoo.com

799. Poster: 11:30AM–12:20PM Riverwalk

Can Abusive Supervision Lead to More Helping? The Role of Guilt

Studies show that abusive supervision reduces helping, but the opposite can be true. This study with 300 employees confirms that victims of abusive supervision can feel guilty for their abuse when their relationship with the supervisor (LMX) is good and they believe in a just world (i.e. that people get what they deserve), which then prompts helping toward coworkers.

Niels Van Quaquebeke, Kühne Logistics University
Christian Tröster, Kühne Logistics University

Submitted by Niels Van Quaquebeke, niels.quaquebeke@the-klu.org

800. Poster: 11:30AM–12:20PM Riverwalk

Leader Personality, Leader Coproduction of Leadership Beliefs, and Outcomes

Using path analysis, the authors examined the relationships among leader personality, leader coproduction of leadership beliefs (CPLBs), and follower perceptions of voice and LMX. Findings indicated that leader personality was related to all 3 CPLB dimensions (proactive, decision making, and obedience), and the obedience CPLB dimension predicted follower voice and follower-rated LMX.

Alexa Young, Cubic Corporation
Mark G. Ehrhart, University of Central Florida

Submitted by Mark G. Ehrhart, mark.ehrhart@ucf.edu

801. Poster: 11:30AM–12:20PM Riverwalk

Leader Busyness Image and Follower Perspective Taking in Interaction Avoidance

This study investigated how leaders' busyness image, and followers' perspective taking influence interaction avoidance. Based on 369 employees' data, results showed followers with high perspective taking would be more likely to reduce their interactions when leaders are busy; leaders would have negative evaluations of followers' performance based on the avoidance behaviors.

Kaili Zhang, Shanghai Jiaotong University
Chiyin Chen, Shanghai Jiaotong University
Xu Huang, Hong Kong Baptist University
Ningyu Tang, Shanghai Jiaotong University

Submitted by Kaili Zhang, zhangkailiky@126.com

810. Panel Discussion: 11:30AM–12:20PM Sheraton 1

Lost in Translation: Getting the I-O Science Message Across to HR Practitioners

I-O continues to struggle with effectively communicating science into actionable messages to the HR profession. New approaches such as design thinking and evidence-based practice have helped. In this panel session, I-O researchers with significant experience in translating I-O science into HR practice discuss their observations and explore effective and ineffective science translation approaches.

Talya N. Bauer, Portland State University, ***Moderator***
Iulia Alina Cioca, ScienceForWork, ***Panelist***
John P. Muros, RHR International, ***Panelist***
Shonna D. Waters, BetterUp, ***Panelist***

Submitted by Rachael M. Johnson-Murray, rachaeljm4@gmail.com

802. Panel Discussion: 11:30AM–12:20PM Sheraton 2

Selection 2030: The Future of Testing and Assessments

Selection rests on the verge of considerable change. With the shift to more people-focused organizations, employee quality is ever more critical for organizational success fostering a macro-climate of hyper-competition among firms to vie for top talent. Possibilities for assessments have expanded via machine learning, gamification, AI, and other developments, which will be discussed in this panel.

Daniele A. Bologna, Procter & Gamble, ***Co-Chair***
Michael C. Tocci, Procter & Gamble, ***Co-Chair***
Andrew Biga, GoHealth Urgent Care, ***Panelist***
Anthony S. Boyce, Aon, ***Panelist***
Robert E. Gibby, IBM, ***Panelist***
Christine Murphy, seniorwell.org, ***Panelist***
Christine L. Pusilo, Amazon, ***Panelist***

Submitted by Daniele A. Bologna, bolognda@mail.uc.edu

803. Symposium/Forum: 11:30AM–12:50PM Sheraton 3

Within-Person Variability in Personality: The Good, the Bad and the Ugly

Despite rich literature on the role of personality traits, the momentary expressions of these traits have received less attention. This is remarkable as the variation in behaviors, feelings, and cognitions within an individual is as large as the variation between individuals. This symposium brings together 4 studies that fill this gap by demonstrating the importance of short-term fluctuations.

Reed J. Bramble, Wayne State University, Andrew P. Tenbrink, Wayne State University, ***Within-Person Variability in Personality and Task Performance: A Laboratory Study***
Ryan J. Hirtz, University of Missouri-St. Louis, ***Examining the Relationship Between Variability in Personality and Employee Outcomes***
Jennifer Pickett, Vrije Universiteit Brussel, Joeri Hofmans, Vrije Universiteit Brussel, Filip De Fruyt, Ghent University, ***Concurrent and Lagged Effects of Counterdispositional Extraversion on Vitality***
Joanna Sosnowska, Vrije Universiteit Brussel, Joeri Hofmans, Vrije Universiteit Brussel, Filip Lievens, Singapore Management University, ***Assessing Personality Dynamics in Personnel Selection***
Reeshad S. Dalal, George Mason University, ***Discussant***

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

804. Symposium/Forum: 11:30AM–12:20PM Sheraton 4

Advances in Measurement Invariance: Methods and Applications to Advanced Models

With the growing use of advanced psychometric models there is a need to also extend and evaluate methods of examining invariance across studied groups. This symposium brings together studies that apply methods to detect noninvariance to forced-choice and multilevel models that are growing in use in operational and research settings. Future directions for research in this area are discussed.

Jacob Seybert, Educational Testing Service, ***Chair***
Philseok Lee, South Dakota State University, Seang-Hwane Joo, KU Leuven, Stephen Stark, University of South Florida, ***Testing DIF for MFC Measures Using Thurstonian Item Response Theory***
Jacob Seybert, Educational Testing Service, ***Examining Measurement Invariance With Ideal-Point, Forced-Choice Models***
Nigel R Guenole, IBM, ***Isomorphism in Multilevel Data: Comparing Free and Constrained Baseline Approaches***
Fritz Drasgow, University of Illinois at Urbana-Champaign, ***Discussant***
Submitted by Jacob Seybert, jseybert@ets.org

805. Debate: 11:30AM–12:20PM **Sheraton 5**

Are Exit Interviews of Value? Learn Different Ways to Optimize Their Effectiveness

Is there value in exit interviews or are stay interviews more important? Are both needed? Experienced representatives from 4 companies across industries will present their diverse views on the value of exit interviews along with the when, how, who, and what of implementation. They will also share insights on using the results effectively.

Jaci Jarrett Masztal, Burke, Inc., ***Chair***
Heather Sutphin, Burke, Inc., ***Presenter***
Jennifer M. Dembowski, The Home Depot, ***Presenter***
Kevin Brady, Advocate Health Care, ***Presenter***
Leslie Galloway Sherard, SPHR, Rockwell Automation, ***Presenter***
Submitted by Jaci Jarrett Masztal, jmasztal@burke.com

806. Alternative Session Type with Presenters: 11:30AM–12:20PM **Streeterville**

A World Café: Maximizing ROI of HiPo Development

Are your HiPo initiatives failing to produce the results you want? The World Café format will drive discussion on 4 key challenges organizations face in HiPo development. Participants will then identify solutions to these challenges and explore methods to maximize the ROI and impact of your HiPo programs.

Neelima Paranjpey, Vaya Group, ***Presenter***
Elizabeth A. Hanrahan, Northern Illinois University, ***Presenter***
Justin T. Albertson, Vaya Group, ***Presenter***
Nicole Morris, Vaya Group, ***Presenter***
Submitted by Neelima Paranjpey, nparanjpey@vayapath.com

Don't Miss This!

Session 39, 10:30AM–11:50AM Thursday in Sheraton 1

Dunnette Prize Winner Address from Thomas J. Bouchard, Jr.

807. Panel Discussion: 11:30AM–12:20PM **Superior A**

Tales of Betrayal: Insights From I-O Professionals With Nontraditional Career Paths

This panel aims to bring together 5 panelists who currently serve in unconventional roles since obtaining their I-O training. The panelists will discuss their current roles, the path(s) they took to get to their position, transferable I-O skills that they use in their current roles, and tips/advice to audience members who are considering pursuing "nontraditional" I-O career paths.

Kathakali Sircar, Deloitte Consulting LLP, ***Co-Chair***
Madhura Chakrabarti, Deloitte Consulting LLP, ***Co-Chair***
Robin Lissak, Deloitte Consulting LLP., ***Panelist***
Zachary N.J. Horn, Facebook, ***Panelist***
Boris I. Yanovsky, Facebook, ***Panelist***
Chelsea Guyer, McKinsey & Company, ***Panelist***
Amanda J. Drescher, Walmart, ***Panelist***
Submitted by Kathakali Sircar, sircark29@gmail.com

808. Roundtable Discussion/Conversation Hour: 11:30AM–12:20PM **Superior B**

Do We Need a Caring Approach to Employee Resilience?

The aim of this roundtable/conversation hour is to discuss the limitations and dangers of emphasizing employee resilience as an individual-level construct or phenomenon. Possible reasons for the obsession with individual-level resilience models will be explored, and alternative perspectives that may help us overcome the weaknesses of individual-focused resilience will be discussed.

Paresh Mishra, Indiana University-Purdue University Fort Wayne, ***Host***
Kimberly McDonald, Indiana University Purdue University Fort Wayne, ***Host***
Submitted by Paresh Mishra, mishrap@ipfw.edu

809. Special Event: 11:30AM–12:20PM **Wrigleyville**

SIOP Select: SIOP's Role in Promoting Robust Science in I-O Psychology

The purpose of this session is to discuss ways for SIOP to empower and facilitate robust, rigorous, and reliable science and practice in I-O psychology. Panelists will discuss past, current, and future initiatives aimed at achieving these objectives. Audience input will be encouraged and summarized for SIOP's Executive Board.

James A. Grand, University of Maryland, ***Chair***
Joseph A. Allen, University of Nebraska at Omaha, ***Presenter***
Fred Oswald, Rice University, ***Presenter***
Mo Wang, University of Florida, ***Presenter***
Larry J. Williams, University of North Dakota, ***Presenter***
Submitted by James A. Grand, grandjam@umd.edu

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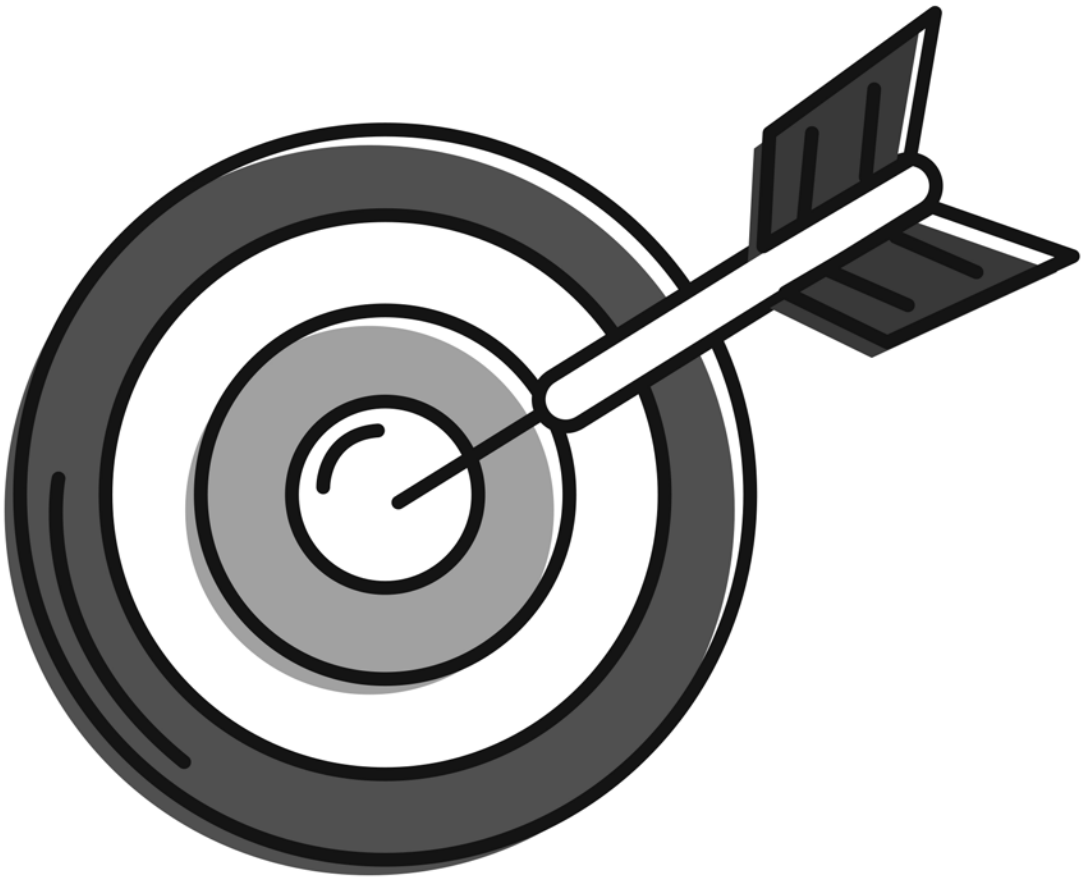

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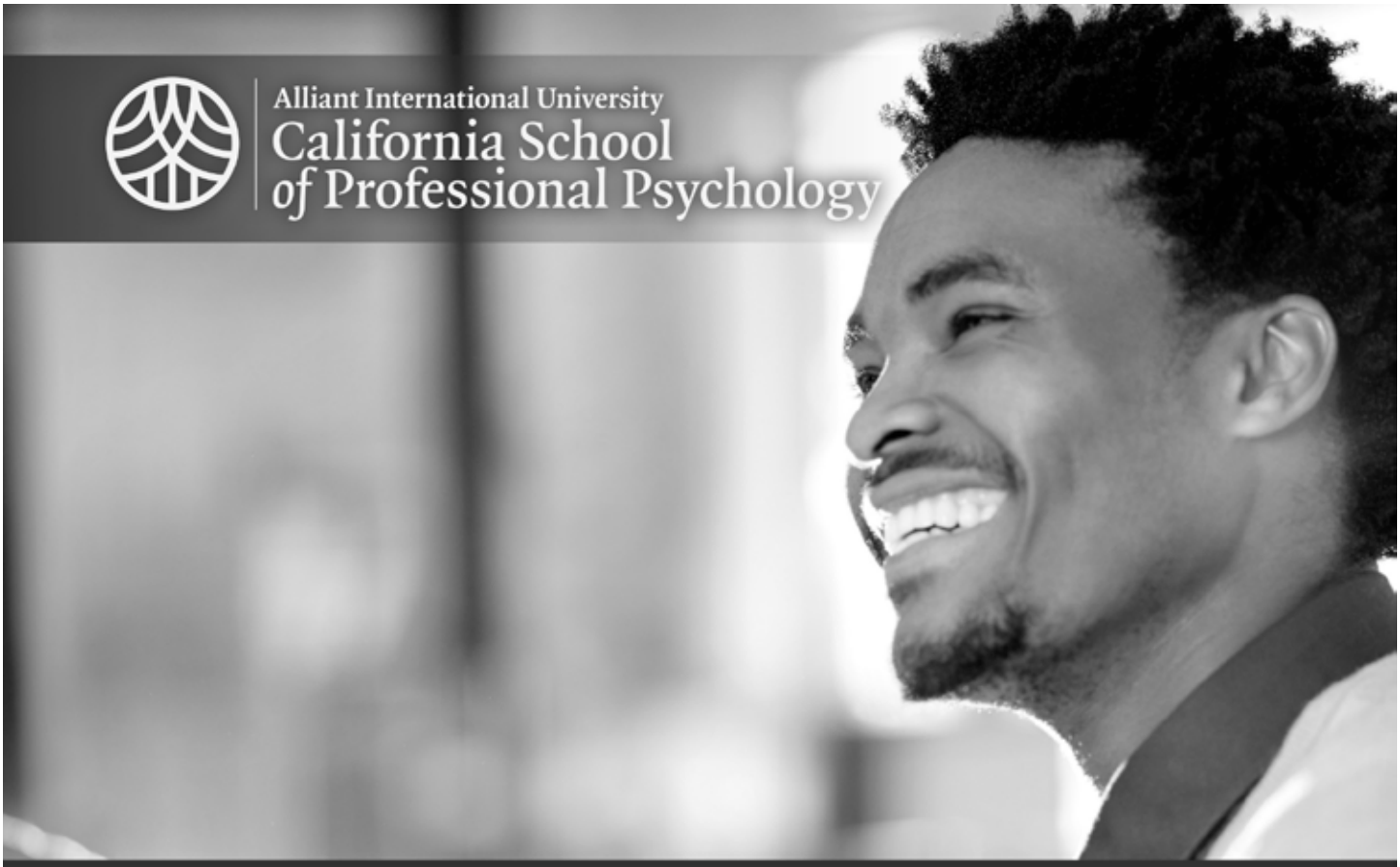

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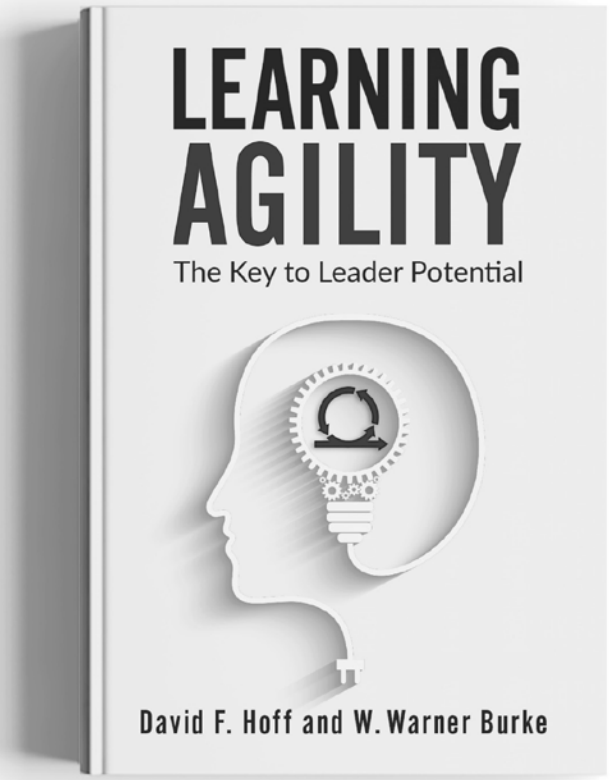

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811. Panel Discussion: 12:30PM–1:20PM Chicago 7

Can You Hear Me Now? Good. Communicating Science Effectively

This panel session will address the barriers I-Os face in communicating effectively with those outside of the field and will present solutions to these barriers based on current research and practice. Topics include the importance of better communication, misconceptions, barriers to communication, and solutions to overcoming these barriers, as well as practical examples and generalizable advice.

Christopher M. Rosett, Comcast, ***Chair***
Brendan Lortie, Bowling Green State University, ***Co-Chair***
Christian N. Thoroughgood, Villanova University, ***Panelist***
Ashley A. Walvoord, Verizon, ***Panelist***
Don C. Zhang, Louisiana State University, ***Panelist***

Submitted by Brendan Lortie, bclortie99@gmail.com

812. Panel Discussion: 12:30PM–1:20PM Chicago 8

Talent Management: What Is It and When Is It Worth It?

This session will engage 6 seasoned practitioners in a discussion about what talent management is and best practices in developing and demonstrating return on investment for talent management programs. The panelists will discuss how they define talent management, what battles they chose, challenges they face, and how they advocate for talent management within their organizations.

Sara J. McKersie, PepsiCo, ***Chair***
Ashley Y. Chung, Roosevelt University, ***Co-Chair***
Chrystal A. Ensey, TruGreen, ***Panelist***
Daniel Seto, KPMG, ***Panelist***
Robert Smith, Acendre, ***Panelist***
Scott E Smith, PepsiCo, ***Panelist***
Sebastian Unger, Prudential Financial, ***Panelist***
Tyler Vander Meeden, Abbott Laboratories, ***Panelist***

Submitted by Sara J. McKersie, saramckersie@gmail.com

813. Panel Discussion: 12:30PM–1:20PM Chicago 9

A Cross-Cultural Conundrum: Applying Western I-O Around the World

I-O psychologists working internationally face challenges in adapting their Western knowledge, training, and experience to firms located in other countries, often with little formal guidance. This panel brings together I-O practitioners with extensive international experience to discuss their insights, challenges, and best practices when implementing Western I-O around the world.

A. James Illingworth, Geode People, Inc., ***Chair***
Krystyn J. Ramdial, University of Central Florida, ***Co-Chair***
Michael Lippstreu, CEB, now Gartner, ***Panelist***
Alissa D. Parr, Select International, ***Panelist***
Michael R. Sanger, Hogan Assessment Systems, ***Panelist***
Aarti Shyamsunder, Psymantics Consulting, ***Panelist***

Submitted by Krystyn J. Ramdial, krystyn@knights.ucf.edu

814. Panel Discussion: 12:30PM–1:20PM Chicago 10

Virtual Reality and Augmented Reality: An Emerging Area for I-O Research and Practice

Virtual reality and augmented reality technologies are beginning to emerge as a significant factor in workforce processes such as recruiting and training, as well as more generally in how organizations do their work. This panel will provide insights and lessons learned from organizations that are applying these technologies, as well as thoughts on future directions.

Darryl R. Roberts, Accenture, ***Chair***
Andrew Biga, GoHealth Urgent Care, ***Panelist***
Jessica L. Kane, Accenture, ***Panelist***
Ekta Vyas, Stanford Children's Health/San Jose State University, ***Panelist***

Submitted by Darryl R. Roberts, darryl.r.roberts@accenture.com

815. Panel Discussion: 12:30PM–1:20PM Gold Coast

Assessment Centers of the Future: Promise, Challenge, and Opportunity

Changes in the nature of work are likely to create new requirements for employee KSAOs. In the same vein, technological advances are likely to create opportunity to improve assessment processes. This discussion will address potential challenges and opportunities for improving assessment centers through advanced design and expanded competency modeling.

Rick R. Jacobs, Pennsylvania State University, ***Chair***
Kristen L. Swigart, Pennsylvania State University, ***Co-Chair***
Kaytlynn R. Griswold, Pennsylvania State University, ***Panelist***
Martin Lanik, Pinsight, ***Panelist***
Douglas H. Reynolds, DDI, ***Panelist***
Hennie J. Kriek, TTS-Top Talent Solutions Inc. and UNISA, ***Panelist***
John P. Saikas, BTS, Inc., ***Panelist***

Submitted by Kaytlynn R. Griswold, krg181@psu.edu

816. Alternative Session Type with Presenters: 12:30PM–1:20PM Huron

A Question of Time: Multidisciplinary Approaches to Understanding Team Dynamics

This session will feature short presentations (20 slides, auto advancing every 15 seconds) from 8 multidisciplinary researchers in the field of teamwork, focusing on long-distance space exploration. This context provides a suitable environment for understanding how key team processes like shared leadership, task transitions, social roles, and cohesion evolve over extended periods of time.

MultiDisciplinary

Leslie A. DeChurch, Northwestern University, ***Chair***
Ashley Niler, Northwestern University, ***Co-Chair***
Noshir Contractor, Northwestern University, ***Presenter***
Christopher Dishop, Michigan State University, ***Presenter***
Wendy L. Bedwell, PACE Consulting Solutions, LLC, ***Presenter***
Brennan Antone, Northwestern University, ***Presenter***
Suzanne T. Bell, DePaul University, ***Presenter***
Jeffrey Olenick, Michigan State University, ***Presenter***
C. Shawn Burke, University of Central Florida/ Institute for Simulation and Training, ***Presenter***

Submitted by Ashley Niler, ashley.niler@gmail.com

817. Symposium/Forum: 12:30PM–1:20PM Mayfair

Dual Earners and the Work–Family Interface: Recent Developments and Implications

This symposium provides novel updates on dual earners and work–family interface, a less developed area in work–family research. Four papers present investigations on the congruence between partners' perceptions of work, family, and career and its potential correlates; interplay among partners' spousal support and enrichment; and effectiveness of an intervention on the partner' outcomes.

Youngah Park, University of Illinois at Urbana-Champaign, ***Chair***
Kevin T. Wynne, University of Baltimore, ***Co-Chair***
Muriel G. Clauson, University of Georgia, Kristen M. Shockley, University of Georgia, ***Slicing Pie: Career Priority Decisions in Dual Career Couples***
Tae Seok Yang, Western Illinois University, Wayne Crawford, University of Texas at Arlington, Wendy J. Casper, Univ of Texas at Arlington, Amy Nicole Baker, University of New Haven, ***Does Congruence Between Self-Rated and Partner-Rated Work–Family Conflict Matter?***
Youjeong Huh, University of Alabama, Michael T. Ford, University of Alabama, ***Crossover Effects of Spousal Support and Job Enrichment in Dual-Earner Couples***
Jacquelyn M Brady, Portland State University, Wylie Wan, Oregon Health and Science University, Leslie B. Hammer, Portland State University, Todd Bodner, Portland State University, ***Effects of Supervisor Training on Couple Relationship Outcomes: Findings From SERVe***

Submitted by Kevin T. Wynne, kwynne@ubalt.edu

Don't miss the Closing Plenary from 4:30 to5:20pm in Chicago 9
Featuring Mark S. Squillante of IBM Watson

818. Symposium/Forum: 12:30PM–1:20PM Michigan A

It's Game Time Coach! The Science of Evaluating Executive Coaching

The effectiveness of coaching within the context of leadership development programs will be discussed. This symposium presents 3 different research papers that will examine coaching effectiveness, as well as relatively unexplored antecedents to coaching relationships, including education, gender and personality of the participants.

Alexander T. Jackson, Middle Tennessee State University, ***Chair***
Jessica M. McClure, Middle Tennessee State University, ***Co-Chair***
Jessica M. McClure, Middle Tennessee State University, Mark C. Frame, Middle Tennessee State University, Ernie Ricketts, Tennessee Bureau of Investigation, Trish Holliday, State of Tennessee, Alexander T. Jackson, Middle Tennessee State University, ***Evaluating the Effectiveness of a State-Run Leadership Development Program***
Sydney Lyla Reichin, Middle Tennessee State University, Grant M. Batchelor, KeyBank, Colbe Wilson, Tennessee Board of Regents, Kallie S. Revels, Middle Tennessee State University, Mark C. Frame, Middle Tennessee State University, Judith L. Van Hein, Middle Tennessee State University, Michael B. Hein, Middle Tennessee State University, ***Education, Gender, and Personality as Antecedents of Coaching Relationships***
Christa B. Mason, Leadership Worth Following, Christopher Coultas, Leadership Worth Following, ***Evaluating Development Throughout the Coaching Process***
Thomas W. Mason, TWMason, ***Discussant***

Submitted by Jessica M. McClure, Jmcclure2116@gmail.com

819. Panel Discussion: 12:30PM–1:20PM Michigan B

Gender Equity in I-O Practice: The Known and Unknown

This session focuses on gender equity's presence/absence in aspects of I-O practice. Panelists will discuss the most pressing issues for women in applied roles, highlight information needed to properly ascertain whether inequity exists, and discuss how evidence-based practices in gender equity can be applied to our own profession.

Ann Marie Ryan, Michigan State University, ***Chair***
Danielle M. Gardner, Michigan State University, ***Co-Chair***
Tracy Kantrowitz, PDRI, ***Panelist***
Deirdre J. Knapp, HumRRO, ***Panelist***
Kathleen Kappy Lundquist, APTMetrics, Inc., ***Panelist***
Jeffrey J. McHenry, Rainier Leadership Solutions, ***Panelist***

Submitted by Danielle M. Gardner, gardn333@msu.edu

820. Symposium/Forum: 12:30PM–1:20PM Ontario

Exploring the Benefits of Mindfulness at Work: Recent Advances

Mindfulness has been quite popular within both academia and media in recent years, and evidence that support its efficacy within work settings continually accumulates. This symposium aims to better the understanding of mindfulness via presenting a diverse array of research that study its effects on a wide range of workplace criteria and follow novel data collection approaches.

Yagizhan Yazar, Middle Eastern Technical University, ***Chair***
Ipek Mete, Middle East Technical University, ***Co-Chair***
Adam A. Kay, University of British Columbia, Daniel Skarlicki, University of British Columbia, ***Mindfulness Increases Interpersonal Citizenship Behaviors via Self-Compassion***
Ipek Mete, Middle East Technical University, Sila Catalsakal, Tekfen Construction, Hayriye Canan Sumer, Middle East Technical University, Yagizhan Yazar, Middle Eastern Technical University, ***Trait Mindfulness Affects Workplace Outcomes via Self-Regulation and Job Satisfaction***
Christina N. Barnett, University of South Florida, Kimberly A. French, Georgia Institute of Technology, Tammy D. Allen, University of South Florida, ***Work–Family–School Conflict and Affect: The Buffering Effect of Mindfulness***
Jeremiah Slutsky, University of South Florida, Brian Chin, Carnegie Mellon University, J. David Creswell, Carnegie Mellon University, ***Mindfulness Training Increases Positive Affect and Reduces Stress At Work***

Submitted by Ipek Mete, ipek.mete@metu.edu.tr

Poster Session (Staffing/Performance Appraisal/Personality): 12:30PM–1:20PM Riverwalk

821. Poster: 12:30PM–1:20PM Riverwalk

Attracted or Chilled: Adverse Impact in Targeted Recruitment

A computational model examined the "chilling effect" in targeted recruitment, whereby applicants self-select out of the hiring process based on perceived lack of fit with the organization or position. Recruitment tactics that produce a chilling effect can improve adverse impact results and yet do nothing to increase the number of minority hires.

Trenton J. Adams, Illinois Institute of Technology
Frank Shu, Illinois Institute of Technology
Shujaat F. Ahmed, Amtrak (National Passenger Railroad Corporation)
Scott B. Morris, Illinois Institute of Technology

Submitted by Trenton J. Adams, the.trent.adams@gmail.com

822. Poster: 12:30PM–1:20PM Riverwalk

Responding to Rejection: The Effects of Promotion Expectations on Candidate Reactions

This study examines the role promotion expectations play in perceptions of justice and job-related behaviors. When a candidate is rejected, results from a simulation study suggest that higher promotion expectations yield detrimental effects on OCBs, CWBs, and turnover intentions. These relationships are found to be mediated by both affective and cognitive variables.

Stephen O. Attar, Central Michigan University
Naga Shilpa Alamuri, Central Michigan University
Matthew S. Prewett, Central Michigan University

Submitted by Stephen O. Attar, stephen.attar@gmail.com

823. Poster: 12:30PM–1:20PM Riverwalk

Realistic Job Previews: Attracting or Dissuading Good Versus Poor Fit Candidates?

Using a pre-/post-test design, authors evaluate how an RJP of the air traffic control career field may differentially impact career field perceptions, knowledge, and interest among a pool of potential candidates whose personal characteristics indicate them to be a good versus poor fit for the career.

Laura G. Barron, U.S. Air Force
Sophie Romay, University of Houston
Rosemarie Reynolds, Embry-Riddle Aeronautical University

Submitted by Sophie Romay, sophieromay@gmail.com

824. Poster: 12:30PM–1:20PM Riverwalk

Validity of Evaluative Factors From Big Five and HEXACO Questionnaires

Exploratory structural equation modeling was used to create a measure of evaluative content from the NEO-FFI-3 and HEXACO-PI-R. This measure was a significant predictor of GPA for each questionnaire, second only to Conscientiousness. Validities for all domain measures were more negative when evaluative content was controlled, suggesting that evaluative content contaminates all scale scores.

Michael Biderman, University of Tennessee-Chattanooga
Samuel T. McAbee, Bowling Green State University
Nhung T. Hendy, Towson University
Job Chen, Clemson University

Submitted by Michael Biderman, michael-biderman@utc.edu

825. Poster: 12:30PM–1:20PM Riverwalk

Getting There Versus Staying There: Competencies That Matter for Female CEOs

Are the competencies that got the 6% of CEOs who are women to the corner office the same competencies as those that keep women there? This in-depth study on female CEO candidates and Fortune 500 CEOs finds that the competencies that get women to the CEO role (e.g., strategic vision, balances stakeholders) are not the same as those that make female CEOs successful (e.g., courage, instills trust).

E. Susanne Blazek, Korn Ferry Institute
James Lewis, Korn Ferry
Signe Magnuson Spencer, Korn Ferry Institute
Evelyn Orr, Korn Ferry

Submitted by E. Susanne Blazek, susanne.blazek@kornferry.com

826. Poster: 12:30PM–1:20PM Riverwalk

Reactions to Social Media Screening: A Different Story for Minority Applicants

Authors examined how applicant reactions to social media screening, as expressed by organizational attraction and litigation intentions, are influenced by social media type, self-efficacy, presence of justification for screening, and minority status. Findings indicate that minority applicants have lower levels self-efficacy and higher perceived invasion of privacy regarding social media screening.

Hannah Booth, Appalachian State University
Mat Clodfelter, IQVIA
Nkemgika Obi-Melekwe, Appalachian State University
Nile LaTowsky, Appalachian State University
Harriet Jordan, Eliassen Group
William Hodes, Appalachian State University
Yalcin Acikgoz, Appalachian State University
Christopher J. Hartwell, Utah State University
Shawn Bergman, Appalachian State University

Submitted by Yalcin Acikgoz, acikgozy@appstate.edu

827. Poster: 12:30PM–1:20PM Riverwalk

User Reactions to Frame of Reference Scales: An Experimental Study

Raters have been shown to react differently to performance evaluation formats. However, reactions to a new and promising format, frame-of-reference scales (FORS), remains untested. This experiment found that FORS users reacted more positively compared to standard scale users overall, and results were attributable to perceived accuracy and fairness.

Will Bryant, University of Missouri-St. Louis
Timothy J. Bartkoski, University of Missouri-St. Louis
John P. Meriac, University of Missouri-St. Louis
C. Allen Gorman, East Tennessee State University

Submitted by Will Bryant, bryantwjb@gmail.com

828. Poster: 12:30PM–1:20PM Riverwalk

When Job Ads Discourage Older Job Seekers to Apply

Qualification-based recruitment is put forward to attract more qualified minorities but does not consider how job seekers feel about person requirements in job ads. Person requirements that older job seekers have negative metastereotypes about resulted in more threat and lower job attraction. Older job seekers also refrained from applying but less so if they were qualified for these traits.

Eva Derous, Ghent University
Lien M. Wille, Ghent University

Submitted by Eva Derous, eva.derous@ugent.be

829. Poster: 12:30PM–1:20PM Riverwalk

Examining Rating Source Differences in Multisource Narrative Performance Feedback

Multisource performance management systems often include both numeric ratings and narrative comments; however, narrative comments are seldom investigated. It was found that supervisors provided the highest quality narrative feedback followed by subordinates and peers respectively. Furthermore, familiarity was found to predict narrative feedback quality across rating sources.

Kevin M. Doyle, University of Western Ontario
Richard D. Goffin, University of Western Ontario
Rebecca J. Factor, University of Western Ontario
Kabir Daljeet, University of Western Ontario
Justin Feeney, University of Regina
Julie J. Carswell, SIGMA Assessment Systems Inc

Submitted by Kevin M. Doyle, kdoyle32@uwo.ca

830. Poster: 12:30PM–1:20PM Riverwalk

How Job Applicants React to Rejection: Can Social-Comparative Feedback Help?

Job applicants experience negative reactions to rejection. Authors examined if providing social-comparative feedback, which is more diagnostically useful, but also more ënegative', than absolute feedback, would exacerbate applicants' negative reactions. Consistent with expectations, applicants had more negative reactions to social-comparative feedback, provoking lower test-taking self-efficacy.

Justin Feeney, University of Regina
Julie M. McCarthy, University of Toronto
Richard D. Goffin, University of Western Ontario
Kabir Daljeet, University of Western Ontario

Submitted by Justin Feeney, justin.feeney@uregina.ca

831. Poster: 12:30PM–1:20PM Riverwalk

Multisource Performance Management: Improving Rater Agreement and Reducing Leniency

Multisource performance management systems suffer from rater disagreement and rater leniency—often undermining their utility. In an experimental investigation, a social-comparative rating method improved supervisor–peer and self–peer rater agreement when compared to an absolute rating method and reduced rater leniency for all 3 sources.

Justin Feeney, University of Regina
Richard D. Goffin, University of Western Ontario
Kabir Daljeet, University of Western Ontario
Rebecca J. Factor, University of Western Ontario
Kevin M. Doyle, University of Western Ontario

Submitted by Justin Feeney, justin.feeney@uregina.ca

832. Poster: 12:30PM–1:20PM Riverwalk

Game-Based Selection Assessments of Cognitive Ability: Validity and Adverse Impact

Games offer an innovative new method for assessing cognitive ability. It was found that game-based assessments correlate with traditional assessments and that games exhibit a smaller racial performance gap than traditional assessments. However, no support that perceived stereotype threat accounts for the reduced performance gap on the games was found.

Anna F. Godollei, University of Waterloo
Yannick Griep, Vrije Universiteit Brussel

Submitted by Anna F. Godollei, afgodoll@uwaterloo.ca

833. Poster: 12:30PM–1:20PM Riverwalk

Social Media Persona and Hireability: Gender, Marital Status, and Sexual Orientation

There is currently a limited amount of research on how traits displayed on social networking sites (SNS) can influence the hireability ratings of an applicant. This study seeks to address this gap by examining how gender, sexual orientation, and marital status affect an applicant's hireability when displayed on SNS profiles.

Jessica Harris, Appalachian State University
Jailee Hollars, Appalachian State University
Logan Ellis, Appalachian State University
Kristin Collins, Appalachian State University
Louis Savastano, Appalachian State University
Thorpe Daley, Appalachian State University
Yalcin Acikgoz, Appalachian State University
Shawn Bergman, Appalachian State University

Submitted by Yalcin Acikgoz, acikgozy@appstate.edu

834. Poster: 12:30PM–1:20PM Riverwalk

Effects of Religion, Spirituality, and Values Fit on Organizational Attraction

This study examined how religious and spiritual signals from organizations shape applicant attraction with an experimental study. Results indicate that these effects are highly contingent on personal levels of religiosity and spirituality. Nonreligious individuals are put off by religious organizations, but nonspiritual individuals are indifferent to spiritual organizations.

Nicole Hillen, The College of New Jersey
Jason Dahling, The College of New Jersey
Jesse Dariano, The College of New Jersey

Submitted by Jason Dahling, dahling@tcnj.edu

835. Poster: 12:30PM–1:20PM Riverwalk

The Role of Strategy Replenishability in Dynamic Self-Regulated Job Seeking

Job-seeking strategies may be perceived to differ in the extent to which they generate new leads over time. Using a longitudinal sample of job seekers, considerable variation in replenishability perceptions was found across both strategies and time. Furthermore, replenishability perceptions predicted both intended and reported strategy use.

Michael Horvath, Cleveland State University
Aaron M. Schmidt, University of Minnesota
Tetsuhiro Yamada, University of Minnesota
Submitted by Michael Horvath, m.horvath59@csuohio.edu

836. Poster: 12:30PM–1:20PM Riverwalk

Opportunity Variability and the Production of Star Performers

Using Major League Baseball (MLB) data consisting of 16,422 players, antecedents that lead to greater production of star performers were examined. Results show that larger proportions of star performers are produced from groups with higher levels of potential-based opportunity, or the extent to which newcomers with greater levels of potential receive greater amounts of opportunities.

Harry Joo, University of Dayton
Herman Aguinis, George Washington University
Submitted by Harry Joo, harryjoo19@gmail.com

837. Poster: 12:30PM–1:20PM Riverwalk

The Effects of Prompting Self-Regulation During Job Search

Using an experimental design, the authors attempted to prompt self-regulation in 128 job seekers over 9 weeks. As expected, those who were exposed to the intervention reported higher levels of metacognition and effort, and a greater number of job interviews compared to a control condition. Goal commitment moderated these effects.

Adam M. Kanar, Brock University
Dave Bouckenooghe, Brock University
Submitted by Adam M. Kanar, amk58@cornell.edu

838. Poster: 12:30PM–1:20PM Riverwalk

Expertise as Proximal Predictors of Adaptive Performance: A Self-Regulation Framework

With a self-regulation framework, the authors propose routine expertise and adaptive expertise influence 2stages of adaptive performance—transition adaptation and reacquisition adaptation—through cognitive self-regulation processes. Routine expertise negatively, yet adaptive expertise positively, influence. The 2 types of expertise also differentially transmit the effects of distal antecedents.

Wenmo Kong, George Mason University
Jose M. Cortina, Virginia Commonwealth University
Submitted by Wenmo Kong, changer9451@gmail.com

839. Poster: 12:30PM–1:20PM Riverwalk

Love the Way You Lie: Recruiter Impression Management in Company Presentations

Authors examine the impact of of applicant pool size on recruiters' impression management (IM) strategies in company presentation videos. Seventy participants recorded videos in which they present an organization and job to applicants. In the applicant shortage condition, participants used more defensive IM, increasing organizational attraction, but recruiters were perceived as less credible.

Markus Langer, Saarland University
Cornelius J. König, Saarland University
Annika Isabella Scheuss, Saarland University
Submitted by Markus Langer, markus.langer@uni-saarland.de

840. Poster: 12:30PM–1:20PM Riverwalk

Who Are High Potential Leaders? Should We Share Status Information With Them?

This study examined leadership skills, work engagement, and cognitive agility as predictors of leaders' self-reported high potential status (HPS) using data collected from 5,531 leaders in the U.S., Brazil, China, and Japan. Results shed lights on the vital roles of these predictors and the potential benefits associated with sharing positive HPS information with high potential leaders.

Anqi Li, Institute for Cross Cultural Management
Thomas S. Skiba, DDI
Zhiqing E. Zhou, Florida Institute of Technology
Evan F. Sinar, DDI
Submitted by Anqi Li, anqili2011@gmail.com

841. Poster: 12:30PM–1:20PM Riverwalk

Unequal Misfits: Outcomes of Demands–Abilities Fit, Over- and Underqualification

A meta-analytic investigation of perceived demands-abilities (DA) fit, overqualification (OQ) and underqualification (UQ) finds DA fit to be related to optimal outcomes, but both OQ and UQ showed positive, as well as negative, relationships with outcomes. A critique of existing measures in each domain, however, suggests that current estimates may be biased.

Christina S. Li, University of Iowa
Amy L. Kristof-Brown, University of Iowa
Amy Schembari, University of Iowa
Katherine Anne Hudson, University of Iowa
Submitted by Christina S. Li, christina-li@uiowa.edu

842. Poster: 12:30PM–1:20PM Riverwalk

Exploring Well-Being Data as a Predictor of Employee Turnover

The relationship between well-being program data and employee turnover was examined. Findings highlight the value of well-being data for business leaders focused on retaining employees. Specifically, well-being assessment and program participation data were used to predict turnover rates with good accuracy, with the area under the receiver operating characteristic curve of .82.

MultiDisciplinary

Stephanie O. Lopez, Limeade
Laura S. Hamill, Paris Phoenix Group
Kevin Maykovich, Limeade
Alexander Smith, Limeade
Julianne Tillmann, Limeade
Submitted by Stephanie O. Lopez, osterdahls@spu.edu

843. Poster: 12:30PM–1:20PM Riverwalk

Job Seeking Through Networking: Tie Strength, Age, and Personalization Perceptions

This study investigated several factors related to job-seeker networking. Using a sample of 201 job-seekers, it was found that perceptions of how easy it is to customize one's use of networking increased networking motivation and behavior, but these relationships were strengthened by both age and the strengths of one's network ties.

Derek T. Menzies, Cleveland State University
Michael Horvath, Cleveland State University
Submitted by Michael Horvath, m.horvath59@csuohio.edu

844. Poster: 12:30PM–1:20PM Riverwalk

Examining the 2016 Presidential Election Through the Lens of I-O Psychology

This study offers an examination of the 2016 presidential election through the lens of I-O psychology. A 2 candidate evaluated (Clinton, Trump) x 3 candidate supported (Clinton, Trump, Other) quasi-experimental design was used to examine voters' perceptions of person–job and person–organization fit, and the extents to which these perceptions influenced attraction to the presidential candidates.

Kevin Nolan, Hofstra University, Mahtab Farid
Submitted by Kevin Nolan, kevin.p.nolan@hofstra.edu

845. Poster: 12:30PM–1:20PM Riverwalk

Comparison of the FFM Personality Intercorrelations on FFM–Outcome Relationships

In examining personality-work criteria relationships, the choice of the 5 factor model (FFM) intercorrelation estimates used may have implications for the study's conclusions. Therefore, this study aims to compare the results of 3 sets of meta-analytic FFM intercorrelations in regressing work outcomes on the FFM and reveals that the choice of FFM intercorrelations influences study results.

Hye Soo Park, Temple University
In-Sue Oh, Temple University
Erik N. Gonzalez-Mule, University of Iowa
Submitted by Hye Soo Park, tug62212@temple.edu

846. Poster: 12:30PM–1:20PM Riverwalk

A Policy-Capturing Study of Word of Mouth and Organizational Attraction

The effect of reputational word of mouth (WoM) from trusted sources on naïve job seekers' organizational attraction is examined with a policy-capturing ex-

periment. Results show that WoM affects attraction beyond information about pay, benefits, and learning opportunities. Between-person results demonstrate that the weight placed on WoM depends on career decision self-efficacy.

Kajal Rajan Patel, The Graduate Center & Baruch College, CUNY
Jason Dahling, The College of New Jersey

Submitted by Jason Dahling, dahling@tcnj.edu

847. Poster: 12:30PM–1:20PM Riverwalk

Antecedents and Outcomes of Applicant Faking

This study examined the relationships among self-reported applicant faking, the dark tetrad of personality, and counterproductive work behavior. Findings indicated that both psychopathy and sadism were positively related to faking. Further, faking related positively to both interpersonal and organization-focused counterproductive work behavior.

Ivica Pavisic, Bowling Green State University

Submitted by Ivica Pavisic, ivica.pavisic@gmail.com

848. Poster: 12:30PM–1:20PM Riverwalk

Interview Structure and Applicant Reactions

This poster assessed the direct and indirect effect of 5 facets of the structured interview on job pursuit intentions through procedural justice and anticipated organizational support (AOS). Results suggest low structured facets of the interview have a positive direct effect on job pursuit intentions. Furthermore, this relationship is partially mediated by both procedural justice and AOS.

Kara Polk, University of Houston
James E. Campion, University of Houston
Payton Stewart, University of Houston

Submitted by Kara Polk, kara.polk718@gmail.com

849. Poster: 12:30PM–1:20PM Riverwalk

The Influence of Selection Methods on Perceptions of Organizational Culture

Although I-O psychologists have a general understanding of how job applicants react to various selection methods, little research has explored the impact these methods may have on perceptions of organizational culture. Consistent with expectations, it was found that the selection method an organization used had an impact on peoples' perceptions of organizational culture in a hiring scenario.

Thaddeus B. Rada-Bayne, Edinboro University

Submitted by Thaddeus B. Rada-Bayne, trada@edinboro.edu

850. Poster: 12:30PM–1:20PM Riverwalk

How Likely Are You to Negotiate?: Traits That Predict Who Initiates a Negotiation

Individuals were surveyed on their personality traits and participated in a negotiation activity to observe how individual differences predict propensity to initiate a negotiation. Conscientiousness, Openness to Experience, Extraversion, and low rejection sensitivity were all positively related to initiating a negotiation and rejection sensitivity was more proximal than Emotional Stability.

Denise L. Reyes, Rice University
Julie Dinh, Rice University
Eduardo Salas, Rice University

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

851. Poster: 12:30PM–1:20PM Riverwalk

Informational Privacy and Its Implications on Cybervetting Efforts

This poster investigated the relationships between privacy concerns and privacy management behaviors in social network sites and the Big 5 personality traits, as well as paranoia. Results suggest moderated relationships between conscientiousness, agreeableness, intellect, and paranoia with restricting access to social media profile, with the amount of inappropriate content as the moderator.

Tom Ron, Bowling Green State University
Michael J. Zickar, Bowling Green State University

Submitted by Tom Ron, tomr@bgsu.edu

852. Poster: 12:30PM–1:20PM Riverwalk

Performance Rating Agreement as a Predictor of Individual Outcomes

Despite recent controversy, performance appraisals are valuable. The results from this study suggest that (a) individuals tend to disagree initially from their manager's rating but converge with time, and (b) the initial and longitudinal agreement predict individual outcomes in predictable ways.

Melissa S. Sharpe, Citizens Bank
Paul R. Sackett, University of Minnesota
Mary Amundson, Land O Lakes

Submitted by Melissa S. Sharpe, stem0059@umn.edu

853. Poster: 12:30PM–1:20PM Riverwalk

When Performance Appraisals Get Political, Look to the Rater and Climate

This poster evaluated the extent to which personal and situational factors influence perceptions of rater politics in performance appraisals. Raters high in Conscientiousness, Agreeableness, and Emotional Stability were less likely to engage in appraisal politics. In a highly political climate, however, raters with these traits became more likely to use appraisals for self-serving purposes.

Kimberly T. Silva, University of Houston
Jordan E. Kirkland, University of Houston

Submitted by Kimberly T. Silva, kimtsilva@yahoo.com

854. Poster: 12:30PM–1:20PM Riverwalk

You're Not What I Expected: Expectancy Violations and Job Performance Ratings

This study examines how letters of recommendation may cause supervisors to form expectations about employee performance that bias later ratings of task performance. Findings suggest that among poorly performing employees, applicants that make positive first impressions are rated higher on later task performance than equivalently performing coworkers with less favorable first impressions.

Britany N. Telford, University of South Florida

Submitted by Britany N. Telford, btelford@mail.usf.edu

855. Poster: 12:30PM–1:20PM Riverwalk

Let's Talk It Out: The Effects of Calibration Meetings on Performance Rating Accuracy

Performance calibration meetings, or efforts where managers discuss employee performance prior to making final administrative ratings, are used in practice despite there being no research on their use or efficacy. In this study, postcalibration ratings were free of rater-specific variance and more accurate (i.e., converged more with past ratings, objective metrics) than precalibration ratings.

Andrew P. Tenbrink, Wayne State University
Andrew Speer, Wayne State University
Michael Schwendeman, Wayne State University

Submitted by Andrew P. Tenbrink, ga7468@wayne.edu

856. Poster: 12:30PM–1:20PM Riverwalk

When Electronic Monitoring Encourages Withdrawal: The Mediating Role of Autonomy

This poster examined the effect of electronic performance monitoring (EPM) on employee behavior from a job characteristics perspective. Findings indicate that job autonomy perceptions partially mediate the relationship between EPM amount and discretionary effort. Results demonstrate that excessive monitoring can lead to withholding effort because EPM restricts autonomy.

David L. Tomczak, George Washington University
Jon C. Willford, George Washington University
Jerod Cody White, George Washington University
Tara S. Behrend, George Washington University

Submitted by David L. Tomczak, davetomczak@gwu.edu

857. Poster: 12:30PM–1:20PM Riverwalk

Internal Versus External Mobility Effects: An Examination of Moderators

Human capital theory is used to test several hypotheses about the relative effectiveness of internal hires and various types of external hires. As expected, internal promotees outperformed external hires. Contrary to predictions, rehires did not perform better than other external hires, and external hires with industry experience did not outperform those without any.

Jeff A. Weekley, University of Texas at Dallas
Robert E. Ployhart, University of South Carolina

Amanda Klabzuba, IBM
Nigel R Guenole, IBM

Submitted by Nigel R Guenole, n.guenole@gold.ac.uk

858. Poster: 12:30PM–1:20PM Riverwalk

Speed Dates as a Recruitment Tool: Effective or Not?

A 3-wave field study among real job seekers on speed dates' effectiveness as a recruitment tool showed that speed dates resulted in more positive and more differentiated beliefs but had no effect on job seekers' attitudes and intentions. The relation between beliefs before and after speed dating was stronger for search than experience attributes but unaffected by organizational familiarity.

Lien M. Wille, Ghent University
Bert Weijters, Ghent University
Eva Derous, Ghent University

Submitted by Lien M. Wille, Lien.Wille@UGent.be

859. Poster: 12:30PM–1:20PM Riverwalk

Job Search and the Role of Individual Preferences for Nonstandard Work

This study investigated preferences for nonstandard work (PNSW) and its influence on job search behavior and outcomes. Study 1 developed a psychometric measure of PNSW and linked it to certain aspects of personality and career-based attitudes. Study 2 found evidence that certain types of jobs appear more attractive to certain individuals depending on their PNSW.

Kang Yang Trevor Yu, Nanyang Business School
Moon-ho Ringo Ho, Nanyang Technological University
Marilyn A. Uy, Nanyang Technological University
Kim-Yin Chan, Nanyang Technological University
Olexsander Chernyshenko, Nanyang Technological University

Submitted by Marilyn A. Uy, uymarilyn@gmail.com

860. Poster: 12:30PM–1:20PM Riverwalk

Personality Profiles Predict Mortality: Bad Is Stronger Than Good

This study combined a person-centered approach with a dynamic approach to the effects of Big 5 personality on mortality. Utilizing 2 repeated-measurements of Big 5 and 11-year mortality data from 3,870 participants, this study found that the change of personality profiles predicted the risk of mortality over time.

Peng Zhao, Indiana University
Xiaohong Xu, Old Dominion University
Yisheng Peng, Hofstra University

Submitted by Xiaohong Xu, redlittle1983@gmail.com

861. Panel Discussion: 12:30PM–1:20PM Sheraton 1

What Is the Future of the Critical Incident Technique?

The critical incident technique (CIT) was introduced over 60 years ago. Since then, it has become an important tool for researchers. The purpose of this panel is to discuss some of the most useful applications of the CIT, identify the benefits and limitations of the CIT, discuss innovations in collecting and analyzing CIT data, and highlight some of the most effective ways to use the findings.

Lance E. Anderson, HumRRO, ***Chair***
Dana M. Dunleavy, Association of American Medical Colleges, ***Panelist***
Lorin M. Mueller, Federation of State Boards of Physical Therapy, ***Panelist***
Taylor Sparks Sullivan, HumRRO, ***Panelist***
John M. Ford, U.S. Merit Systems Protection Board, ***Panelist***

Submitted by Lance E. Anderson, lanceruns@gmail.com

862. Alternative Session Type with Presenters: 12:30PM–1:20PM Sheraton 2

Toothless Shark Tank: Monetizing I-O Science

I-O psychologists who want to commercialize their research often lack the expertise to establish a solvent start-up. Using a "Shark Tank" format, this session will continue the successful tradition from 2 previous SIOPs and solicit entrepreneurial psychologists to pitch their ideas to legendary entrepreneur psychologists. Various sources and techniques for funding start-ups will be suggested.

Georgi P. Yankov, Bowling Green State University, ***Chair***
William C. Byham, DDI, ***Presenter***
Matt Barney, LeaderAmp, Inc, ***Presenter***
Sandra Hartog, BTS, ***Presenter***

Submitted by Georgi P. Yankov, georgi.petkoff@gmail.com

863. Panel Discussion: 12:30PM–1:20PM Sheraton 3

MultiDisciplinary

I-O and Data Science: Lessons Learned From Multidisciplinary Teams

As data science is being embraced within the talent space, I-Os are increasingly finding themselves working directly with data scientists to solve organizational problems. This multidisciplinary panel will discuss the challenges and lessons learned while working within these diverse teams to provide practical recommendations to I-Os working in this new frontier.

Rachel C. Callan, Liberty Mutual, ***Chair***
Lauren H. Beechly, IBM, ***Panelist***
Vincent Greco, Liberty Mutual, ***Panelist***
Joshua D. Weaver, Bill and Melinda Gates Foundation via AIM Consulting, ***Panelist***
Keith L. Zabel, Ford Motor Co, ***Panelist***

Submitted by Rachel C. Callan, rcj119@gmail.com

864. Symposium/Forum: 12:30PM–1:20PM Sheraton 4

Causes and Perceptions of Insufficient Effort Responding and its Effects

This symposium extends previous research by adopting a participant-focused perspective on insufficient effort responding. Specifically, it features novel research regarding how participant characteristics and actions relate to insufficient effort responding, as well as a comparison of participant and researcher perceptions of and experiences with various screening techniques.

Russell A. Matthews, University of Alabama, ***Chair***
Samantha A. Nesnidol, Bowling Green State University, ***Co-Chair***
Justin A. DeSimone, University of Alabama, Alice J. DeSimone, University of Alabama, Peter D. Harms, University of Alabama, Dustin Wood, University of Alabama, ***The Differential Effects of Two Forms of Insufficient Effort Responding***
Cheyna Brower, Wright State University, Nathan A. Bowling, Wright State University, ***Too Long and Too Boring: Survey Length, Participant Interest, and Careless Responding***
Anthony Gibson, Wright State University, Andrea Liubovi Barnett, Wright State University, Nathan A. Bowling, Wright State University, ***What Do Respondents Do When Left Unattended? Multitasking and Careless Responding***
Samantha A. Nesnidol, Bowling Green State University, Nicholas Howald, Bowling Green State University, Shelby Wise, Bowling Green State University, Hanyi Min, Bowling Green State University, Yisheng Peng, Hofstra University, Russell A. Matthews, University of Alabama, ***Insufficient Effort Responding in Online Samples: Perceptions and Practice***

Submitted by Samantha A. Nesnidol, snesnidol@gmail.com

865. Symposium/Forum: 12:30PM–1:20PM Sheraton 5

Workplace Violence in Healthcare: Protective Climates and Processes in the Work Unit

Workplace violence in healthcare represents a threat to employee health and work-related outcomes. With multiple forms and perpetrators, identification of context-specific protective factors is required. This session will focus on modifiable factors within the work unit that may serve as protective factors, including specific forms of climate and coworker interactions, and practical applications.

Lydia E. Hamblin, The National Center for State Courts, ***Chair***
Lydia E. Hamblin, The National Center for State Courts, Judith Arnetz, Michigan State University, Alyssa K. McGonagle, University of North Carolina at Charlotte, ***The Mediating Role of Violence Prevention Climate for Healthcare Employees at Risk***
Nanette Yragui, Washington State Department of Labor & Industries, Caitlin A. Demsky, Oakland University, Lauren A. Murphy, SHARP (Safety & Health Assessment & Research for Prevention), ***A Mixed Methods Perspective on Violence Prevention Climate in Healthcare***
Judith Arnetz, Michigan State University, Chu-Hsiang Chang, Michigan State University, Laurie Fitzpatrick, Michigan State University, Shelia R. Cotten, Michigan State University, Johannes Bauer, Michigan State University, Christine Jodoin, Sparrow Hospital, James Janisse, Wayne State University, ***Organizational Climate Determinants of Workplace Bullying Among Nurses***

Submitted by Lydia E. Hamblin, lhamblin@ncsc.org

866. Symposium/Forum: 12:30PM–1:20PM Streeterville

Coping With Challenging Service Encounters

The customer service employees examined in these papers experience a variety of common and unique service challenges, such as customer mistreatment and the absence of interpersonal cues when interacting with customers online. This research examined methods of coping with such challenges before, during, and after the service encounter using a variety of qualitative and quantitative methods.

Erin M. Richard, Florida Institute of Technology, ***Chair***
Christa P. Bupp, Select International, ***Co-Chair***
David D. Walker, University of British Columbia, Danielle Van Jaarsveld, Sauder School of Business, ***Customer Mistreatment, Employee Performance, Emotional Exhaustion, and Turnover***
Megan T. Nolan, The University of Akron, James M. Diefendorff, University of Akron, Caterina S. Detorakis, University of Akron, ***Coping When the Time Is Ripe: How to Cope Depends on When***
Christa P. Bupp, Select International, Erin M. Richard, Florida Institute of Technology, Victoria Vola, Florida Institute of Technology, ***Affective Events and Emotional Labor Strategies in a Computer-Mediated Environment***
Markus Groth, UNSW Sydney, Mahsa Esmaeilikia, UNSW Australia, ***Timing Matters: Emotional Labor Strategy Order Effects on Customer Outcomes***

Submitted by Erin M. Richard, erichard@fit.edu

867. Roundtable Discussion/Conversation Hour: 12:30PM–1:20PM Superior A

Advancing the Conversation on Scholarly Impact in I-O Psychology: Novel Approaches

The need to enhance I-O psychology's impact is critical for the field. This session brings together researchers and practitioners interested in this problem. It introduces a novel measure of impact using a database created for a December 2017 IOP focal article and seeks to build connections among participants toward building a more pluralistic definition and measure of impact.

Ravi S. Ramani, George Washington University, ***Host***
Herman Aguinis, George Washington University School of Business, ***Host***
Nawaf Alabduljader, George Washington University, ***Host***

Submitted by Ravi S Ramani, ravi_ramani@gwmail.gwu.edu

868. Roundtable Discussion/Conversation Hour: 12:30PM–1:20PM Superior B

A Global Outreach to Understand I-O Education and Training

This session welcomes all conference attendees eager to share insights and learn about International I-O Education & Training (E&T). Presenters will share updates from E&T International Subcommittee then focus on audience engagement: encouraging discussions to explore best practices, lessons learned, and knowledge that will inform future E&T activities.

Jennifer Feitosa, City University of New York, Brooklyn College, ***Host***
Marissa L. Shuffler, Clemson University, ***Host***
Joseph A. Allen, University of Nebraska at Omaha, ***Host***

Submitted by Jennifer Feitosa, jennifer.feitosa81@brooklyn.cuny.edu

869. Special Event: 12:30PM–1:20PM Wrigleyville

SIOP Select: A Conversation with SIOP Leadership

Come meet with SIOP leaders to discuss the latest updates on SIOP's strategic initiatives as well as get answers to your questions about SIOP activities.

Fred Oswald, Rice University, ***Host***
S. Morton McPhail, Retired, ***Host***
Talya N. Bauer, Portland State University, ***Host***

Submitted by Fred Oswald, foswald@rice.edu

870. Panel Discussion: 1:30PM–2:20PM Chicago 6

Creating Space at Work for Women Leaders: An Organizational Learning Perspective

Evaluating and adapting work attitudes and practices can enhance opportunities for women to access executive leadership roles, creating a competitive advantage for organizations in a dynamic marketplace. This panel will focus on strategies to help organizations reframe approaches to work practices and leadership development to encourage a diverse and sustainable workforce.

Casey Onder, O.E. Strategies, Inc., ***Chair***
Stefanie K. Johnson, University of Colorado Boulder, ***Panelist***
Alyse Lehrke, James Madison University, ***Panelist***
Victoria P. Mattingly, DDI, ***Panelist***
Suzanne M. Miklos, O.E. Strategies, Inc., ***Panelist***
Jolene L. Skinner, Amazon Web Services, ***Panelist***

Submitted by Casey Onder, casey.c.onder@gmail.com

871. Panel Discussion: 1:30PM–2:20PM Chicago 7

Preemployment Testing: Challenges and Lessons Learned in the Railroad Industry

This session will present comparable views from preemployment testing experts. Topics will include a brief overview of the railroad industry as it relates to testing, and challenges and lessons learned within testing in this industry.

Ashley J. Hoffman, Consultant, ***Chair***
Shujaat F. Ahmed, Amtrak, ***Co-Chair***
Kristen P. Cooper, CSX Transportation, ***Panelist***
Ann M. Nakamura, Union Pacific Railroad, ***Panelist***
Daniel L. MacKay, Norfolk Southern, ***Panelist***

Submitted by Ashley J. Hoffman, ashleyjhoffman@gmail.com

872. Panel Discussion: 1:30PM–2:20PM Chicago 8

Employee Engagement Is SO Over! OK, Maybe not Quite

Over the past 30 years, employee engagement has become increasingly important to both I-O practitioners and business leaders. However, overall levels of engagement haven't changed substantially. This panel will address whether employee engagement has outlived its usefulness or whether it remains a valuable organizational construct. The panelists are all recognized engagement experts.

John K. Kennedy, Jr., Half Moon Consulting, ***Chair***
Kristofer J. Fenlason, 3M, ***Panelist***
Lewis K. Garrad, Sirota, ***Panelist***
Sarah R. Johnson, Perceptyx, ***Panelist***
Paul M. Mastrangelo, CEB, now Gartner, ***Panelist***
A. Silke McCance, Procter & Gamble, ***Panelist***

Submitted by John K. Kennedy, Jr., jackkennedy@half-moonconsulting.com

873. Panel Discussion: 1:30PM–2:20PM Chicago 9

Shiny Pennies: Influence of AI and Neuroscience Innovations on Selection Consulting

Innovative selection techniques leveraging AI, machine learning, and neuroscience are making headlines and grabbing the attention of business executives. In this interactive session, a diverse panel of consultants, a data scientist, and a lawyer will discuss how novel techniques and increased interest influence selection consulting, and the questions we should ask to discern glitz from substance.

Rick Hense, Bank of America, ***Chair***
Isaac Benjamin Thompson, Shaker, ***Panelist***
Samuel E. Kaminsky, Google, ***Panelist***
Kelly Trindel, Pymetrics, ***Panelist***
Amy Powell Yost, Capital One, ***Panelist***
Mark Girouard, Nilan Johnson Lewis PA, ***Panelist***

Submitted by Rick Hense, rick.hense@bankofamerica.com

874. Symposium/Forum: 1:30PM–2:20PM Chicago 10

New Directions for Personnel Selection and Recruitment

This symposium comprises 4 presentations and a facilitated discussion, on the contribution of individual differences research to job performance and the implications for staffing decisions.Studies explore dispositional and noncognitive abilities on job performance with different methodological approaches and cultural contexts, considering implications for selection and recruitment.

Sharon Clarke, University of Manchester, ***Chair***
Courtney Owens, University of Manchester, ***Co-Chair***
Courtney Owens, University of Manchester, Paul Irwing, University of Manchester, Sharon Clarke, University of Manchester, ***Improving the Explanatory Power of Personality When Predicting Job Performance***
Sharon Clarke, University of Manchester, Courtney Owens, University of Manchester, ***Selection for Safety-Critical Roles: The Effects of Core Self-Evaluations***
Robert Klassen, University of York, ***Cross-Cultural Transportability of Non-***

cognitive Attributes for Selection

Erik Sengewald, German Federal Employment Agency, Nicolas Sander, German Federal Employment Agency, ***Integrating Cognitive Abilities and Noncognitive Traits in Vocational Counselling***

Submitted by Courtney Owens, courtneyelizabeth.owens@manchester.ac.uk

875. Symposium/Forum: 1:30PM–2:20PM Erie

Bringing Successful Employment to the Intellectually Developmentally Disabled

Intellectually developmentally disabled people can be productive and valuable employees. Three universities have developed programs to transition such young people from secondary education to productive employment. I-O psychologists should become aware of this potential workforce and promote their hiring. It would benefit both their organization and the well-being of this underserved population

Walter Reichman, Org Vitality, ***Chair***

Vicente Martinez-Tur, University of Valencia, Marie Blizkovska, University of Valencia, Esther Gracia, University of Valencia, Luminita Patras, University of Valencia, Carolina Molinar, University of Valencia, Jose M. Peiro, University of Valencia, ***Autonomous Teams Improve Social Inclusion of People With Intellectual Disability***

Susanne M. Bruyere, Cornell University, Sarah Aiken, Cornell University, Nicole Biatowas, Cornell University, ***Building Vocational Self-Confidence in the Intellectually Developmentally Disabled***

Chrisann Schiro-Geist, University of Memphis, Laura Lee, University of Memphis, Shondolyn Sanders, University of Memphis, ***How Students With Intellectual and Developmental Disabilities Become Valuable Employees***

Michelle Marme, Northeast Illinois University, ***Discussant***

Submitted by Walter Reichman, walterreichman@gmail.com

876. Alternative Session Type with Presenters 1:30PM–2:20PM Gold Coast

Early Career Lessons: Things I Wish I Knew (A Tribute to Chicago Based Movies)

Following past years' popular sessions, 8 diverse early-career I-O professionals will share—in a 2-segment panel format—fresh and unique lessons, insight, and advice on successfully developing and managing an I-O career. Experts will answer audience questions between each segment. The session will conclude with an open audience Q&A and session takeaways.

Rana Moukarzel, Publix Super Markets, Inc., ***Chair***
Haitham A. Khoury, American University of Beirut, ***Co-Chair***
Julia M. Fullick-Jagiela, Quinnipiac University, ***Presenter***
Ryan C. Johnson, Ohio University, ***Presenter***
Rebecca L. Stern, Deloitte Consulting LLP, ***Presenter***
Jeremy B. Watson, J.D. Power, ***Presenter***
Sallie J. Weaver, National Cancer Institute, ***Presenter***
Christopher Wiese, Purdue University, ***Presenter***
Jessica L. Wildman, Florida Institute of Technology, ***Presenter***
Shrish P. Willett, FMP Consulting, ***Presenter***

Submitted by Rana Moukarzel, rana.moukarzel@publix.com

877. Panel Discussion: 1:30PM–2:20PM Huron

Regional IOP Association Presidents: Local Initiatives and SIOP Integration

Within recent years SIOP has made efforts to support collaboration and information sharing among regional industrial organizational (I-O) psychology groups. To further extend collaboration across local groups, this panel brings together four local association presidents. They will share different initiatives occurring across each association while also reflecting on the role of local presidents.

Katherine L. Bittner, Bittner and Associates, LLC, ***Panelist***
Jacqueline K. Deuling (Mitchelson), Roosevelt University, ***Panelist***
Marc B. Sokol, Sage Consulting Resources, ***Panelist***
Donna Landau Sylvan, Sylvan & Associates, ***Panelist***

Submitted by Katherine L. Bittner, kbittner@bittnerandassociates.com

878. Panel Discussion: 1:30PM–2:20PM Mayfair

Hello Telework. Is it I-O You're Looking For?

How I-O psychologists define and study telework can bring a fresh perspective to a well-studied topic. This panel brings together academicians, HR professionals, and I-O teleworkers to provide a breadth of research and practical experience on how I-Os measure the impact of telework, capped off by a lively discussion on the merits and complications associated with telework programs.

Samantha Holland, DCI Consulting Group, Inc., ***Chair***
Julia S. Walsh, DCI Consulting Group, ***Panelist***
Alexander Alonso, Society for Human Resource Management (SHRM), ***Panelist***
Emily S Medvin, American Institutes for Research, ***Panelist***
Sara J. Perry, Baylor University, ***Panelist***
Kristin Sanderson Allen, CEB, now Gartner, ***Panelist***

Submitted by Julia S. Walsh, juliasarahwalsh@gmail.com

879. Panel Discussion: 1:30PM–2:20PM Michigan A

EEOC/OFCCP Practitioner Update: #The Times Are They A-Changin?

MultiDisciplinary

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. This year there will be a special emphasis on compensation discrimination. The panel will also highlight news from Washington, DC and implications for enforcement agencies under the Trump administration.

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

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

880. Symposium/Forum: 1:30PM–2:20PM Michigan B

Leaderships' Influence on CWBs: How Leaders Hurt and Help CWBs in Organizations

Recognizing the significant influence leaders have in shaping employee work experiences and behaviors, this session highlights research identifying leadership as a significant predictor of counterproductive work behaviors. Specifically, this symposium empirically examines the most recent efforts in understanding the role of leaders in both reducing and even driving CWBs within organizations.

Clair A. Reynolds Kueny, Missouri University of Science & Technology, ***Chair***

Yisheng Peng, Hofstra University, Xiaohong Xu, Old Dominion University, Wenqin Zhang, Nanjing University of Finance & Economics, Steve M. Jex, University of Central Florida, ***Transformational Leadership and Deviance: The Role of Leaders' Performance Pressure***

John P. Meriac, University of Missouri-St. Louis, C. Allen Gorman, East Tennessee State University, ***Work Ethic and Counterproductive Behavior: Relationships Depend on Leadership Styles***

Andrew W. Pepper, Missouri University of Science and Technology, Nathan Weidner, Missouri University of Science and Technology, ***Leader Discrimination and Organizational Response: Impacts on Trust and Attraction***

Alyssa De Santi, Missouri University of Science and Technology, Clair A. Reynolds Kueny, Missouri University of Science and Technology, Debarati Majumdar, Missouri University of Science and Technology, ***Using AET to Explain Employee Reactions to and Ripple Effects of Supervisor CWB-O***

Submitted by Clair A. Reynolds Kueny, kuenyc@mst.edu

881. Symposium/Forum: 1:30PM–2:20PM Ontario

SJT Scoring and Validation: The Method Matters

Though SJTs have been in use for decades, there remains little consensus on the format for collecting candidate responses and on the methods by which those responses should be combined into scores. Papers in this symposium extend upon prior SJT scoring research and describe how alternative scoring methods, content, and contexts may impact SJT construct and criterion-related validity.

Calvin C. Hoffman, Los Angeles County Sheriff's Departmen, C. Chy Tashima, Los Angeles County Sheriff's Department, Christina M. Ramirez, Los Angeles County Sheriff's Departmen, ***SJT Scoring: Profile Metrics, Group Differences, and Construct Validity***

Victor Jockin, PSI Services LLC, Joseph D. Abraham, PSI Services LLC, Dawn Lambert, PSI Services LLC, ***The Impact of SJT Scoring Methods on Constructs Measured***

Mark H. Strong, CEB, now Gartner, Jan L. Harbaugh, CEB, now Gartner, Emily G. Solberg, CEB, now Gartner, Gary Burkholder, Laureate Education, Inc., ***Construct Validity of a Globally Developed SJT Test in an Educational Setting***

Jeff A. Weekley, University of Texas at Dallas, Nigel R. Guenole, IBM, Sage Ro, IBM, Jane Wu, IBM, Dana M. Dunleavy, Association of American Medical Colleges, Thomas M. Geiger, Association of American Medical Colleges, ***SJTs and Construct Measurement***

Submitted by Victor Jockin, tjockin@hotmail.com

Poster Session (Groups & Teams/Innovation): 1:30PM–2:20PM Riverwalk

882. Poster: 1:30PM–2:20PM Riverwalk

Creativity and Innovation Through the Job Demands-Resources Model

Organizational innovation is key to financial performance and long-term success. This study used the job demands-resources model to examine the effects of job demands and resources on employee creativity and innovation. Results from 817 employees in showed positive effects of challenge demands and resources. Work engagement, but not burnout, mediated the effects of antecedents.

Nathan Bjornberg, Northrop Grumman
Konstantin Cigularov, Old Dominion University
Donald D. Davis, Old Dominion University

Submitted by Nathan Bjornberg, nbjor001@odu.edu

883. Poster: 1:30PM–2:20PM Riverwalk

Dyadic Dynamics of Team Cohesion: The Role of Communication Source and Frequency

This study examined the dynamic evolution of task and social cohesion within teams at the dyadic level to understand how team process is affecting team states over time. Initial findings indicate a positive relationship between communication on both social cohesion (Average R^2=.42) and task cohesion (R^2=.50) among pairs of team members.

Stephanie A. Boettcher, University of South Florida
Christina N. Barnett, University of South Florida
Samantha L. Garrett, University of South Florida
Michael T. Braun, University of South Florida

Submitted by Stephanie A. Boettcher, sboettcher@mail.usf.edu

884. Poster: 1:30PM–2:20PM Riverwalk

Supporting Role Innovation: Mediators of the Role Innovation–Performance Relationship

Little is known about the mediators of role innovation–outcome relationships. Perceived organizational support (POS) is proposed to be a stronger mediator than perceived supervisor support (PSS) of the role innovation–job performance relationship. Counter to predictions, PSS was a stronger mediator than POS. Theoretical and practical implications are discussed.

Ricardo Rashawn Brooks, Missouri State University
Kalan R. Norris, Valdosta State University
Kenny Parker, Cuyahoga County,
Phillip S. Thompson, Case Western Reserve University

Submitted by Phillip S. Thompson, pst@vt.edu

885. Poster: 1:30PM–2:20PM Riverwalk

The Give and Take of Social Exchange Relationships in Negotiation Settings

This poster proposes that current conceptualizations of negotiation processes can be improved by examining the social exchange contributions and receipts experienced by individual negotiators. The pattern of give and take, and negotiators' evaluations of the reciprocity present, are likely to predict individual perceptions of the relationship and negotiation outcomes.

Alexander J Corner, Georgia State University
Nikos Dimotakis, Georgia State University
Lisa Schurer Lambert, Georgia State University
Leigh Anne Liu, Georgia State University
Edward W Miles, Georgia State University

Submitted by Alexander J Corner, ajcorner@gsu.edu

886. Poster: 1:30PM–2:20PM Riverwalk

How Does Social Intelligence Influence Teams? An Empirical Investigation

This study assessed the impact of social intelligence (SI) in teams by looking at its relationship with interactional justice and teamwork quality (TQ), additionally assessing the relationship between TQ and collective efficacy, leading to team effectiveness. All relationships were significant except SI with TQ. Results support SI's importance in teams.

Michelle Flynn, Clemson University
Nastassia M. Savage, Clemson University
Marissa L. Shuffler, Clemson University
C. Shawn Burke, University of Central Florida/ Institute for Simulation and Training

Submitted by Nastassia M. Savage, nsavage@clemson.edu

887. Poster: 1:30PM–2:20PM Riverwalk

Toward Better Teamwork: An Academic–Practitioner Multilevel Model of Collaboration

Through an academic–practitioner partnership, a 5-dimensional model of team collaboration was created and tested. Based on this model, 3 developmental assessments were designed for measuring teamwork across individual, team, and organizational levels. Confirmatory factor analyses support the hypothesized 5 dimensions, and the assessment items are reliable and accurate.

Antoine Gerschel, Teams of Distinction
Lawrence Polsky, Teams of Distinction
AJ Marsden, Beacon College
Hilary Lewis, Thought Leadership Leverage

Submitted by AJ Marsden, amarsden@beaconcollege.edu

888. Poster: 1:30PM–2:20PM Riverwalk

Idiosyncratic Effects in Peer Ratings of Team Performance

This study examined the occurrence of rater idiosyncratic bias, bias specific to an individual rater, on peer performance ratings in teams. Multilevel regression revealed that rater extraversion was significantly and positively related to peer ratings of task and social role performance and that female ratees received lower scores in task performance roles than their male counterparts.

Rusty Gillain, Central Michigan University
Matthew S. Prewett, Central Michigan University

Submitted by Rusty Gillain, gilla1r@cmich.edu

889. Poster: 1:30PM–2:20PM Riverwalk

Development and Validation of a Team Information Sharing Assessment Battery

To foster research examining team decision making over time, the authors develop, validate, and test 5 space themed hidden profile tasks. Items and information profiles were validated using MTurk, and information profiles were subsequently tested in a 4-member analog space crew living and working together in a capsule for 45 days.

Ilya Gokhman, Northwestern University
Gabriel K. Plummer, Northwestern University
Leslie A. DeChurch, Northwestern University
Melissa Vazquez, DePaul University
Suzanne T. Bell, DePaul University
Noshir Contractor, Northwestern University

Submitted by Leslie A. DeChurch, dechurch@northwestern.edu

890. Poster: 1:30PM–2:20PM Riverwalk

Leader–Follower Fit and Creativity: Different Needs for Different Stages?

This poster examined the effect of leaders on creativity by investigating leader and follower cognitive mindsets and exploring leader–follower fit. Using full-time supervisor-subordinate pairings, the effects of leaders on idea generation, evaluation, and implementation were explored. Results show that different creativity stages benefit from different mindsets and leader–follower pairings.

Melissa Gutworth, Montclair State University
Samuel T. Hunter, Pennsylvania State University

Submitted by Melissa Gutworth, gutworthm@montclair.edu

891. Poster: 1:30PM–2:20PM Riverwalk

Team Learning Behaviors: A Meta-Analysis of Direct Effects and Moderators

A meta-analysis was conducted on team learning behaviors within which authors identified direct effects on team learning and explored moderators. Significance was observed for all direct effects, consisting of factors predicted to facilitate team learning and categorized more as outcomes. Also, authors explain which moderators impacted the team learning behavior to performance relationship.

Claudia Hernandez, University of Central Florida
C. Shawn Burke, University of Central Florida/Institute for Simulation and Training
Ryan Howell, Institute for Simulation and Training
Christopher Wiese, Purdue University

Submitted by Claudia Hernandez, claudia_hernandez@knights.ucf.edu

892. Poster: 1:30PM–2:20PM Riverwalk

Self-Transcendence Value, Creative Self-Efficacy, Humble Leadership, and Creativity

It was found that self-transcendence value has a positive indirect relationship with creativity through enhanced creative self-efficacy when humble leadership is high. The theoretical implications and practical insights of these findings are discussed.

Inseong Jeong, Hong Kong University of Science and Technology
Shung Jae Shin, Portland State University
Jing Zhou, Rice University
Guoquan Chen,Tsinghua University

Submitted by Inseong Jeong, ijeong@ust.hk

893. Poster: 1:30PM–2:20PM Riverwalk

Understanding Emergent Configural Teamwork Processes in Engineering Science Teams

MultiDisciplinary

Using engineering design teams, authors examined the relationship between social dominance orientation and collective orientation with the density of teamwork processes and the impact on team performance. Results show that dense networks during the transition phase are imperative for engineering teams yet can hurt teams in the action phase.

William S. Kramer, Clemson University
Marissa L. Shuffler, Clemson University
Michelle Flynn, Clemson University
Joshua Summers, Clemson University

Submitted by William S. Kramer, wskrame@g.clemson.edu

894. Poster: 1:30PM–2:20PM Riverwalk

Effects of Diversity in Team Member Agreeableness on Team Effectiveness

This study examined the effects of diversity in team member Agreeableness on team effectiveness via team conflict. Study of 93 teams showed that such diversity predicted increased task conflict (b = .543, p = .013) and relationship conflict (b = .372, p= .008), which predicted decreased team performance (b = -.422, p = .021) and team member satisfaction (b = -.421, p < .001) respectively.

Teck Hao Sean Lee, Singapore Management University
Guihyun Park, Singapore Management University
Beng Chong Lim, Nanyang Technological University
Hui Si Oh, Singapore Management University
Bek Wuay Tang, Singapore Management University

Submitted by Teck Hao Sean Lee, seanlee.2016@phdps.smu.edu.sg

895. Poster: 1:30PM–2:20PM Riverwalk

Managing the Team Members' Alignment Paradox for Improved Virtual Team Effectiveness

Teams face an alignment paradox, which requires both diverse individuals with their own unique perspectives and a unified team that can reach agreement. Authors examine the alignment paradox in virtual teams, demonstrate its positive relationship with team performance, and introduce a training intervention to improve the team's paradox management.

Jean Leslie, Center for Creative Leadership
Margaret M. Luciano, Arizona State University
Emily Hoole, Center for Creative Leadership
Rebecca Anderson, Center for Creative Leadership
John E. Mathieu, University of Connecticut

Submitted by Margaret M. Luciano, margaret.luciano@asu.edu

896. Poster: 1:30PM–2:20PM Riverwalk

Team Creativity Suffers When the Critical Member Is in Conflicts

It was found that a critical member's (i.e., member with the highest centrality in the workflow network) task conflict with other members interact with team shared goal to predict team task reflexivity, which leads to team creativity. Moreover, the indirect effect of a critical member's task conflict on team creativity through task reflexivity was only positive when the team has a shared goal.

Huiyao Liao, University of Iowa
Yuqing Han, Shanghai Jiao Tong University
Ning Li, University of Iowa

Submitted by Huiyao Liao, huiyao-liao@uiowa.edu

897. Poster: 1:30PM–2:20PM Riverwalk

Mastery of Teams: A Bridge of Two Models

This study examined 2 predominant theories to help organizations focus on the critical criteria when deploying teams. Hackman's model served as an overlay for Katzenbach and Smith's model. A team assessment in an abbreviated form was validated, which could motivate organizations to deploy assessments at the formation of teams.

Jessica Logan, MD Anderson Cancer Center
Courtney L. Holladay, University of Texas/MD Anderson Cancer Center

Submitted by Courtney L. Holladay, court_holladay@hotmail.com

898. Poster: 1:30PM–2:20PM Riverwalk

Organizational Citizenship Behaviors and Conflict: Distinguished at the Team Level

This study examines the similarity between organizational citizenship behaviors (OCB) and conflict at the individual and team levels. Aggregated to the team level, OCB lose theoretical distinction from conflict. Findings from regression and confirmatory factor analyses suggest that, although these constructs are similar, they are empirically different at both levels of analysis.

Eleanor Lovering, Central Michigan University
Bailey Schrock, Central Michigan University
Krystal Nicole Roach, Central Michigan University
Matthew S. Prewett, Central Michigan University

Submitted by Eleanor Lovering, lovering.eleanor@gmail.com

899. Poster: 1:30PM–2:20PM Riverwalk

Multilevel Predictors of Satisfaction in Team Gaming Tasks

The authors examined relationships among intrinsic game motivation, communication skills, collective-efficacy, and satisfaction in a team gaming context. Results indicated that game motivation was unrelated to satisfaction, but communication skills and collective-efficacy had significant main effects and an interactive effect on team member satisfaction.

Sylvia Luu, University of Tulsa
Anupama Narayan, University of Tulsa

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

900. Poster: 1:30PM–2:20PM Riverwalk

Not in Sync, But We Think We Are: Actual Versus Perceived Temporal Team Mental Models

This study expands the nascent research on temporal team mental models (TMM) by examining the relationship between perceived and actual temporal TMM similarity on team viability and performance. Results revealed that mismatches between actual and perceived TMM similarity were particularly detrimental to these outcomes. When teams think they are in-sync but are actually not, performance declined.

Jacqueline T. Marhefka, Pennsylvania State University
Susan Mohammed, Pennsylvania State University
Katherine Hamilton, Pennsylvania State University
Rachel M. Tesler, Department of Defense
Vincent Mancuso, Massachusetts Institute of Technology
Michael McNeese, Pennsylvania State University

Submitted by Jacqueline T. Marhefka, jacquelinemarhefka@yahoo.com

901. Poster: 1:30PM–2:20PM Riverwalk

A Latent Transition Analysis of Team Conflict Profiles

Little research has investigated team conflict over time, despite its dynamic nature. Using latent transition analysis, authors examined different patterns of transitions that teams make between conflict profiles

and the implications these transitions have for team outcomes. Results supported the presence of an ideal type of conflict and its role in optimal team performance and innovation.

Matthew J. W. McLarnon, Oakland University
Nicole L. Larson, University of Calgary
Thomas A. O'Neill, University of Calgary

Submitted by Matthew J. W. McLarnon, mclarnon@oakland.edu

902. Poster: 1:30PM–2:20PM Riverwalk

Multiteaming: Linking Number and Primary ID of Teams to Fragmented IDs and Turnover

This poster examines the interactive effects of primary team identification and number of simultaneous MTMs to which an employee belongs on both MTM identity strain and turnover. Moderated mediation results reveal that MTM identity strain and turnover are most likely experienced by those with lower primary team identification and a fewer numbers of MTMs.

Sal Mistry, Southern Methodist University
Bradley L. Kirkman, North Carolina State University
Andrew A. Hanna, University of Nebraska
Ozias A. Moore, Lehigh University

Submitted by Sal Mistry, smistry@smu.edu

903. Poster: 1:30PM–2:20PM Riverwalk

Information Sharing in Online Teams: How Interventions Improve Information Processing

Can group information processing interventions—demonstrability framing, cooperative norms, and/or discussion structure—improve information sharing during online team discussions? Results show they do, and they work by: (a) promoting more equal participation and (b) shifting information exchange patterns from the dyadic to group level.

Jacqueline Ng, Northwestern University
Leslie A. DeChurch, Northwestern University
Noshir Contractor, Northwestern University

Submitted by Jacqueline Ng, jacqueline.ng@northwestern.edu

904. Poster: 1:30PM–2:20PM Riverwalk

A Meta-Analytical Investigation of Antecedents and Correlates of Team Cohesion

The nomological network of team level cohesion was examined in the current meta-analysis. Specifically, the direction and magnitude of relationships that cohesion has with team size, task interdependence, team processes, intragroup conflict, emergent states, and team member satisfaction were examined.

Vias C. Nicolaides, George Mason University
Cory S. Adis, CEB, now Gartner
Phillip L. Gilmore, Infor
Qikun Niu, McKinsey & Company

Submitted by Vias C. Nicolaides, vnicolai@gmu.edu

905. Poster: 1:30PM–2:20PM Riverwalk

Working Alone and Together: Understanding the Factors That Affect Work Transitions

The authors extend teams research, studying how individuals manage recurring task transitions. Leveraging the notion of task "stickiness" from human factors, they explore the relative stickiness of work conducted alone versus together using a sample from NASA's HERA analog. Collective tasks tend to be rated as more difficult, interesting, and important, and thus stickier than individual tasks.

Ashley Niler, Northwestern University
Jessica Mesmer-Magnus, University of North Carolina-Wilmington
Leslie A. DeChurch, Northwestern University
Noshir Contractor, Northwestern University

Submitted by Ashley Niler, ashley.niler@gmail.com

906. Poster: 1:30PM–2:20PM Riverwalk

Exploring the Efects of Interactive Feedback on Individual Creativity in Groups

Previous studies suggest that brainstorming is consistently less productive for member's creativity than working individually. Using social metric badges, the viability of interactive feedback in reducing effects of productivity losses on member's creativity in groups is explored. Drawing on self-efficacy theory and team reflexivity perspective, a model to explain the relationship is proposed.

Hui Si Oh, Singapore Management University
Guihyun Park, Singapore Management University
Beng Chong Lim, Nanyang Technological University
Teck Hao Sean Lee, Singapore Management University
Bek Wuay Tang, Singapore Management University

Submitted by Hui Si Oh, huisi.oh.2016@phdps.smu.edu.sg

907. Poster: 1:30PM–2:20PM Riverwalk

Enhancing Multicultural Team Identity: Leadership and Communication Processes

This study investigates shared leadership within multicultural team context. Results from 152 members of diverse teams show that shared leadership influences the extent to which they identify with their team through voice behaviors. When members partake in the team's leadership, they are more likely to freely express their opinions and in turn establish a stronger team identity.

Robert Ortiz, Amnesty International USA
Lorena Solis, Brooklyn College
Jennifer Feitosa, City University of New York

Submitted by Robert Ortiz, robert2127@gmail.com

908. Poster: 1:30PM–2:20PM Riverwalk

The Link Between Employee Rule Breaking and Creativity at Work

This poster examined the relationship between employee rule breaking and creativity at work. Results revealed that trait-level rule breaking related to both other-rated trait-level creativity and self-rated day-level creativity. Furthermore, the link between rule breaking and day-level creativity was stronger on days with high problem-solving demands and with high organizational constraints.

Paraskevas Petrou, Erasmus University Rotterdam
Dimitri van der Linden, Erasmus University Rotterdam
Oana Salcescu, Erasmus University Rotterdam

Submitted by Paraskevas Petrou, petrou@essb.eur.nl

909. Poster: 1:30PM–2:20PM Riverwalk

Toward a Taxonomy of Information Exchange in Teams

Communication is a fundamental team process yet research regarding information exchange between members has been limited by the lack of a clear taxonomy. This research provides an initial step towards a comprehensive taxonomy to advance future research. The resulting taxonomy consists of 9 categorizations of information based on content and temporal nature of information.

Alexandra D. Petruzzelli, University of Akron
Ketaki Sodhi, University of Akron
Amanda L. Thayer, University of Akron

Submitted by Alexandra D. Petruzzelli, adp92@zips.uakron.edu

910. Poster: 1:30PM–2:20PM Riverwalk

Advancing Team Innovation: A Review and Practical Guidance

Innovation teams are increasingly common in organizations, but these teams frequently face challenges that can lead to failure. This problem is exacerbated when researchers and practitioners cannot find clear and useful methods to facilitate innovative performance. This research identifies the key factors that affect innovation teams and provides practical guidance.

Alexandra D. Petruzzelli, University of Akron
Caitlin Elaine McClurg, University of Akron
Amanda L. Thayer, University of Akron

Submitted by Alexandra D. Petruzzelli, adp92@zips.uakron.edu

911. Poster: 1:30PM–2:20PM Riverwalk

The Effects of Team Membership Change: Transactive Memory Systems and Motivation

The authors examined team dynamics and how loss of team members influences the structures associated with shared knowledge in 17 teams composed of 4 participants. Results showed no significant relation between group knowledge and citizenship behaviors after removing group members. However, team aspects like collective efficacy were significant predictors of shared team knowledge formation.

Reggie Romain, Brooklyn College
Jennifer Feitosa, City University of New York
Fabrice Delice, Brooklyn College
Moira Rousseau, Brooklyn College

Submitted by Reggie Romain, regrom35@gmail.com

912. Poster: 1:30PM–2:20PM Riverwalk

Unobtrusive Measures of Team Communication: State of the Science and the Road Ahead

Authors review new and emerging methods for unobtrusive measurement of team communication. Specifically, authors present a framework to organize the transdisciplinary research on unobtrusive and automated team communication measurement and provide a narrative synthesis of the literature describing current state of the science and future directions.

Michael A. Rosen, Johns Hopkins University School of Medicine
Sadaf Kazi, Johns Hopkins University
Salar Khaleghzadegan, Johns Hopkins University School of Medicine
Jensine Paoletti, Rice University
Julie Dinh, Rice University
Eduardo Salas, Rice University
Fred Oswald, Rice University

MultiDisciplinary

Submitted by Michael A. Rosen, mrosena@gmail.com

913. Poster: 1:30PM–2:20PM Riverwalk

Interruption Type and Performance: A Trade-Off of Creativity and Task Completion

Using daily diary methods, authors aimed to clarify the differential effect 4 types of interruptions have on 2 aspects of work performance: task completion and creativity. Consistent with theory, hierarchical linear modeling indicated that different interruption types do have different (positive and negative) relationships with reports of both performance outcomes.

Claire Elizabeth Smith, Bowling Green State University
Anita C. Keller, University of Groningen
Russell A. Matthews, University of Alabama

Submitted by Claire Elizabeth Smith, sclaire@bgsu.edu

914. Poster: 1:30PM–2:20PM Riverwalk

Making Good Decisions in a Team: Sleep and Personality as Drivers of Cognition

This study explored the relation between team sleep and personality diversity and transactive memory systems. Data were collected from a sample of 231 students (79 teams) who completed a decision-making task. Results indicated that Openness to Experience diversity enhances the development of team cognitive architectures, whereas Agreeableness and sleep diversity have negative impacts.

Taylor Stokes, California State University, Long Beach
Nicole Saulnier, California State University, Long Beach
Alsatia Folk, California State University, Long Beach
Vanessa Conchas, California State University, Long Beach
Alec Gonzalez, California State University, Long Beach
Kenny Vandewater, California State University, Long Beach
Aya Ibayashi, California State University, Long Beach
Amy Wax, California State University, Long Beach

Submitted by Amy Wax, amy.wax@csulb.edu

915. Poster: 1:30PM–2:20PM Riverwalk

Creative Failure: Examining the Impact of Bias on Creative Problem Solving

The impact of decision biases on creativity was examined by assessing participant responses to a creative problem-solving task for creativity and the prevalence of biases. It was found that both simple and complex decision biases resulted in problem solutions of lower originality, quality, and elegance, with complex biases more strongly negatively impacting creativity.

E. Michelle Todd, University of Oklahoma
Cory Alan Higgs, University of Oklahoma
Michael D. Mumford, University of Oklahoma

Submitted by E. Michelle Todd, emtodd15@gmail.com

916. Poster: 1:30PM–2:20PM Riverwalk

Inviting Your Next Teammate: Algorithms and Acquaintances

Do individuals use algorithms or acquaintances to find collaborators? Two samples explore this question using an online teammate recommender system. Social network analyses (ERGM) predicting teammate invitations find that individuals use both, except among prior collaborators, when acquaintances trump algorithms.

Marlon DeMarcie Twyman, II, Northwestern University
Daniel A. Newman, University of Illinois at Urbana-Champaign
Leslie A. DeChurch, Northwestern University
Noshir Contractor, Northwestern University

Submitted by Marlon DeMarcie Twyman, II, marlontwyman2017@u.northwestern.edu

917. Poster: 1:30PM–2:20PM Riverwalk

Sports Team Effectiveness: An Integrative Review and Theoretical Model

Team sports are popular throughout the world, and sports team effectiveness has been studied by many scholars from across disciplines. However, no published review or theoretical model of sports team effectiveness has been offered. This paper briefly reviews the sports team literature and proposes a theoretical model of sports team effectiveness.

Jacob Dale Wolfarth, Indiana University-Purdue University Indianapolis
Dennis J. Devine, Indiana University-Purdue University Indianapolis
Alex P. Lindsey, Indiana University-Purdue University Indianapolis

Submitted by Jacob Dale Wolfarth, jdwolfar@iupui.edu

918. Poster: 1:30PM–2:20PM Riverwalk

Don't Let Me Down: Technology Use, Participation, and Trust in Meetings

This study investigated how the impact of other attendees' self-interested and pro-organizational technology use in meetings can differentially impact perceived meeting effectiveness. Additionally, this research examines the moderating influence of coworker trust and the extent of individual participation in the meeting.

Michael A. Yoerger, University of Nebraska Medical Center
Joseph E. Mroz, University of Nebraska at Omaha
Nicole B. Landowski, University of Nebraska at Omaha
John D. Crowe, University of Nebraska at Omaha
Joseph A. Allen, University of Nebraska at Omaha

Submitted by Michael A. Yoerger, myoerger@unomaha.edu

919. Poster: 1:30PM–2:20PM Riverwalk

Supervisor Knowledge Sharing and Employee Creativity: A Social Cognitive Perspective

Considering the importance of supervisor support and knowledge sharing in current business environment, this study examines the effect of supervisor knowledge sharing on employee creativity. In line with social cognitive theory, findings suggest that supervisor knowledge sharing is positively related to creativity via self-efficacy. Implications for theory and practice are discussed.

Soohyun Yoon, Seoul National University
Seo In Yoon, Seoul National University
Jihye Lee, Seoul National University
Jung Hyun Lee, Seoul National University
Seokhwa Yun, Seoul National University

Submitted by Soohyun Yoon, shxyoon@gmail.com

920. Poster: 1:30PM–2:20PM Riverwalk

Team Members' Relative Power Distance Orientation and Perceived Inclusion by Leader

This study conceptualized power distance orientation (PDO) as an inferior self-concept in front of high-status members. It proposed PDO has a negative relationship with perceived inclusion; however, such relationship can be moderated by relative leader social support, team-level mean, and differentiation. The multilevel modeling analysis based on 631 employees in 78 teams support the hypotheses.

Kaili Zhang, Shanghai Jiaotong University
Yixuan Li, University of Florida
Ningyu Tang, Shanghai Jiaotong University

Submitted by Kaili Zhang, zhangkailiky@126.com

921. Alternative Session Type with Presenters

1:30PM–2:20PM Sheraton 1

Taking Simulations Mobile: Challenges, Best Practices, and What's Next

Practitioners from some of the leading consulting organizations will share and discuss the current and future state of mobile simulations in this engaging and interactive session. Their short presentations will highlight what is currently being done in this area, followed by a panel discussion to share key learnings and best practices, as well as to highlight what is to come in the future.

Tara K. McClure, Aon, ***Chair***

Charles A. Handler, Rocket-Hire LLC, ***Discussant***
Richard Justenhoven, cut-e Group, ***Presenter***
Amie D. Lawrence, Select International, Inc., ***Presenter***
Eleni V. Lobene, Aon, ***Presenter***
Lei Qin, Shaker Consulting Group, ***Presenter***
Submitted by Tara K. McClure, tara_mcclure01@hotmail.com

922. Panel Discussion: 1:30PM–2:20PM Sheraton 2

Improving Employee Health-Related Decisions: Addressing the Barriers and Facilitators

The panel will discuss issues and answer questions related to nutrition, exercise, smoking/alcohol/drug use, and other decisions that employees make on a daily basis that affect their physical health and risk for obesity.

Alexander T. Jackson, Middle Tennessee State University, ***Chair***
Joseph Mazzola, Roosevelt University, ***Co-Chair***
Gwenith G. Fisher, Colorado State University, ***Panelist***
Kelsey N. Parker, Oregon Health & Science University, ***Panelist***
Lindsay E. Sears, Informed Data Systems, ***Panelist***
Sabine Sonnentag, University of Mannheim, ***Panelist***
Submitted by Alexander T. Jackson, alexander.jackson@mtsu.edu

923. Panel Discussion: 1:30PM–2:20PM Sheraton 3

Drawing on Cross-Cultural Psychology to Internationalize I-O Psychology

MultiDisciplinary

This session will present guidance to I-O researchers and practitioners embarking on international or cross-cultural engagements that would benefit from scholarship and best practices derived in cross-cultural psychology. Topics will include coursework, educational and training programs, and basic and applied research.

Brigitte K. Armon, Cox Communications, ***Chair***
Sharon Glazer, University of Baltimore, ***Panelist***
William K. Gabrenya, Jr., Florida Institute of Technology, ***Panelist***
Catherine T. Kwantes, University of Windsor, ***Panelist***
Kenneth Ridgley, Prometrics, ***Panelist***
Fons van de Vijver, University of Tilburg, ***Panelist***
Submitted by Sharon Glazer, sglazer@ubalt.edu

924. Alternative Session Type with multiple papers: 1:30PM–2:50PM Sheraton 4

Teaching Big Data Methods in I-O Graduate Curriculum 2.0

To keep up with developments in Big Data, organization scientists must become familiar with Big Data analytics and related conceptual issues. Extending from a successful SIOP 2017 session, this session presents 3 learning modules on integrating Big Data topics into courses taught in I-O graduate training programs.

Samuel T. McAbee, Bowling Green State University, ***Co-Chair***
Ronald S. Landis, Illinois Institute of Technology, ***Co-Chair***
Richard A. Guzzo, Mercer, Min Park, Mercer (US) Inc., ***Logistic Regression, Random Forests, and Naïve Bayes***
Jeffrey M. Stanton, Syracuse University, ***Association Rules Mining***
Eden B. King, Rice University, ***What Can Big Data Teach I-O Psychologists?***
Submitted by Samuel T. McAbee, smcabee@bgsu.edu

925. Symposium/Forum: 1:30PM–2:20PM Sheraton 5

Optimizing Leisure and Vacation Activities to Enhance Well-Being

This symposium responds to calls to expand the work–life literature to include aspects of life other than work and family by considering how leisure and vacation choices impact well-being. Three presentations examine how different types of leisure and vacation experiences impact workers' well-being, highlighting these activities as an important part of work–life decision making.

Xue Lei, George Mason University, Lauren Kuykendall, George Mason University, Ze Zhu, George Mason University, MaryJo Kolze, George Mason University, Xinyu Hu, Northern Illinois University, ***Leisure Choices and Well-Being: Comparisons Between Active and Passive Leisure***
Xinyu Hu, Northern Illinois University, Lauren Kuykendall, George Mason University, Ze Zhu, George Mason University, ***Linking Work Role Demands, Leisure Choices, and Well-Being***
Mina Westman, Tel Aviv University, ***The Impact of Vacation Activities and Experiences on Well-Being***
Submitted by Lauren Kuykendall, lkuykend@gmu.edu

926. Panel Discussion: 1:30PM–2:20PM Streeterville

Publishing Qualitative Research in I-O Psychology

This interactive panel discussion focuses on publishing high-quality and high-impact qualitative research in I-O psychology. Panelists will include scholars who have published exemplary qualitative work in top journals, as well as editors of these publications.

M. Gloria Gonzalez-Morales, University of Guelph, ***Chair***
Veronica Caridad Rabelo, San Francisco State University, ***Co-Chair***
Tine Koehler, The University of Melbourne, ***Panelist***
Silvia Bonaccio, University of Ottawa, ***Panelist***
Joseph A. Allen, University of Nebraska at Omaha, ***Panelist***
Submitted by Veronica Caridad Rabelo, rabelo@sfsu.edu

927. Roundtable Discussion/Conversation Hour: 1:30PM–2:20PM Superior A

Forging the Future of Work With I-O Psychology

SIOP must grow and adapt to maintain leadership as the workplace evolves. This session reviews 5 themes regarding the future of work: AI-driven automation, the changing nature of work, multidisciplinary influences, new data science methods, and emerging technology and tools. Discussion will consider how future research and practice remain relevant and effective in an evolving world of work.

Alexis A. Fink, Intel Corporation, ***Host***
Mariangela Battista, IGT, ***Host***
Tara S. Behrend, George Washington University, ***Host***
Elizabeth B. Kolmstetter, NASA, ***Host***
Kurt Kraiger, Colorado State University, ***Host***
William H. Macey, CultureFactors, Inc., ***Host***
Submitted by Alexis A. Fink, alexis.a.fink@intel.com

928. Roundtable Discussion/Conversation Hour: 1:30PM–2:20PM Superior B

Isolated Academics: Challenges Faced by I-O Faculty in Small Departments

The objective of this roundtable/conversation hour is to bring together faculty members who work in relatively small academic environments. Academics working in such settings are often the only members of their department with an I-O specialty, thereby resulting in a variety of unique challenges. Strategies to help I-O faculty thrive within this unique context will be explored.

Thaddeus B. Rada-Bayne, Edinboro University, ***Host***
Justin M. Sprung, Luther College, ***Host***
Nicholas P Salter, Ramapo College of New Jersey, ***Host***
Submitted by Justin M. Sprung, justin.m.sprung@gmail.com

929. Special Event: 1:30PM–2:20PM Wrigleyville

SIOP Select: Assessment Practices Around the Globe

With greater multinational presence and employee mobility, assessment professionals increasingly need to develop and/or adapt tools for new regions. This session will highlight trends and challenges in global assessment practices, including insights into research needs, best practices, and areas of greatest potential challenge and opportunity. Created by the Alliance for Organizational Psychology.

Ann Marie Ryan, Michigan State University, ***Chair***
Eva Derous, Ghent University, ***Panelist***
Tanya C. Delany, IBM, ***Panelist***
Fung (John) M. Chan, Aon, ***Panelist***
Kim E. Dowdeswell, CEB, now Gartner, ***Panelist***
Submitted by Ann Marie Ryan, ryanan@msu.edu

290. Symposium/Forum: 3:00AM–4:20PM Chicago 8

Organizational Diversity: Understanding Recruitment, Development, and Retention

Recruitment, retention, and successful inclusion of diverse workforce members constitute a challenge for most 21st century organizations. This symposium examines empirically and theoretically how and when approaches to increase diversity can lead to improved recruitment and retention outcomes.

Juan Madera, University of Houston, ***Chair***

Allison Tsao, University of Houston, ***Co-Chair***
Derek R. Avery, Wake Forest University, Patrick F. McKay, Rutgers University, Eugene Son, Rutgers University, ***Recruiting Diversity: The Potential Differential Impact of Interviews***
Maryam Ahmad Kazmi, University of Houston, Allison Tsao, University of Houston, Jia Yu, University of Houston, Sarah Castillo, University of Houston, Christiane Spitzmueller, University of Houston, Juan Madera, University of Houston, ***Diversity Recruitment: Impact of Search Committee Characteristics on Applicant Pool***
Sin-Ning Cindy Liu, Texas A&M University, Isaac E. Sabat, Texas A&M University, ***Patching the "Leaky Pipeline": Targeted Strategies for Women of Color Faculty in STEM***
Leslie Ashburn-Nardo, Indiana University-Purdue University Indianapolis, ***Discussant***
Submitted by Christiane Spitzmueller, christianes@gmail.com

930. Symposium/Forum: 3:00PM–4:20PM Gold Coast

Innovations in Personality Research in I-O: Person-Centered Analytic Approaches

Researchers in I-O have noted the lack of person-centered analytic strategies studying the complex relationship between personality and important workplace outcomes. This symposium seeks to answer this call by highlighting research that uses techniques such as latent profile and cluster analysis to group individuals who vary on a number of personality characteristics to predict outcomes.

Rabiah S Muhammad, U.S. Army Research Institute, ***Chair***
Gary R. Thurgood, Utah State University, ***The Impact of Job Characteristics on Meaningful Work Across Personality Profiles***
Michael Hosie, U.S. Army, Rick R. Jacobs, Pennsylvania State University, ***Personality and Turnover: A Longitudinal Study of Army Officer Turnover***
Jon C. Willford, George Washington University, Rabiah S Muhammad, U.S. Army Research Institute, ***Person-Centered Personality Measurement in the U.S. Army***
Caitlin J. Jacobson, I/O Solutions, Jeffrey M. Conte, San Diego State University, Scott Roesch, San Diego State University, ***A Person-Centric Investigation of Personality and Work Outcomes***
Leaetta M. Hough, Dunnette Group, Ltd., ***Discussant***
Submitted by Rabiah S Muhammad, rmuhammad2014@gmail.com

931. Symposium/Forum: 3:00PM–4:20PM Mayfair

Revisiting Bandwidth Fidelity: Where General Factors Stand

Organizational scientists have long debated the merits of broad versus narrow factors for predicting organizational outcomes. This symposium presents 4 papers highlighting recent developments in the bandwidth-fidelity debate in the domains of cognitive ability, personality, and employee attitudes. Central to this discussion is the impact of general factors on prediction.

Samuel T. McAbee, Bowling Green State University, ***Chair***
Jordan C. McDonald, Illinois Institute of Technology, ***Co-Chair***
Harrison J. Kell, Educational Testing Service, Jonas W. B. Lang, Ghent University, ***General and Specific Abilities: Their Relative Importance for Career Success***
James R Longabaugh, IBM, Jeffrey R. Labrador, IBM, ***GMA Versus Specific Abilities: Investigation of Predictive Values***
Philip T. Walmsley, U.S. Customs and Border Protection, Jeffrey M. Cucina, U.S. Customs and Border Protection, ***The General Factor of Personality: What Is It? Does it Exist? Does it Predict?***
Jordan C. McDonald, Illinois Institute of Technology, Samuel T. McAbee, Bowling Green State University, ***"A" General Factor of Employee Engagement: Predicting Employee Turnover***
Rodney A. McCloy, HumRRO, ***Discussant***
Submitted by Samuel T. McAbee, smcabee@bgsu.edu

932. Alternative Session Type with Presenters
3:00PM–4:20PM Michigan A

Using Assessment to Predict Success in Sports: NFL Case Study and Panel Discussion

Many have questioned whether typical psychological assessment techniques could be used to predict success in the unique high stakes context of professional sports. This session includes presentation of a high-profile case study from the NFL that demonstrates how assessment can be effectively used and a panel discussion on lessons learned and challenges faced when doing this type of work.

MultiDisciplinary

Richard A. Guzzo, Mercer, ***Chair***
Ken Yusko, University of Maryland/College Park, ***Presenter***
Harold W. Goldstein, Baruch College & The Graduate Center, CUNY, ***Presenter***
Charles A. Scherbaum, Baruch College & The Graduate Center, CUNY, ***Presenter***
Haig Nalbantian, Mercer, ***Presenter***
Elliott C. Larson, Baruch College & The Graduate Center, CUNY, ***Presenter***
Rachel Ryan, American Express Company, ***Presenter***
Submitted by Harold W. Goldstein, harold.goldstein@baruch.cuny.edu

933. Alternative Session Type with Presenters
3:00PM–4:20PM Michigan B

Machine Learning Techniques for Multiple Criteria Optimization

There is a cost to every decision. Quality decision making requires simultaneous consideration of multiple criteria (e.g. performance and diversity in the case of personnel selection). Four novel applications of machine learning are presented as potential ways to optimize multiple quantitative criteria followed by a discussion regarding the implications and applications of this technology.

MultiDisciplinary

Steve Hall, Marriott International, ***Chair***
Isaac Benjamin Thompson, Shaker
Allen P Goebl, LeaderAmp, ***Presenter***
Q. Chelsea Song, University of Illinois at Urbana-Champaign, ***Presenter***
Andrea K Kropp, CEB, now Gartner, ***Presenter***
Adam W. Meade, North Carolina State University, ***Presenter***
Daniel A. Newman, University of Illinois at Urbana-Champaign, ***Presenter***
Serena Wee, Singapore Management University, ***Presenter***
Jeff A. Jones, Korn Ferry, ***Presenter***
Submitted by Isaac Benjamin Thompson, thompsonisaacb@gmail.com

Poster Session (Diversity & Inclusion):
3:00PM–3:50PM Riverwalk

934. Poster: 3:00PM–3:50PM Riverwalk

Gender as a Moderator Between Formal Network Position and Career Success

This study investigates how gender differences in formal network position are associated with career-related outcomes, such as job level and high potential program membership. The paper also explores the role of same-gender relationships (i.e. homophily of ties) in teams and its influence on men's and women's career progression. A panel survey with over 6,000 US respondents was used.

Kristina Aloyan, Goldsmiths, University of London
Nigel R Guenole, IBM
Sheri L. Feinzig, IBM
Submitted by Kristina Aloyan, kaloy001@gold.ac.uk

935. Poster: 3:00PM–3:50PM Riverwalk

What Is Support? A Typology of Workplace Support to Mental Illness Disclosure

The authors examine critical incidents of mental illness disclosure at work from 37 employed individuals. Analysis of data indicates that 4 behaviors are considered to be supportive responses to disclosure of a mental illness at work and 5 behaviors are considered to be unsupportive. Behaviors are described in detail to create a typology of workplace support to mental illness disclosure.

Sara Barth, University of Maryland, College Park
Jennifer L. Wessel, University of Maryland, College Park
Submitted by Sara Barth, sbarth@umd.edu

936. Poster: 3:00PM–3:50PM Riverwalk

To Work or Not to Work Remotely: Gender Differences in a Telecommuting World

Telecommuting, a practice that is becoming increasingly popular in today's workplace, refers to working away from the conventional workplace. This research examined the moderating role of gender on the relationship between telecommuting intensity and work outcomes. Results indicate that women report more negative experiences related to visibility, supervisor support, LMX, and commitment.

Nataliya Baytalskaya, Caliper
Johanna Johnson Lascano, Infor
Submitted by Nataliya Baytalskaya, nataliya.baytalskaya@gmail.com

937. Poster: 3:00PM–3:50PM Riverwalk
Now You See Me: Using Identity-Based Diversity Management in Organizations
An identity-based diversity management framework is proposed that focuses on self-relevant, rather than socially constructed, identities to promote organizational diversity. In doing so, the model also describes the antecedents and consequences associated with expressing one's true self at work in the hopes of informing future research.

N. Derek Brown, Portland State University
Nicholas A. Smith, Portland State University
Larry R. Martinez, Portland State University
Theresa Hernandez, Portland State University
Lauren Sarah Park, Portland State University

Submitted by Larry R. Martinez, larry.martinez@pdx.edu

938. Poster: 3:00PM–3:50PM Riverwalk
Perceptions of Medical Error: Do Social Categories Overshadow Error?
This study examined whether physicians who make errors are perceived differently on the basis of several factors including (a) error severity, (b) race, and (c) gender. Findings revealed differences based on physician social categories only when the error was minor and that White female physicians elicited the least negative perceptions.

N. Derek Brown, Portland State University
Larry R. Martinez, Portland State University

Submitted by N. Derek Brown, ndb3@pdx.edu

939. Poster: 3:00PM–3:50PM Riverwalk
It's Not His Fault! Failure Attributions of Women and Minority Leaders
This study aims to reevaluate and extend the literature on differential attributions of leader failure by gender, race, and job associations. Although gender affected attributions, race affected performance ratings, and the intersection of the 2 affected performance ratings and attributions, none of the results were in the expected direction.

Courtney M. Bryant, Michigan State University
Ann Marie Ryan, Michigan State University

Submitted by Courtney M. Bryant, bryantcourtneym@gmail.com

940. Poster: 3:00PM–3:50PM Riverwalk
Perceptions of Relational Practices by Gender, Status, and Relational Orientation
This study examined the role of gender, managerial status, and relational orientation on working adults' perceptions of the effectiveness and submissiveness of relational practices. Results indicated that relational practices were viewed as fairly submissive; however, their perceived effectiveness was dependent on both gender and relational orientation.

Jessica H. Carlson, Western New England University

Submitted by Jessica H. Carlson, jcarlson@wne.edu

941. Poster: 3:00PM–3:50PM Riverwalk
Media Coverage of Policing and Stigma Communication: An Exploratory Study
This study examined the media coverage on policing in light of recent media commentaries in United States using an exploratory research paradigm. Findings indicate that policing is discussed using negative tone, presented as a tainted profession, and moral taints are more prominent now than in the past.

Deepshikha Chatterjee, Michigan State University
Ann Marie Ryan, Michigan State University
Kate Den Houter, Michigan State University
Abby Hishon, Michigan State University
Amal Omer Mohamed, Michigan State University

Submitted by Deepshikha Chatterjee, chatte24@msu.edu

942. Poster: 3:00PM–3:50PM Riverwalk
What Role Does Personal Sexist Attitudes Play in the Gender Wage Gap?
Does one's hostile and benevolent sexist attitudes predict one's career success and help to explain the gender wage gap? A serial mediation model was supported, such that gender predicted hostile sexism (with men more likely to endorse these attitudes than women), which predicted seeking out men for career advice, which then predicted career success.

Polly Cheng, University of Waterloo
Winny Shen, University of Waterloo

Submitted by Polly Cheng, p25cheng@uwaterloo.ca

943. Poster: 3:00PM–3:50PM Riverwalk
DARE: A Review and Theoretical Framework for Developing Diversity Competencies
Through a systematic review of the diversity training literature, a diversity training competency model was developed with the goal of creating a research-based framework that communicates to researchers the 12 main diversity competencies that should receive the focus of a diversity training. Authors have demonstrated how some competencies are complimentary and how some may necessarily overlap.

Abigail R. Corrington, Rice University
Denise L. Reyes, Rice University
Christine L. Nittrouer, Rice University

Submitted by Abigail R. Corrington, arc3@rice.edu

944. Poster: 3:00PM–3:50PM Riverwalk
Workplace Deviance as a Function of Discrimination Climate and Personality
This study proposed and tested a conditional, indirect process model in which discrimination climate predicts interpersonal deviance directly and indirectly through engagement. Data from 227 military personnel revealed that: (a) engagement partially mediated the effect of discrimination climate on interpersonal deviance, and (b) agreeableness moderated the discrimination climate–engagement link.

Nikola Fedorowicz, University of Houston
L. A. Witt, University of Houston
Ricardo Obasare, University of Houston
Loring Crepeau, DEOMI

Submitted by L. A. Witt, witt@uh.edu

945. Poster: 3:00PM–3:50PM Riverwalk
Dark-Side Personality and Leaders' Ability to Leverage Workplace Diversity
To understand relationships between dark-side personality and managers' ability to promote strong diversity climates, a meta-analysis of 4 Hogan Development Survey studies from the Hogan archive was performed. Two scales, Bold and Excitable, hinder leaders' ability to leverage diversity in their organizations.

Brandon Ferrell, Hogan Assessment Systems
Stephen Nichols, Hogan Assessment Systems

Submitted by Brandon Ferrell, bferrell@hoganassessments.com

946. Poster: 3:00PM–3:50PM Riverwalk
From Silence to Championing: Antecedents of Employees' Diversity Support
Authors empirically tested Avery's (2011) typology of employees' diversity support in organizations. Several psychological factors were related to the various responses to diversity in the workplace. With an increasingly diverse workforce in Europe, this study adds to the understanding of psychological antecedents of cultural diversity support.

Marissa Flipse, Erasmus University Rotterdam
Annemarie Hiemstra, Erasmus University Rotterdam
Marise Ph. Born, Erasmus University Rotterdam
Eva Derous, Ghent University

Submitted by Annemarie Hiemstra, hiemstra@fsw.eur.nl

947. Poster: 3:00PM–3:50PM Riverwalk
Understanding Employees' Motives for Disclosing Depression in the Workplace
This study examined the identity management strategies utilized by employees with depression. Employees' motives for either disclosing or concealing their depression were posited to mediate the relationship between organizational factors and work behaviors. The mediated relationships were supported for employees who disclosed their depression. Theoretical and practical implications are discussed.

Kayla B. Follmer, Salisbury University
Kisha S. Jones, Pennsylvania State University

Submitted by Kayla B. Follmer, kbfollmer@salisbury.edu

948. Poster: 3:00PM–3:50PM Riverwalk
Using Science to Debunk Millennial Rumors in the Workplace
Millennials have many stereotypes surrounding their preferences, behaviors, and relationships at work. The labels and magnitude of

assumed differences by generations lack evidence. Job applicants were asked about preferences and expectations at work, and employee termination data were gathered. Results show some differences but in general indicate that generations are more alike than different.

Michelle L. Goro, Infor
Brittani E. Plaisance, Infor
Patrick Carl Clark, Jr., Infor

Submitted by Michelle L. Goro, michellegoro412@gmail.com

949. Poster: 3:00PM–3:50PM Riverwalk

Bisecting the B From LGB: Exploring Unique Barriers Faced by Bisexual Employees

This study examines the unique workplace barriers faced by bisexual employees. An archival dataset of 734 LGB workers revealed that bisexuals were less likely than homosexuals to disclose at work as a result of having less central and less positive sexual orientation identities but that these indirect effects were buffered by increased perceived organizational support.

Ellen Hagen, Texas A&M University
saac E. Sabat, Texas A&M University
Jacob Walla, Texas A&M University

Submitted by Isaac E. Sabat, isaacsabat@gmail.com

950. Poster: 3:00PM–3:50PM Riverwalk

Women and Minorities Falling Off the Glass Cliff? A Closer Examination

To investigate whether the glass cliff phenomenon occurs due to demographics or trait perceptions, authors conducted an experiment manipulating applicant sex, race, traits and company performance. Findings were counter to the hypothesized phenomenon as no differences in sex and race were found. However, effects for trait and performance were identified, and implications are discussed.

Taniyia Jauntae-Lee Harvey, Michigan State University
Danielle M. Gardner, Michigan State University
Ann Marie Ryan, Michigan State University

Submitted by Taniyia Jauntae-Lee Harvey, taniyiaharvey@yahoo.com

951. Poster: 3:00PM–3:50PM Riverwalk

Social Class Disclosure

The authors examined when, why, and how White men from lower social classes disclose their previous social class background at work. A thematic analysis revealed 5 reasons each for concealment and disclosure. Evidence suggests social class disclosure is more common than concealment, but, like the disclosure of sexual identity, it is both intentional and unintentional.

Anna Kallschmidt, Florida International University
Asia A. Eaton, Florida International University

Submitted by Anna Kallschmidt, akall017@fiu.edu

952. Poster: 3:00PM–3:50PM Riverwalk

Understanding the Costs and Benefits of Disability Disclosure at Work

Working adults with a concealable impairment completed an interview and web-based survey to describe their disclosure experiences, the decision process leading to them, and associated physical, psychological, and occupational well-being. Engaging in strategies to control disclosure was associated with poor psychological, cognitive, and occupational health outcomes.

Deborah E. Rupp, Purdue University
Robert Thomas Keating, Northern Illinois University
Jesus Martinez, Northern Illinois University
Alecia M. Santuzzi, Northern Illinois University
Lisa Finkelstein, Northern Illinois University

Submitted by Alecia M. Santuzzi, asantuzzi@niu.edu

953. Poster: 3:00PM–3:50PM Riverwalk

Does Having a Gay Accent Influence Employment Interview Performance?

This study examined the effects that a stereotypical gay accent, exhibited by many gay men, has on job interview performance in an experimental setting. Results suggest that men with a stereotypical gay accent were consistently rated more negatively compared to their nonaccented counterparts. Implications for interview research and practice are discussed.

Garret Kilmer, Florida Institute of Technology
Vipanchi Mishra, West Chester University of Pennsylvania
Jonathan Godwin, West Chester University of Pennsylvania

Submitted by Garret Kilmer, garretkilmer@gmail.com

954. Poster: 3:00PM–3:50PM Riverwalk

An Empirical Investigation of the Effects of Selective Incivility at Work

This study explored relationships among selective incivility, subjective well-being, and behavioral outcomes, and the incremental role selective incivility plays in predicting outcomes compared to general incivility. Post hoc analyses did not support emotional exhaustion as a mediator as found in previous work. Findings demonstrate the importance of combatting selective incivility.

Juliana M. Klein, Saint Louis University

Submitted by Juliana M. Klein, Jklein30@slu.edu

955. Poster: 3:00PM–3:50PM Riverwalk

Social Exclusion, Empathy, and Counterproductive Work Behavior

This study examined the relationships among social exclusion, empathy, and counterproductive work behavior (CWB). Findings indicated that empathy mediated the relationship between social exclusion and CWB. Exclusion was related to lower empathy and lower empathy was related to more CWB. Inclusion was related to higher empathy, and higher empathy was related to less CWB.

Austin Elizabeth Leone, Market Force Information
Jacob M. Fox, University of Missouri-St. Louis

Submitted by Austin Elizabeth Leone, austinelizabethleone@gmail.com

956. Poster: 3:00PM–3:50PM Riverwalk

Competent but Cold: Mixed Stereotypes of Asian American Men and Women

Drawing on the stereotype content model and intersectionality theory, this study examined perceptions of Asian Americans, an understudied yet marginalized group in the workplace. Contrary to traditional gender stereotypes, Asian women were rated similarly low in warmth relative to Asian men. Perceptions of Asian targets also varied by participant race/ethnicity.

Desmond Leung, The Graduate Center, CUNY & Baruch College
Karen S. Lyness, The Graduate Center, CUNY & Baruch College
Michael K. Judiesch, Manhattan College

Submitted by Desmond Leung, desmondwleung@gmail.com

957. Poster: 3:00PM–3:50PM Riverwalk

Cultural/Ethnic Identity Acquisition and STEM Academic Outcomes: A Meta-Analysis

This meta-analysis explored the relationship among cultural/ethnic identity acquisition (CEIA) variables and STEM academic outcomes. Findings indicated that CEIA variables are generally positively associated with variables that involve a positive personality component. The meta-analytic path analysis showed that there were no direct associations between CEIA and STEM interests and goals.

Li Lin, University of Oklahoma
Lori Anderson Snyder, University of Oklahoma
Christopher Nguyen, University of Oklahoma
Tiffany G. Maglasang, University of Oklahoma

Submitted by Li Lin, li.lin-1@ou.edu

958. Poster: 3:00PM–3:50PM Riverwalk

Gendered Stereotypes of Unemployed Professionals: Implications for Reemployment

Using a stereotype content model framework, this study assessed employee participants' perceptions of unemployed professionals' competence and workplace treatment. Perceived competence of unemployed professionals was related to greater passive harm (workplace exclusion), with more negative ratings tied to longer unemployment and variations by gender.

Karen S. Lyness, The Graduate Center & Baruch College, CUNY
Nicolette Ann Rainone, The Graduate Center & Baruch College, CUNY
Martine C. Maculaitis, Kantar Health
Michael K. Judiesch, Manhattan College
Desmond W. Leung, The Graduate Center & Baruch College, CUNY
Jolie M.B. Terrazas, Manhattan College
Hilal E. Erkovan, Korn Ferry Hay Group

Submitted by Desmond W. Leung, Desmond.Leung@baruch.cuny.edu

959. Poster: 3:00PM–3:50PM Riverwalk

Perceptions Toward Feminists: Did the 2016 Election Matter?

A field experiment was conducted examining whether feminists, as compared to individuals appearing to advocate for gender equality for

men and women, experienced more discrimination. Findings indicate that feminists experience less interpersonal discrimination than their counterparts and that interpersonal discrimination was further reduced following the recent US presidential election.

Shannon L. Marlow, Rice University
Christina N. Lacerenza, Rice University
Denise L. Reyes, Rice University
Michelle (Mikki) Hebl, Rice University

Submitted by Shannon L. Marlow, shannon.l.marlow@rice.edu

960. Poster: 3:00PM–3:50PM Riverwalk

More Than a Feeling: Attitudes About Introverts at Work

Across 4 studies, this paper investigated introvert bias through the lens of the stereotype content model, a theory through which one can understand stereotypes of groups at work and how these stereotypes influence the behaviors of others.

Mallory A. McCord, University of Minnesota Duluth
Nicholas A. Smith, Portland State University

Submitted by Mallory A McCord, mccordm@d.umn.edu

961. Poster: 3:00PM–3:50PM Riverwalk

The Impact of Job Prestige on Evaluations of Latino Male and Female Applicants

This study focuses on perceptions that individuals have of Latino applicants when considering job prestige. Drawing upon social role theory and stereotype content model (SCM), the interaction between gender and job status on hiring and other dimensions of Latino job applicants was investigated. Results provide important insights into attitudes toward Latino and Latina workers.

Carlos A. Moreno, Rice University
Ivy Watson, Baylor University
Abigail R. Corrington, Rice University
Michelle (Mikki) Hebl, Rice University

Submitted by Carlos A. Moreno, carlos.moreno316@gmail.com

MultiDisciplinary

962. Poster: 3:00PM–3:50PM Riverwalk

No Faith, No Trust: Examining Workplace Experience of Atheist Employees

This study examined the negative workplace outcomes faced by atheists compared to theists, as well as the moderating impact of gender. Analyzing the MIDUS 3 dataset (*N* = 3,294), authors tested and found support for hypotheses that atheists experience increased stress, decreased mental health, and increased coworker conflict compared to theists, and these adverse effects were exacerbated for women.

Dan Manh Nguyen, Texas A&M
Isaac E. Sabat, Texas A&M University
Sin-Ning Cindy Liu, Texas A&M University
Alex P. Lindsey, Indiana University-Purdue University Indianapolis
Afra S. Ahmad, Zayed University

Submitted by Isaac E. Sabat, isaacsabat@gmail.com

963. Poster: 3:00PM–3:50PM Riverwalk

Organizational Narratives as a Tool for Inclusion in Leadership

This paper integrates the narrative literature with leadership categorization theory to develop a theoretical model as to how organizational narratives influence perceptions of leadership competence. It is proposed that the gender of characters in the narrative, frequency of references to gender, and embracement of gender stereotypes in narratives all play an important role in this process.

William Obenauer, Rensselaer Polytechnic Institute

Submitted by William Obenauer, obenaw@rpi.edu

964. Poster: 3:00PM–3:50PM Riverwalk

Fifty Shades of Pray: Spirituality Management Approaches Impact Employee Attitudes

Using Miller and Ewest's (2015) Faith at Work Organizational Framework, authors examined differences in employee-level outcomes among 4 organizational approaches to religious diversity. Findings indicate that faith-friendly organizations promote the best employee outcomes, regardless of whether the employees identify as personally religious or nonreligious.

Lauren Sarah Park, Portland State University
Larry R. Martinez, Portland State University

Submitted by Lauren Sarah Park, laurenspark12@yahoo.com

965. Poster: 3:00PM–3:50PM Riverwalk

Are Men and Women Still Being Punished for Gender Violations?

Past research claims women who self-promote will experience backlash because self-promoting is a gender violation for women. Male and female participants rated hypothetical job candidates on likeability and ability watching the hypothetical job candidate's video resume. Results found neither men nor women were viewed less likeable or less able when violating gender expectations.

Rawn Santiago, Hofstra University
Leslie M. Migliaccio, BTS
Nicholas P. Salter, Ramapo College of New Jersey

Submitted by Rawn Santiago, awn.santiago@gmail.com

966. Poster: 3:00PM–3:50PM Riverwalk

The Case for Diversity as a Strategic Tool in Small Firm Survival and Success

By valuing racial diversity and creating inclusive organizational climates from inception, new small firms with growth objectives can increase their competitiveness. Anchoring arguments in intellectual capital theory, authors provide testable propositions that detail why new small firms should pursue racial diversity as a strategic business tool.

Jennifer M. Sequeira, University of Southern Mississippi
Kelly Pledger Weeks, Rhodes College
Myrtle P. Bell, University of Texas at Arlington
SherRhonda R. Gibbs, University of Southern Mississippi

Submitted by Kelly Pledger Weeks, weeksk@rhodes.edu

967. Poster: 3:00PM–3:50PM Riverwalk

The Effect of Stereotype Threat in Operational Testing Settings: A Meta-Analysis

Many stereotype threat studies involve features that would not be present in high-stakes testing settings. Authors meta-analyze the stereotype threat effect on cognitive ability tests, focusing on features likely present in operational settings. Results indicate the size of threat that can be experienced in operational scenarios ranges from negligible to small.

Oren R. Shewach, University of Minnesota
Paul R. Sackett, University of Minnesota
Sander Quint, University of Minnesota

Submitted by Oren R. Shewach, shewa006@umn.edu

968. Poster: 3:00PM–3:50PM Riverwalk

Priming the STEM Pipeline: Math Education Intentions Among Middle School Students

This study used the theory of planned behavior (Ajzen, 2002) to predict math education intentions among middle school students. Results indicated all paths were significant and positively predicted behavioral intentions. The indices showed a better fit for girls than boys when applying the theory of planned behavior to behavioral math intentions.

Amy B. Staley, University of Missouri-St.Louis
Alicia Ako-Brew, University of Missouri-St. Louis
Bettina J. Casad, University of Missouri-St. Louis
Patricia Hale, California State Polytechnic University
Pomona, Faye L. Wachs, California State Polytechnic University, Pomona

Submitted by Amy B. Staley, amy.b.staley91@gmail.com

MultiDisciplinary

969. Poster: 3:00PM–3:50PM Riverwalk

A Moderated-Mediated Model of Impression Management and Gender on Performance

Two organizational samples of employee-supervisor dyads were utilized to test a mediation model predicting that impression managers successfully (or unsuccessfully) influence supervisor's performance evaluations because of their expressed humility. Gender differences within this mediation model were also examined. Support for the predictions was found. Theoretical implications are discussed.

Phillip S. Thompson, Case Western Reserve University
Tiffany Maldonado, University of Houston Downtown
Kenny Parker, Cuyahoga County
Kalan R. Norris, Valdosta State University
Ricardo Rashawn Brooks, Missouri State University

Submitted by Phillip S. Thompson, PST@VT.edu

970. Poster: 3:00PM–3:50PM Riverwalk

Protean Career and Self-Management: Concerns for Older Workers

Career models have shifted from lifetime employment toward flexibility moving across jobs and industries, placing increased responsibility on individuals for self-development. Older workers are a population that may be overlooked within this new paradigm. A model of protean career attitudes is presented, including multilevel influences and practical suggestions for supporting older workers.

Steven Tseng, University of Akron
Catalina Flores, University of Akron

Submitted by Catalina Flores, cf45@zips.uakron.edu

971. Poster: 3:00PM–3:50PM Riverwalk

Consistency of Self-Reported Race and Ethnicity Data Throughout Selection

MultiDisciplinary

Accurate race and ethnicity data are central to 2 critical organizational goals: achieving organizational diversity and avoiding adverse impact, in compliance with EEOC regulations. The study presented below examines inconsistencies in self-reported racial categorization between employment data and data provided to a vendor as part of a pretest candidate questionnaire (*n* = 102,215).

Brent M. Will, Infor,
Phillip L. Gilmore, Infor,
Mesfin Dema, Infor

Submitted by Phillip L. Gilmore, phillipgilmore@gmail.com

972. Poster: 3:00PM–3:50PM Riverwalk

Development and Validation of the Perceived/Experienced Sexism Scale (PESS)

The authors developed and validated the Perceived/Experienced Sexism Scale as a measure of perceived sexism from the target's perspective. Separate studies found and confirmed a 2-factor solution consistent with Glick and Fiske's (1996) model (hostile sexism and benevolent sexism). The solid psychometric properties and potential uses of the scale are discussed.

Kim Wilson, U.S. Customs and Border Protection
Adrian Thomas, Roosevelt University

Submitted by Adrian Thomas, athomas18@roosevelt.edu

973. Poster: 3:00PM–3:50PM Riverwalk

Working Women and Well-Being in the Gendered World of Work

Working women face unique challenges because of the gendered nature of work and family. This study examined three gender factors: motherhood status, gender role beliefs, and gender microagressions, for their effect on mental health among working women. Consistent with expectations, gender factors have the potential to negatively impact mental health and may do so in an additive fashion.

Krystal Zielen, California State University, San Bernardino
Mark D. Agars, California State University, San Bernardino
Gino Howard, California State University, San Bernardino
Stephanie Gomez, California State University, San Bernardino
Rita Garcia, California State University, San Bernardino
Roberta Salgado, California State University, San Bernardino

Submitted by Mark D. Agars, magars@csusb.edu

974. Symposium/Forum: 3:00PM–4:20PM Sheraton 1

Promoting Replicable, Reliable, and Credible Research in I-O Psychology

The purpose of the current symposium is to promote research practices that facilitate more replicable, reliable, and credible research within I-O psychology. This symposium consists of 4 papers that document and question current research practices to develop specific guidelines for researchers to improve their own practice and application of research methods.

Tine Koehler, University of Melbourne, Jose M. Cortina, Virginia Commonwealth University, ***A Framework for Replication and Reproducibility in the Organizational Sciences***

Herman Aguinis, George Washington University, Ravi S. Ramani, George Washington University, Nawaf Alabduljader, George Washington University, ***Enhancing Methodological Transparency in I-O Psychology Research***

Nathan P. Podsakoff, University of Arizona, Timothy D. Maynes, University at Buffalo (SUNY), Tomas M. Martinez, University of Arizona, Steven W. Whiting, University of Central Florida, ***A Cautionary Note Regarding Nonindependence in Employee Performance Ratings***

Jeremy L. Schoen, University of Mississippi, Justin A. DeSimone, University of Alabama, ***A Discussion of Three Relative Importance Techniques***

James M. LeBreton, Pennsylvania State University, ***Discussant***

Submitted by Tine Koehler, tkoehler@unimelb.edu.au

975. Alternative Session Type with Presenters 3:00PM–4:20PM Sheraton 2

Let's Go There: Academics and Practitioners Tackle Critical Knowledge Gaps

Practitioners argue that research lacks relevance. Academics argue practitioners ignore available research. In this modified IGNITE session, academics and practitioners stop arguing and start collaborating to design solutions to challenging applied issues. Topics include fostering innovation, dynamic leadership development programs, developing potential, workplace design, and candidate experience.

Charlotte L. Powers, Johnson & Johnson, ***Chair***
Alison E. Carr, Shaker, ***Presenter***
Pamela Congemi, Medtronic, ***Presenter***
Noelle B. Frantz, Shaker, ***Presenter***
Melissa Gutworth, Montclair State University, ***Presenter***
Jay H. Hardy, III, Oregon State University, ***Presenter***
Megan L Huth, Google, ***Presenter***
Kelsey C. Kline, Intel Corporation, ***Presenter***
Kyle D. McNeal, Johnson & Johnson, ***Presenter***
Sarah G Semmel, Twitter Inc., ***Presenter***
Winny Shen, University of Waterloo, ***Presenter***
Ketaki Sodhi, University of Akron, ***Presenter***

Submitted by Charlotte L. Powers, cpowers9@its.jnj.com

976. Symposium/Forum: 3:00PM–4:20PM Sheraton 3

Positive Psychology Interventions: Broadening the Predictor and Outcome Domain

Positive Psychology Interventions (PPIs) have been shown to impact individuals' well-being in a variety of contexts. This symposium sheds new light on PPIs by investigating their potential to change how individuals think about themselves and their work. The focus is on different types of interventions and a range of outcomes (e.g., inclusive climate) that have received only little attention so far.

Annika Nubold, Maastricht University, ***Chair***

Annika Nubold, Maastricht University, Ute R. Hulsheger, Maastricht University, ***Who Are You Today? Effects of a Mindfulness Training on Employees' Personality States***

Dan Cable, London Business School, Julia J. Lee, University of Michigan, Francesca Gino, Harvard Business School, Bradley Staats, University of North Carolina at Chapel Hill, ***Reducing Newcomers' Transactional Drifts at the Time of Organizational Entry***

Elizabeth Stillwell, University of Minnesota, Theresa M. Glomb, University of Minnesota, Michelle Driessen, University of Minnesota, Michelle K. Duffy, University of Minnesota, Julie Wellmann, University of Minnesota, ***Fostering Belonging, Well-Being, and Performance in STEM Students via Reflection***

Bradford S. Bell, Cornell University, Huisi Li, Cornell University, Lisa H. Nishii, Cornell University, ***Building Inclusive Climates Top-Down and Bottom-Up***

Brent A. Scott, Michigan State University, ***Discussant***

Submitted by Annika Nubold, a.nubold@maastrichtuniversity.nl

977. Master Tutorial: 3:00PM–4:20PM Sheraton 4

Advanced Uses of Mechanical Turk for Data Collection

Mechanical Turk (MTurk) is widely used by I/O researchers for data collection. This session will provide tips and tricks to help extend MTurk's capabilities. Topics include: (a) an introduction to the MTurk API, (b) a tutorial for using MTurk API tools for advanced data collection (e.g., longitudinal data), and (c) how and why to manage your reputation as a Requester.

Justin Wiegand, University of Illinois at Urbana-Champaign, ***Presenter***
Cory Kind, CEB, now Gartner, ***Presenter***

Submitted by Justin Wiegand, wiegand4@illinois.edu

978. Alternative Session Type with Presenters
3:00PM–4:20PM Sheraton 5
IGNITE + Panel Session: Computational Models for Organizational Science and Practice
This alternative session aims to provide a basic understanding of computational modeling geared toward both academic and practitioner audiences. Experts from science and practice will begin with a brief overview via IGNITE presentations and then transition into a panel discussion to illuminate opportunities to leverage computational modeling to advance the science and practice of organizations.

Gerald F. Goodwin, U.S. Army Research Institute, ***Chair***
Cynthia K. Maupin, University of Georgia, ***Co-Chair***
Jeffrey B. Vancouver, Ohio University, ***Presenter***
James A. Grand, University of Maryland, ***Presenter***
Yihao Liu, University of Illinois at Urbana-Champaign, ***Presenter***

Submitted by Cynthia K. Maupin, ckmaupin@gmail.com

979. Symposium/Forum: 3:00PM–4:20PM Streeterville
Improving the Accuracy and Utility of Meta-Analytic Inferences
This session's 4 papers evaluate the accuracy of meta-analytic methods, including those for interpreting credibility intervals, estimating true effect variance, and detecting outliers and bias. Presenters raise questions about commonly used methods and demonstrate new techniques for more accurate meta-analytic results. They discuss implications for using meta-analysis in I-O science and practice.

Brenton M. Wiernik, University of South Florida, ***Chair***
Michael T. Brannick, University of South Florida, Sean Potter, University of South Florida, Yuejia Teng, University of South Florida, ***Where Is the Lower Bound Credibility Value?***
Jeffrey A. Dahlke, University of Minnesota, Brenton M. Wiernik, University of South Florida, ***Artifacts Are Statistics, Too! Methods for More Accurate Meta-Analytic Variances***
Sheila List, Virginia Commonwealth University, Xavier MacDaniel, Independent Researcher, Sven Kepes, Virginia Commonwealth University, Michael A. McDaniel, Work Skills First, Inc., ***Assessing the Trustworthiness of Our Cumulative Knowledge in Psychology***
Frank A. Bosco, Jr., Virginia Commonwealth University, Sven Kepes, Virginia Commonwealth University, Leonard Dubovoy, Virginia Commonwealth University, ***Testing Key Assumptions and Robustness of Meta-Analytic Publication Bias Analyses***
Scott B. Morris, Illinois Institute of Technology, ***Discussant***

Submitted by Brenton M. Wiernik, wiernik@workpsy.ch

981. Alternative Session Type with multiple papers:
3:00PM–4:20PM Superior B
Thinking Outside of the Box: Leveraging Employee Surveys for More
Six presenters will discuss how they are utilizing their employee survey data to answer key organizational questions that go beyond employee engagement. This alternative session will start with IGNITE style presentations that share the variety of important questions these presenters are using their data to answer followed by smaller roundtable discussions between session attendees and presenters.

Amanda C. Shull, Nike, Inc., ***Chair***
Christine R. Smith, The Graduate Center & Baruch College, CUNY, ***Co-Chair***
Matthew S. Kleinman, Gartner, Inc., ***Using Employee Engagement Information to Navigate Acquisition Integration***
Amanda C. Shull, Nike, Inc., ***Activating Team Voice for Greater Engagement, Performance, and Results***
Marc Vicino, JetBlue, Andrea M. Bizarro, JetBlue, ***Uniting Stakeholders Around a Central Survey Strategy***
Leslie M. Golay, NuVasive, ***Measuring and Actioning on Cross-Functional Interdependencies to Increase Collaboration***
Brad Haime, Guardian Life Insurance, Christine R. Smith, The Graduate Center & Baruch College, CUNY, Gina Schirripa, Aon, ***Assessing Diversity and Inclusion Initiatives Through Survey Data***
Anthony W. Caputo, Mercer|Sirota, Patrick K. Hyland, Mercer|Sirota, ***Moving Past Engagement***

Submitted by Christine R Smith, christine.r.smith218@gmail.com

982. Symposium/Forum: 3:00PM–4:20PM Wrigleyville
The Importance of Stress Appraisals in Challenge–Hindrance Stressors Research
Previous research has found conflicting results on challenge–hindrance stressor outcome relationships. This symposium aims to draw people's attention to stress appraisals in challenge-hindrance stressors research by presenting 4 studies from multiple perspectives. Theoretical implications for reconciling mixed findings and practical implications for organizations will be discussed

Yisheng Peng, Hofstra University, ***Chair***
Jie Ma, Hofstra University, ***Co-Chair***
Joseph Mazzola, Roosevelt University, Ryan R. Disselhorst, Roosevelt University, Joseph B. Costa, Inteleos, ***Meta-Analyzing the Challenge–Hindrance Model Using Strictly Challenge–Hindrance Studies***
Paige E. Hartman, Auburn University, Jesse S. Michel, Auburn University, Jinyan Fan, Auburn University, ***Measuring Challenge and Hindrance Workplace Stressors: Assessing Employee Appraisal***
Jie Ma, Hofstra University, Cong Liu, Hofstra University, Xixi Gu, ***Unveiling the Role of Stress Appraisals in "Cost and Profit" of Challenge Stressors***
Sharon Glazer, University of Baltimore, Samantha Wetzelberger, ***Outcomes Resulting From Stressor–Appraisals (Challenge and Hindrance) Interactions***
Jennica R. Webster, Marquette University, ***Discussant***

Submitted by Jie Ma, yonasma028@gmail.com

983. Special Event: 4:30PM–5:20PM Chicago 9
Closing Plenary
Mark S. Squillante, Area Head of Stochastic Processes, Optimization and Control within the Mathematical Sciences Department at the IBM Thomas J. Watson Research Center, ***Presenter***
Talya N. Bauer, Portland State University, ***Chair***

Submitted by Talya N. Bauer, TalyaBauer@pdx.edu

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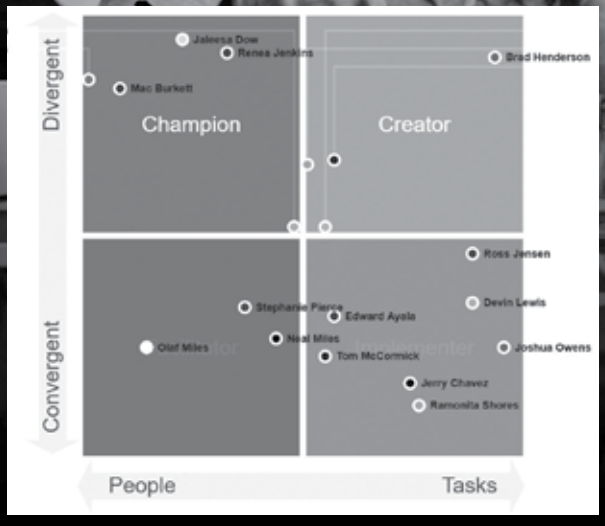

***Caliper Analytics*™ is a people analytics platform that has been named Best Advance in Candidate Assessments Technology by the Brandon Hall Group. It is the first workforce analytics solution to include scientifically valid and reliable personality data.**

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	Job Match	Critical			Important			Supporting		
Name	Mid-Level Manager	Leading: Driving Results	Leading: Fact-Based Management	Leading: Coaching and Developing Others	Leading: Leadership Communication	Managing Process: Process Management	Interpersonal: Organizational Savvy	Leading: Delegating	Leading: Team Building	Decision Making: Decisiveness
Edward Ayala	72	63	60	58	60	72	57	65	60	71
Mac Burkett	61	38	53	77	59	45	73	55	66	59
Jerry Chavez	49	66	59	26	54	56	17	57	34	55
Jaleesa Dow	90	75	56	80	99	72	90	99	54	99
Antonio Graham	62	55	72	58	55	56	49	45	49	43

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SIOP has all the I-O information you need!

TIP The Industrial-Organizational Psychologist
A publication of the Society for Industrial and Organizational Psychology, Inc.

The Industrial-Organizational Psychologist (*TIP*) is the official publication of the Society for Industrial and Organizational Psychology, Inc. A quarterly, it is filled with the latest in I-O and Society news!

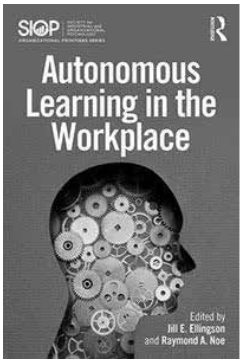
Industrial and Organizational Psychology:
Perspectives on Science and Practice

SIOP's premier journal! The novel format focuses on an interactive exchanges on topics of importance to the science and practice of I-O. The journal takes a focal article–peer commentary format, allowing for multiple perspectives.

Newsbriefs

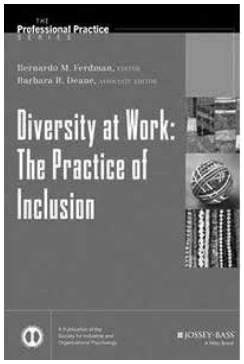
Newsbriefs is a monthly newsletter sent electronically to SIOP members. with all the up-to-the minute information, it is a must read!

The SIOP Book Series



The SIOP Organizational Frontiers Series publishes books on cutting edge theory and research derived from practice in I-O psychology, and related organizational science disciplines.

The SIOP Professional Practice Series provides guidance, insights, and advice on how to apply the concepts, findings, methods, and tools derived from I-O psychology to organizational problems.



NOTE: Some sessions were moved after the numbers were assigned. In order to find these sessions, we have italicized them and given instructions on were to find them in the program.

Careers/Mentoring/Socialization/Onboarding/Retirement

185 SIOP Select: Innovators in the Field: Advice From Practice Award Winners, Chicago 10, 3:30PM
195 High School Experiences Predict First-Year College STEM Outcomes, Riverwalk, 3:30PM
199 The Bigs Project: An Evaluation of a High School Employability Skills Intervention, Riverwalk, 3:30PM
202 Can Mentoring Help Job Seekers to Be More Active? A Moderated Mediation Model, Riverwalk, 3:30PM
203 Career Development Practices in a Global Economy, Riverwalk, 3:30PM
204 Linking Mentoring to Career Plateau: The Mediating Role of Well-Being, Riverwalk, 3:30PM
205 Work-Value Profile and Career Outcomes, Riverwalk, 3:30PM
206 Cross-Cultural Differences in Job and Retirement Attitudes in the U.S and South Korea, Riverwalk, 3:30PM
207 The Effect of ROPES and Gratitude on Newcomers' Psychological Contract Breach Change, Riverwalk, 3:30PM
208 The Role of Workplace Orientation Perceptions on Orientation Satisfaction, Riverwalk, 3:30PM
209 Predictors of Satisfaction With the Hiring Process Among Federal New Hires, Riverwalk, 3:30PM
210 Directive Leadership and Newcomer Socialization: A Dynamic Approach, Riverwalk, 3:30PM
211 Enhancing Perspective and Authenticity to Improve Age-Diverse Mentoring Relationships, Riverwalk, 3:30PM
212 Mentor–Mentee Agreement on Relationship Characteristics, Attitudes, and Outcomes, Riverwalk, 3:30PM
214 When Is the Retired More Satisfied? A Multilevel Analysis Across 43 Countries, Riverwalk, 3:30PM
215 Not all Vocational Interest Inventories Are Equal: A Multitrait–Multimethod Study, Riverwalk, 3:30PM
217 Effects of Religion and Spirituality on Career Calling Perceptions, Riverwalk, 3:30PM
219 It's a Tradition: Longevity as Justification for Hazing New Employees, Riverwalk, 3:30PM
220 Vocational Interests Toward Complex Occupations Make a Difference in STEM Work Life, Riverwalk, 3:30PM
221 Personality, Perceived Benefits, and Willingness to Mentor in Formal Programs, Riverwalk, 3:30PM
229 The Road Not Taken: Career Choices in I-O, Superior A, 4:00PM
285 On the Move: Do Employees Change Jobs More Frequently Today Than in the Past?, Grand Sheraton Chicago, 6:00PM
291 Examining New Frontiers and Boundary Conditions in Overqualification Research, Chicago 9, 8:00AM
344 SIOP Select: Building a Pipeline and Sustaining Success as an I-O Scientist, Chicago 10, 10:00AM
425 Gender and the STEM Pipeline: Critical Points and I-O Best Practices, Erie, 11:30AM
516 New Frontiers of Professional Networking Research, Streeterville, 1:00PM
566 Lost in Progression: Transitioning From the Classroom to Practice, Superior A, 3:00PM
577 What I Wish I Knew When I Picked My Career Path: Advice From Midcareer Professionals, Michigan B, 4:00PM
619 Wait, What Do You Do? Exploring Unique Practitioner Roles, Chicago 9, 5:00PM
689 Rewriting Careers: Chapter 3, Superior A, 8:30AM
694 SIOP Select: Navigating a Meaningful I-O Career: Insights From Award Winners, Chicago 10, 10:00AM
747 The Changing Nature of the Talent Journey (IGNITE + World Café Discussion Combo), Superior B, 10:00AM
807 Tales of Betrayal: Insights From I-O Professionals With Nontraditional Career Paths, Superior A, 11:30AM
876 Early Career Lessons: Things I Wish I Knew (A Tribute to Chicago Based Movies), Gold Coast, 1:30PM

Coaching/Leadership Development

45 Lessons in Leadership From Our Best Bosses: Exploring Their Extraordinary Impact, Superior A, 10:30AM
174 Every Second Counts: Leadership Development When Lives Depend on It, Sheraton 3, 1:30PM
274 Beyond the C-Suite: Interdisciplinary Perspectives on High-Impact Coaching, Streeterville, 5:00PM
292 Going Beyond the IDP: Measuring the Velocity of Leadership Learning Over Time, Chicago 10, 8:00AM
343 Challenges, Traits, and Best Practices in Navigating High Potential Programs, Chicago 9, 10:00AM
438 User-Driven Leader Feedback Tools, Wrigleyville, 11:30AM
441 Leading Boundary-Spanning Employees: A Qualitative Study, Riverwalk, 12:00PM
449 Predicting Coaching Effectiveness for Managers as Coaches, Riverwalk, 12:00PM
458 Identifying and Predicting Leadership Derailment, Riverwalk, 12:00PM
463 Playing Experience and NFL Head Coaching Success: An Action Learning Perspective, Riverwalk, 12:00PM
466 Enhancing 360 Assessment Outcomes With Coaching: A Look at "If" and "Why" it Works, Riverwalk, 12:00PM
469 Individual Difference in Motivation During Leader Development, Riverwalk, 12:00PM
533 Understanding Retention of High Potential Employees: Comparing Survival Analysis Tech, Riverwalk, 3:00PM
567 Executive Coaching: Translating Leading-Edge Coaching Research Into Practice, Superior B, 3:00PM
629 Leading Edge of Coaching and I-O Psychology's Opportunity, Streeterville, 5:00PM
639 Playing Outside the Sandbox: Leadership Development Insights From Other Fields, Michigan A, 8:00AM
693 Maximum Impact: Measuring Executive Leadership Program ROI, Chicago 9, 10:00AM
806 A World Café: Maximizing ROI of HiPo Development, Streeterville, 11:30AM
818 It's Game Time Coach! The Science of Evaluating Executive Coaching, Michigan A, 12:30PM

Consulting Practices/Ethical Issues

47 Choose Your Own Adventure Consulting II: Common Challenges, Different Approaches, Wrigleyville, 10:30AM
177 Applications of Artificial Intelligence by Practitioners, Streeterville, 1:30PM
420 The Great I-O Psychology Practice Debates: Addressing Critical Professional Issues, Chicago 6, 11:30AM
478 Communicating I-O Psychology to Society: Taking a Seat at the Decision Table, Mayfair, 1:00PM
791 The Effectiveness of Ethical Training Distributed Across the Curriculum, Riverwalk, 11:30AM

Counterproductive Behavior/Workplace Deviance

8 Extending Situational Strength Theory to Account for Situation–Outcome Match, Riverwalk, 10:30AM
9 At the Intersection of Sex and Heterosexism: Perceptions of Same Sex Harassment, Riverwalk, 10:30AM
10 The Effect of LMX and Moral Identity on Unethical Pro-Organizational Behavior, Riverwalk, 10:30AM
11 Uncivil in Any Culture? Cross-Cultural Scale Validation Study, Riverwalk, 10:30AM
12 Microaggressions: A Meta-analysis, Riverwalk, 10:30AM
13 Meta-Analyses of Personnel Assessments for Emerging Forms of Employee Crime, Riverwalk, 10:30AM
14 Social Judgments of Electronic Multitasking in the Workplace, Riverwalk, 10:30AM
15 A Meta-Analysis of the Antecedents and Outcomes of Workplace Incivility, Riverwalk, 10:30AM
16 Interpersonal Deviance to Abusive Supervision: Does Citizenship Behavior Matter?, Riverwalk, 10:30AM
17 Dark Triad Moderators of Overqualification and Discretionary Work Behaviors, Riverwalk, 10:30AM
18 Validation of an Active–Passive Scale of Counterproductive Work Behavior, Riverwalk, 10:30AM
19 Incremental Validity Meta-Analysis of Emotional Intelligence Predicting CWB, Riverwalk, 10:30AM
21 Comparing Unmatched Count and Randomized Response With Sensitive Behaviors, Riverwalk, 10:30AM
22 A Temporally Based Investigation of Experienced Incivility and Perpetrated CWB, Riverwalk, 10:30AM
23 An Organizational Counterproductivity Measure: The SOS Scale, Riverwalk, 10:30AM
24 The Use of Humor as Ingratiation in the Interview, Riverwalk, 10:30AM
26 Cross Level Effects of Group Diversity and Self-Managing Climate on Gossip, Riverwalk, 10:30AM

27 Health-Related Impairment and Well-Being at Work in Prediction of CWB, Riverwalk, 10:30AM
28 The Role of Emotions and Cognitive Bias in Ethical Decisions, Riverwalk, 10:30AM
29 Effects of Incivility, Servant Leadership, and Gender on Emotional Exhaustion, Riverwalk, 10:30AM
30 A Few Bad Eggs: Counterproductive Work Behavior and Safety Incidents, Riverwalk, 10:30AM
31 "There's a Fly in my Soup!" Trait Aggression in Service Industry Workers, Riverwalk, 10:30AM
32 Investigating the Nomological Network of Workplace Aggression, Riverwalk, 10:30AM
34 A Dual Process Account of Counterproductive Work Behavior, Riverwalk, 10:30AM
35 Modeling and Predicting Serious CWBs Using Improved Analytic Methods, Riverwalk, 10:30AM
36 Welcome to the Dark Side...of Political Skill, Riverwalk, 10:30AM
37 Designing a Multidimensional Scale of Organizational Gossiping, Riverwalk, 10:30AM
38 Evaluations of Individuals Who Engage in Deviant Technology Use in Meetings, Riverwalk, 10:30AM
130 SIOP Select: Solutions for Sexual Harassment: Lessons From Federal Agencies, Chicago 6, 1:30PM
347 How Can We Eliminate Sexual Harassment?, Mayfair, 10:00AM
428 New Insights and Solutions to Workplace Mistreatment, Michigan A, 11:30AM
865 Workplace Violence in Healthcare: Protective Climates and Processes in the Work Unit, Sheraton 5, 12:30PM
880 Leaderships' Influence on CWBs: How Leaders Hurt and Help CWBs in Organizations, Michigan B, 1:30PM

Emotions/Emotional Labor

140 Discrete Emotions at Work: Experiencing Anger, Guilt, Compassion, and Pride, Ontario, 1:30PM
236 Computationally Modeling Emotional Contagion in a Group With a Leader, Riverwalk, 4:30PM
237 Do Moods at Work Change Over Time? A Three-Month Weekly Study of Workplace Affect, Riverwalk, 4:30PM
239 It's Only the Test? Gender Differences in Guilt-Proneness Measurement, Riverwalk, 4:30PM
240 A Within-Person Approach to Affect Spin, Emotion Regulation, and Negative Affect, Riverwalk, 4:30PM
242 Emotion Suppression and Perceived Interpersonal Citizenship Behavior, Riverwalk, 4:30PM
243 Composed for a Reason: Emotional Self-Regulation and the Power of Purpose, Riverwalk, 4:30PM
245 Employee Regret and Disappointment Scales: Development and Validation, Riverwalk, 4:30PM
246 Employee Regret and Disappointment: Application of the Approach/Avoidance Framework, Riverwalk, 4:30PM
253 Fake a Smile, Drink a While? Examining Emotional Labor and Alcohol Use, Riverwalk, 4:30PM
254 Contagion of Congruent and Incongruent Emotions in the Workplace, Riverwalk, 4:30PM
258 Emotion Regulation Profiles: Antecedents and Outcomes, Riverwalk, 4:30PM
260 The Resource Depletion Process of Emotional Exhaustion and Its Boundary Conditions, Riverwalk, 4:30PM
307 Affect and Emotions in the Workplace: Current Findings and Practical Implications, Mayfair, 8:30AM
423 The Influence of Contextual Factors on Emotional Labor Processes, Chicago 9, 11:30AM
745 More Than a Feeling: Advancing the Study of Emotions and Performance, Sheraton 5, 10:00AM
808 Do We Need a Caring Approach to Employee Resilience?, Superior B, 11:30AM
866 Coping With Challenging Service Encounters, Streeterville, 12:30PM

Employee Withdrawal (e.g., absence, turnover)/Retention

105 Psychological Situational Characteristics: Do They Cause Traits to Activate?, Riverwalk, 12:30PM
108 Assessing the Causal Role of Satisfaction and Shocks on Turnover With an Experiment, Riverwalk, 12:30PM
110 Supervisor Trustworthiness and Employee Withdrawal: The Role of Evaluation Certainty, Riverwalk, 12:30PM
111 Multiple Identities and Engagement in the Teaching Profession, Riverwalk, 12:30PM
112 Moderators of the Relationship Between Perceived Employability and Turnover, Riverwalk, 12:30PM
113 The Bright and Dark Sides of OCBs: A Meta-Analysis, Riverwalk, 12:30PM
115 Job Hopping: Development and Application of a Precise Definition, Riverwalk, 12:30PM
121 Lost in a Downturn? Examining Industry Turnover of Layoff Victims, Riverwalk, 12:30PM
125 Integrating Exit Interview and Engagement Survey Results, Riverwalk, 12:30PM
126 Intentional Withdrawal of Organizational Citizenship Behavior, Riverwalk, 12:30PM
271 Does This Really Work? Practical Ways to Retain Desirable Employees, Ontario, 5:00PM
805 Are Exit Interviews of Value? Learn Different Ways to Optimize Their Effectiveness, Sheraton 5, 11:30AM

Global/International/Cross-Cultural Issues

289 International Perspectives on Multicultural Assessment Centers, Chicago 7, 8:00AM
442 Contextualizing HRM in Emerging Markets: The Case for Context-Specific Competencies, Riverwalk, 12:00PM
444 Dominance Versus Mastery: Agentic and Communal Goals Across Two Cultures, Riverwalk, 12:00PM
445 Social Capital and Refugees' Labor Market Entry, Riverwalk, 12:00PM
446 Learning From Errors: Experimental Evidence From the US, Germany, and Hungary, Riverwalk, 12:00PM
450 Time and Time Again: A Cross-cultural Comparison of Meeting Lateness, Riverwalk, 12:00PM
451 Reexamining the Perceived Migration of I-O Psychology to Business Schools, Riverwalk, 12:00PM
455 Where Are You Really From? Effects of Voice–Appearance Incongruities in the Workplace, Riverwalk, 12:00PM
459 Mobile Test Takers: Usage Rates by Country, Riverwalk, 12:00PM
460 Development of a Decentered, Multilingual Repatriation Adjustment Scale, Riverwalk, 12:00PM
468 Antecedents and Outcomes of Employee Repatriation Adjustment: A Meta-Analytic Review, Riverwalk, 12:00PM
633 Understanding Culture's Consequences: Thinking Outside of the Methodological Box, Chicago 8, 8:00AM
742 Crossing Cultures and Bridging the Science–Practice Divide, Sheraton 2, 10:00AM
813 A Cross-Cultural Conundrum: Applying Western I-O Around the World, Chicago 9, 12:30PM
868 A Global Outreach to Understand I-O Education and Training, Superior B, 12:30PM
923 Drawing on Cross-Cultural Psychology to Internationalize I-O Psychology, Sheraton 3, 1:30PM

Groups/Teams

43 SIOP Select: Translating "I-O Speak" in Multidisciplinary Teams, Sheraton 5, 10:30AM
178 I-O for the Greater Good: Funding Your Science With the National Cancer Institute, Superior B, 1:30PM
305 Fresh Thinking on Forgotten Issues: Critical Issues in Dynamic Team Composition, Superior B, 8:00AM
422 Data Dream Team: How and Why I-O Psychologists and Data Scientists Collaborate, Chicago 8, 11:30AM
476 Using Social Network Analysis to Understand Complex Teams, Erie, 1:00PM
483 Performance and Transactive Memory in Dispatch Teams: A Conditional Process Approach, Riverwalk, 1:00PM
496 S. Rains Wallace Dissertation Award: Unpacking the Process of Cross-Unit Coordination, Riverwalk, 1:00PM
576 Modern Methods for Assessing Team Composition Variables, Michigan A, 4:00PM
620 Qualitative Perspectives on 21st Century Teams, Chicago 10, 5:00PM
632 How Teams Decide: Factors Influencing the Process and Outcome of Team Decisions, Chicago 7, 8:00AM
749 Hub and Spoke: Supporting Your Local Networking and Development Efforts, Superior A, 10:30AM
761 Measurement Advances in Assessing Team Processes, Ontario, 11:30AM
816 A Question of Time: Multidisciplinary Approaches to Understanding Team Dynamics, Huron, 12:30PM

883 Dyadic Dynamics of Team Cohesion: The Role of Communication Source and Frequency, Riverwalk, 1:30PM
885 The Give and Take of Social Exchange Relationships in Negotiation Settings, Riverwalk, 1:30PM
886 How Does Social Intelligence Influence Teams? An Empirical Investigation, Riverwalk, 1:30PM
887 Toward Better Teamwork: An Academic–Practitioner Multilevel Model of Collaboration, Riverwalk, 1:30PM
888 Idiosyncratic Effects in Peer Ratings of Team Performance, Riverwalk, 1:30PM
889 Development and Validation of a Team Information Sharing Assessment Battery, Riverwalk, 1:30PM
891 Team Learning Behaviors: A Meta-Analysis of Direct Effects and Moderators, Riverwalk, 1:30PM
893 Understanding Emergent Configural Teamwork Processes in Engineering Science Teams, Riverwalk, 1:30PM
894 Effects of Diversity in Team Member Agreeableness on Team Effectiveness, Riverwalk, 1:30PM
895 Managing the Team Members' Alignment Paradox for Improved Virtual Team Effectiveness, Riverwalk, 1:30PM
896 Team Creativity Suffers When the Critical Member Is in Conflicts, Riverwalk, 1:30PM
897 Mastery of Teams: A Bridge of Two Models, Riverwalk, 1:30PM
898 Organizational Citizenship Behaviors and Conflict: Distinguished at the Team Level, Riverwalk, 1:30PM
899 Multilevel Predictors of Satisfaction in Team Gaming Tasks, Riverwalk, 1:30PM
900 Not in Sync, But We Think We Are: Actual Versus Perceived Temporal Team Mental Models, Riverwalk, 1:30PM
901 A Latent Transition Analysis of Team Conflict Profiles, Riverwalk, 1:30PM
902 Multiteaming: Linking Number and Primary ID of Teams to Fragmented IDs and Turnover, Riverwalk, 1:30PM
903 Information Sharing in Online Teams: How Interventions Improve Information Processing, Riverwalk, 1:30PM
904 A Meta-Analytical Investigation of Antecedents and Correlates of Team Cohesion, Riverwalk, 1:30PM
905 Working Alone and Together: Understanding the Factors That Affect Work Transitions, Riverwalk, 1:30PM
907 Enhancing Multicultural Team Identity: Leadership and Communication Processes, Riverwalk, 1:30PM
909 Toward a Taxonomy of Information Exchange in Teams, Riverwalk, 1:30PM
910 Advancing Team Innovation: A Review and Practical Guidance, Riverwalk, 1:30PM
911 The Effects of Team Membership Change: Transactive Memory Systems and Motivation, Riverwalk, 1:30PM
912 Unobtrusive Measures of Team Communication: State of the Science and the Road Ahead, Riverwalk, 1:30PM
914 Making Good Decisions in a Team: Sleep and Personality as Drivers of Cognition, Riverwalk, 1:30PM
916 Inviting Your Next Teammate: Algorithms and Acquaintances, Riverwalk, 1:30PM
917 Sports Team Effectiveness: An Integrative Review and Theoretical Model, Riverwalk, 1:30PM
918 Don't Let Me Down: Technology Use, Participation, and Trust in Meetings, Riverwalk, 1:30PM
920 Team Members' Relative Power Distance Orientation and Perceived Inclusion by Leader, Riverwalk, 1:30PM

Human Factors/Ergonomics

493 A Review of Using Physiological Measurement in Team Settings, Riverwalk, 1:00PM
495 Comparing Personality Factors and Facets to Predict Workplace Driving Accidents, Riverwalk, 1:00PM
500 An Experimental Investigation of the Effect of Cubicles on Perseverance, Riverwalk, 1:00PM
504 Atmosphere Perception: Linking a Supportive Physical Environment and Work Outcomes, Riverwalk, 1:00PM

Inclusion/Diversity (e.g., sexual orientation, race, gender)

5 Workplace Allies: Exploring the Stages in Becoming an Effective and Vocal Ally, Michigan A, 10:30AM
41 Generational Theory Gets a Trophy: Limitations and Implications of a Popular Concept, Sheraton 3, 10:30AM
80 External and Ethnic: Living the Diversity Experience in External Practice, Chicago 8, 12:00PM
83 Transgender Employee Experiences: Understanding the Issues to Create Solutions, Erie, 12:00PM
135 Women at Work: New Considerations and Advancements in Research and Practice, Erie, 1:30PM
231 The Role of Gender Inequality in Explaining Gender Differences in Job Satisfaction, Riverwalk, 4:30PM
232 Leader Performance and Derailment: Exploring Gender Effects in Self–Other Ratings, Riverwalk, 4:30PM
233 Understanding the Effects of Diversity Climate: The Role of Workplace Discrimination, Riverwalk, 4:30PM
234 360 Degrees of Gray: The Impact of Gendered Feedback, Riverwalk, 4:30PM
235 Effects of Race and Impression Management Tactics for Ex-Offender Job Applicants, Riverwalk, 4:30PM
238 Disabilities and Job Carving: A Thematic Analysis of Facilitators and Hindrances, Riverwalk, 4:30PM
241 The Other Side of the Glass Cliff: Women's Acceptance of Precarious Leadership Roles, Riverwalk, 4:30PM
244 Gender, Sexual Orientation, Ethnicity, Age, and Parental Status: Trust in Leadership, Riverwalk, 4:30PM
247 Inclusion and Intent to Leave in the Military: The Mediating Role of Burnout, Riverwalk, 4:30PM
248 Can Respondents Fake Having No Bias on an Implicit Association Test?, Riverwalk, 4:30PM
249 Perspective Taking and Guilt During Interpersonal Confrontation Against Prejudice, Riverwalk, 4:30PM
250 Happy Holidays? Explaining Reactions to Inclusive Religious Events at Work, Riverwalk, 4:30PM
251 The Mitigating Role of Organizational Culture in Supervisor–Subordinate Dyads, Riverwalk, 4:30PM
252 Disclosure Dissonance: Conflicting LGB Attitudes, Behaviors, and Environments, Riverwalk, 4:30PM
255 The Effect of Organizational Citizenship Behavior on Male and Female Evaluations, Riverwalk, 4:30PM
256 Representativeness Moderates the Racial Diversity and Sales Performance Relationship, Riverwalk, 4:30PM
257 The Role of Race Discrepancy on Multiracial Employees Professional Image, Riverwalk, 4:30PM
259 It Takes Two to Tango: Gender Dyad Composition in Negotiation, Riverwalk, 4:30PM
273 SIOP Select: Impacting My Community in Policing and Diversity Through SIOP, Sheraton 5, 5:00PM
276 LGBT+: A Demographic Ready for Inclusion in Applied Employee Attitudes Research, Superior B, 5:00PM
290 Organizational Diversity: Understanding Recruitment, Development, and Retention, Chicago 8, 3:00PM (follows session 929 on Saturday)
306 Beyond the Unemployment Headlines: Examining Veteran Transition Issues and Solutions, Wrigleyville, 8:00AM
381 Bias or Difference: The Impact of Gender Across Domains, Sheraton 1, 10:00AM
429 Novel Perspectives on Stigma Identity Management in the Workplace, Michigan B, 11:30AM
475 Beyond Surveys and Experiments: Innovations in Workplace Diversity Research Methods, Chicago 10, 1:00PM
510 Perceptions of Peers With Visible Disabilities: Disability Type and Acknowledgement, Riverwalk, 1:00PM
561 SIOP Select: Advancing Women in I-O: From Obstacles to Tangible Solutions, Sheraton 1, 3:00PM
624 Diverse Approaches to Diversity: What Can I-O Learn From and Share With Other Fields?, Sheraton 1, 5:00PM
640 Becoming a More Inclusive Coach: Bringing Out the Best in a Diverse Workforce, Michigan B, 8:00AM
691 Organizations' Signals of Identity Safety Versus Threat for Underrepresented Groups, Chicago 7, 10:00AM
698 What We Wish Our Allies Knew, Mayfair, 10:00AM
701 Learning and Development for Workplace Inclusivity: Diversity Training Best Practices, Ontario, 10:00AM
819 Gender Equity in I-O Practice: The Known and Unknown, Michigan B, 12:30PM
870 Creating Space at Work for Women Leaders: An Organizational Learning Perspective, Chicago 6, 1:30PM
934 Gender as a Moderator Between Formal Network Position and Career Success, Riverwalk, 3:00PM
935 What Is Support? A Typology of Workplace Support to Mental Illness Disclosure, Riverwalk, 3:00PM
936 To Work or Not to Work Remotely: Gender Differences in a Telecommuting World, Riverwalk, 3:00PM
937 Now You See Me: Using Identity-Based Diversity Management in Organizations, Riverwalk, 3:00PM

938 Perceptions of Medical Error: Do Social Categories Overshadow Error?, Riverwalk, 3:00PM
939 It's Not His Fault! Failure Attributions of Women and Minority Leaders, Riverwalk, 3:00PM
940 Perceptions of Relational Practices by Gender, Status, and Relational Orientation, Riverwalk, 3:00PM
941 Media Coverage of Policing and Stigma Communication: An Exploratory Study, Riverwalk, 3:00PM
942 What Role Does Personal Sexist Attitudes Play in the Gender Wage Gap?, Riverwalk, 3:00PM
943 DARE: A Review and Theoretical Framework for Developing Diversity Competencies, Riverwalk, 3:00PM
944 Workplace Deviance as a Function of Discrimination Climate and Personality, Riverwalk, 3:00PM
945 Dark-Side Personality and Leaders' Ability to Leverage Workplace Diversity, Riverwalk, 3:00PM
946 From Silence to Championing: Antecedents of Employees' Diversity Support, Riverwalk, 3:00PM
947 Understanding Employees' Motives for Disclosing Depression in the Workplace, Riverwalk, 3:00PM
948 Using Science to Debunk Millennial Rumors in the Workplace, Riverwalk, 3:00PM
949 Bisecting the B From LGB: Exploring Unique Barriers Faced by Bisexual Employees, Riverwalk, 3:00PM
950 Women and Minorities Falling Off the Glass Cliff? A Closer Examination, Riverwalk, 3:00PM
951 Social Class Disclosure, Riverwalk, 3:00PM
952 Understanding the Costs and Benefits of Disability Disclosure at Work, Riverwalk, 3:00PM
953 Does Having a Gay Accent Influence Employment Interview Performance?, Riverwalk, 3:00PM
954 An Empirical Investigation of the Effects of Selective Incivility at Work, Riverwalk, 3:00PM
955 Social Exclusion, Empathy, and Counterproductive Work Behavior, Riverwalk, 3:00PM
956 Competent but Cold: Mixed Stereotypes of Asian American Men and Women, Riverwalk, 3:00PM
957 Cultural/Ethnic Identity Acquisition and STEM Academic Outcomes: A Meta-Analysis, Riverwalk, 3:00PM
958 Gendered Stereotypes of Unemployed Professionals: Implications for Reemployment, Riverwalk, 3:00PM
959 Perceptions Toward Feminists: Did the 2016 Election Matter?, Riverwalk, 3:00PM
960 More Than a Feeling: Attitudes About Introverts at Work, Riverwalk, 3:00PM
961 The Impact of Job Prestige on Evaluations of Latino Male and Female Applicants, Riverwalk, 3:00PM
962 No Faith, No Trust: Examining Workplace Experience of Atheist Employees, Riverwalk, 3:00PM
963 Organizational Narratives as a Tool for Inclusion in Leadership, Riverwalk, 3:00PM
964 Fifty Shades of Pray: Spirituality Management Approaches Impact Employee Attitudes, Riverwalk, 3:00PM
965 Are Men and Women Still Being Punished for Gender Violations?, Riverwalk, 3:00PM
966 The Case for Diversity as a Strategic Tool in Small Firm Survival and Success, Riverwalk, 3:00PM
967 The Effect of Stereotype Threat in Operational Testing Settings: A Meta-Analysis, Riverwalk, 3:00PM
968 Priming the STEM Pipeline: Math Education Intentions Among Middle School Students, Riverwalk, 3:00PM
969 A Moderated-Mediated Model of Impression Management and Gender on Performance, Riverwalk, 3:00PM
970 Protean Career and Self-Management: Concerns for Older Workers, Riverwalk, 3:00PM
971 Consistency of Self-Reported Race and Ethnicity Data Throughout Selection, Riverwalk, 3:00PM
972 Development and Validation of the Perceived/Experienced Sexism Scale (PESS), Riverwalk, 3:00PM
973 Working Women and Well-Being in the Gendered World of Work, Riverwalk, 3:00PM
980 Crowdsourcing Insights: Inclusion, Bias, and the Role of Culture, Michigan B, 5:00PM (follows session 623 on Friday)

Innovation/Creativity

92 SIOP Select: I-O Igniting Innovation, Sheraton 5, 12:00PM
228 Innovation and Leadership: Enabling Strategic Explorations Amid Daily Execution, Wrigleyville, 3:30PM
515 Managing Creativity and Innovation in Organizations, Sheraton 5, 1:00PM
530 Friday Seminar 6: Driving Innovation in Organizations by Fostering Effective Change, Ontario, 3:00PM
643 The Creative Process in Context: Contextual Influences on the Creative Process, Sheraton 2, 8:00AM
750 SIOP Select: New Wine, New Bottles: An Interactive Showcase of I-O Innovations, Chicago 6, 11:30AM
862 Toothless Shark Tank: Monetizing I-O Science, Sheraton 2, 12:30PM
882 Creativity and Innovation Through the Job Demands-Resources Model, Riverwalk, 1:30PM
884 Supporting Role Innovation: Mediators of the Role Innovation–Performance Relationship, Riverwalk, 1:30PM
890 Leader–Follower Fit and Creativity: Different Needs for Different Stages?, Riverwalk, 1:30PM
892 Self-Transcendence Value, Creative Self-Efficacy, Humble Leadership, and Creativity, Riverwalk, 1:30PM
906 Exploring the Efects of Interactive Feedback on Individual Creativity in Groups, Riverwalk, 1:30PM
908 The Link Between Employee Rule Breaking and Creativity at Work, Riverwalk, 1:30PM
913 Interruption Type and Performance: A Trade-Off of Creativity and Task Completion, Riverwalk, 1:30PM
915 Creative Failure: Examining the Impact of Bias on Creative Problem Solving, Riverwalk, 1:30PM
919 Supervisor Knowledge Sharing and Employee Creativity: A Social Cognitive Perspective, Riverwalk, 1:30PM

Job Analysis/Job Design/Competency Modeling

97 Alternative Work Arrangements: Agile Project Management Methods Are Here!, Mayfair, 12:30PM
172 What—Essentially—Is an Essential Function? ADA-Compliant Job Analysis Best Practices, Sheraton 1, 1:30PM
189 I-O and Job Automation: Implications for the Future of Work, Mayfair, 3:30PM
268 Optimizing Talent Through Experiences: Why Experiences Matter, Huron, 5:00PM
279 Cognitive Task Analysis of Miner Preparedness to Self-Escape From Mine Emergencies, Grand Sheraton Chicago, 6:00PM
339 Competency Models as a Change Agent: Field-Based Learnings and Roundtable Discussion, Superior A, 8:30AM
479 Is Competency Modeling Flawed?, Michigan A, 1:00PM
487 Latent Classes in Job Analysis Ratings: Evidence for Artificial Inflation, Riverwalk, 1:00PM
488 Critical Job Family Competencies: Sales Versus Customer Support, Riverwalk, 1:00PM
492 Examining Agreement in Job Analysis Ratings of Cognitive and Noncognitive KSAOs, Riverwalk, 1:00PM
494 Core Self-Evaluations as a Source of Inaccuracy in Job Analysis Ratings, Riverwalk, 1:00PM
507 A Personality-Based Job Analysis of Politicians: The Public's Perspective, Riverwalk, 1:00PM
509 Same Job, Different Job: Task Differences Between Men and Women in Police Work, Riverwalk, 1:00PM
861 What Is the Future of the Critical Incident Technique?, Sheraton 1, 12:30PM

Job Attitudes/Engagement

6 I Get It! The Annual Census Engagement Survey Isn't Enough. Now What Do I Do?, Michigan B, 10:30AM
81 Psychological Contracts: Exclusion, Career Stages, and Employer Reactions to Breach, Chicago 9, 12:00PM
183 Mindfulness at Work: Challenges and Opportunities, Chicago 8, 3:30PM
263 Extending Our Understanding of the Nature of Person–Environment Fit, Chicago 8, 5:00PM
286 Mitigating the Dark Side of Engagement: Positive Mood and Workplace Social Support, Grand Sheraton Chicago, 6:00PM
287 High Performance Work Practices and Manager, Employee, and Customer Exchanges, Grand Sheraton Chicago, 6:00PM
391 Engagement Contagion: A Path From Leaders to Their Team, Riverwalk, 11:00AM
392 Cognitive and Noncognitive Predictors of Mind Wandering, Riverwalk, 11:00AM
393 Investigating Directionality Between Perceived Overqualification and Job Satisfaction, Riverwalk, 11:00AM

394 The Effects of U.S. Presidential Elections on Work Engagement and Job Performance, Riverwalk, 11:00AM
395 Development of the Work-Perceived-as-a-Calling (WPC) Scale, Riverwalk, 11:00AM
396 Organizational Efficacy, Employee Engagement, and Employee Commitment: A Field Study, Riverwalk, 11:00AM
397 Understanding Work Engagement From a Justice Perspective: An Intraindividual Approach, Riverwalk, 11:00AM
398 Economic Individualism and Job Engagement: A Moderated Mediation Model, Riverwalk, 11:00AM
399 Longitudinal Predictors of Career Calling: A Three-Wave Analysis, Riverwalk, 11:00AM
400 The Curvilinear Influence of Social Embeddedness on Virtual Community Participation, Riverwalk, 11:00AM
401 Positive Effects of Perceived Appreciation at Work, Riverwalk, 11:00AM
402 Extraversion Facets, Status, and Job Satisfaction, Riverwalk, 11:00AM
403 The Accumulation and Benefits of Engagement in a Merger: Role of Change Appraisals, Riverwalk, 11:00AM
404 Affective Events and Work Engagement: Moderating Effects of State Mindfulness, Riverwalk, 11:00AM
405 Employee Stress, Engagement, and Work Outcomes, Riverwalk, 11:00AM
406 The Effect of Benefit Framing on Employee Program Participation Interest, Riverwalk, 11:00AM
407 Work Engagement and Motivation: Distinct or Related Constructs?, Riverwalk, 11:00AM
408 Performance Feedback: Does Delivery Person, Prior Relationship, and Direction Matter?, Riverwalk, 11:00AM
409 Examining the Impact of Selection Practices on Subsequent Employee Engagement, Riverwalk, 11:00AM
410 Correlates of Resilience in Initial Army Training: Performance, Attitudes, Cohesion, Riverwalk, 11:00AM
411 Ecological Value Congruence and P–O Fit: Measurement, CSR, and Attitudes, Riverwalk, 11:00AM
412 The Meaning of Work, Meaning Making and Well-Being, Riverwalk, 11:00AM
413 Young Seasonal Employees: Work Conditions and Job Attitudes Contribution to Turnover, Riverwalk, 11:00AM
414 Job Satisfaction Over the Career Span: Comparing the Impact of Various Job Features, Riverwalk, 11:00AM
415 A Qualitative Study on Job Crafting, Riverwalk, 11:00AM
416 Is Engagement Different for Tenure, Ethnicity, and Gender Across Industries?, Riverwalk, 11:00AM
417 Justice, Commitment, and Time Are Intertwined: A Social Exchange Perspective, Riverwalk, 11:00AM
418 Social Contagion: Social Network Ties Influence Coworkers' Job-Related Attitudes, Riverwalk, 11:00AM
457 Thriving at Work: The Effect of Feedback Environment and Social Exchange, Riverwalk, 12:00PM
480 Engagement Mythbusters: Challenging the Credibility of Five Common Claims, Michigan B, 1:00PM
569 Employee Surveys and New Technologies: Privacy and Ethical Issues, Chicago 6, 4:00PM
570 Engagement Sans Survey: Measuring Employee Engagement Through Metadata, Chicago 7, 4:00PM
695 Applications of Social Exchange Theory to the Employee–Organization Relationship, Erie, 10:00AM
755 Employee Experience Versus Employee Engagement: Diverse Perspectives, a Hot Topic, Erie, 11:30AM
872 Employee Engagement Is SO Over! OK, Maybe not Quite, Chicago 8, 1:30PM
981 Thinking Outside of the Box: Leveraging Employee Surveys for More, Superior B, 3:00PM

Job Performance/Citizenship Behavior

262 Life in the Network: From People Analytics to Relational Analytics, Chicago 7, 5:00PM
277 SIOP Select: High Performance Work Practices Across the Globe, Wrigleyville, 5:00PM
424 Leaning In (or Out): Correcting Misperceptions of Women in Management, Chicago 10, 11:30AM
651 The Attenuating Effect of Mastery Goal Orientation on IVT's Impact on Silence, Riverwalk, 8:30AM
652 An Investigation of Perceived Personality Similarity, Performance Ratings, and LMX, Riverwalk, 8:30AM
653 Do Creative Employees Engage in More Citizenship Behaviors?, Riverwalk, 8:30AM
654 Harnessing Internal Support to Enhance Customer Relationships, Riverwalk, 8:30AM
655 The Efects of Identities on Job Performance: Unique Psychological Mechanisms, Riverwalk, 8:30AM
656 The Relationships Among Organizational Support, Task Interdependence, and Knowledge, Riverwalk, 8:30AM
657 Combating Citizenship Fatigue: Political Skill as a Weapon for the "Good Soldier", Riverwalk, 8:30AM
658 The Interplay Among Interpersonal Skills, Role Cognitions, Social Context, and OCB, Riverwalk, 8:30AM
660 Relationships Between Employee Well-Being and Performance: A PERMA Approach, Riverwalk, 8:30AM
661 Predicting Intraindividual Patterns of OCB-Es: Development of a Cross-Level Model, Riverwalk, 8:30AM
664 Is NBA Player Longevity Predicted by the Mean, Variance or Covariance of Performance?, Riverwalk, 8:30AM
665 Office Housework, Career Success, and Health: Does Gender Matter?, Riverwalk, 8:30AM
666 Measurement Invariance of Organizational Citizenship Behavior Across Employee Gender, Riverwalk, 8:30AM
667 Revisited Interpersonal Conflict–Job Performance Relationship: A Moderated Mediation, Riverwalk, 8:30AM
668 A Meta-Analytic Test of Spuriousness in the Satisfaction–Performance Relationship, Riverwalk, 8:30AM
669 Examining Organizational Citizenship Behaviors and Leadership in Entry-Level Soldiers, Riverwalk, 8:30AM
670 Expanding the Domain of Nontask Performance: A Critical Review, Riverwalk, 8:30AM
671 Aspire to Be the Prototypical Follower: Examining the Galatea Effect in Organization, Riverwalk, 8:30AM
675 Measurement Invariance and Gender Differences in Organizational Citizenship Behaviors, Riverwalk, 8:30AM
676 "I Need You to Volunteer": Expanding the Dark Side of OCB, Riverwalk, 8:30AM
681 An NL-SEM Approach to the Analysis of Dyadic Job Performance Ratings, Riverwalk, 8:30AM
682 LMX and Strain: Integrating LMX Agreement, Support Reception, and Provision, Riverwalk, 8:30AM
684 Domain-Specific Self-Esteem Variables as Antecedents of Voice Behavior, Riverwalk, 8:30AM
688 Ethical Leadership and Employee Voice: Prioritizing Group Goals, Riverwalk, 8:30AM
820 Exploring the Benefits of Mindfulness at Work: Recent Advances, Ontario, 12:30PM

Judgment/Decision Making

137 Communicating With Organizational Leaders: Selling Our Intervention, Mayfair, 1:30PM
187 How Judgment and Decision-Making Research Can Inform Effective I-O Practice, Gold Coast, 3:30PM
281 How Much Preventative Behaviors Do I Need To Do? The Answer Is Not Intuitive, Grand Sheraton Chicago, 6:00PM
650 Effects of Rationality and Intuition on Job Outcomes: A Meta-Analysis, Riverwalk, 8:30AM
659 Clarifying Ambiguity: Reviewing Key Types and Proposed Outcomes, Riverwalk, 8:30AM
662 To Punish or Reward: High Power Frames Influence Deception Detection, Riverwalk, 8:30AM
663 Noninvasive Brain Stimulation Affects Decision Making, Riverwalk, 8:30AM
672 The Effects of The Dark Triad on Advice Taking and Decision Making, Riverwalk, 8:30AM
673 Measuring Biases in Ethical Decision Making: A Novel Approach to Studying Ethics, Riverwalk, 8:30AM
674 Practitioner Perceptions and Resistance to Unproctored Internet Testing, Riverwalk, 8:30AM
677 Mindfulness and Decision Making: A Meta-Analysis, Riverwalk, 8:30AM
678 The Facilitative Effects of Competition, Workload, and Timeframe on Planning, Riverwalk, 8:30AM
679 Expert Versus Novice Judgments in Assessments: Impact of Experience on Accuracy, Riverwalk, 8:30AM
680 Improving Judgments in Assessments: The Impacts of Training and Information Load, Riverwalk, 8:30AM
683 Biases in Ethical Decision Making: A Nomological Network, Riverwalk, 8:30AM
685 Interrater Reliability Is Robust in Individual Assessments, Riverwalk, 8:30AM

686 The Pros and Cons of Existing Beliefs and Outcome Dependency in Continuous Trust, Riverwalk, 8:30AM
687 How Desirability Affects Feasibility Perception in Trust Decisions, Riverwalk, 8:30AM
881 SJT Scoring and Validation: The Method Matters, Ontario, 1:30PM

Leadership

84 Scientist–Practitioner Collaboration in Virtual Leadership Research and Practice, Huron, 12:00PM
93 Developing Physicians to Be Leaders: Our Lives May Depend On It, Streeterville, 12:00PM
223 Leveraging Leadership: Role of Leaders in Creating Collaborative Work Environments, Sheraton 2, 3:30PM
296 The Will to Lead: Grit and Resilience in Senior Leadership, Michigan A, 8:00AM
299 Built to Last: Innovations in Large-Scale Leadership Assessment and Development, Sheraton 1, 8:00AM
389 Gender and Leadership in STEM and Team Contexts: Addressing the Gender Bias, Wrigleyville, 10:00AM
431 Work Context Effects on Personality and Leadership: Advancing Theory and Practice, Sheraton 1, 11:30AM
506 Perceptions of Leader Emotions During a Crisis: Does Gender Matter?, Riverwalk, 1:00PM
519 An Examination of Leader Derailment: Understanding Why Leaders Unexpectedly Fail, Wrigleyville, 1:00PM
564 Leadership Jazz: Leading in Dynamic, Emergent Systems, Sheraton 5, 3:00PM
609 Advancing Women Leaders, Sheraton 1, 4:00PM
610 Identifying and Developing Ethical Leaders: Challenges and Solutions, Sheraton 2, 4:00PM
702 The Cost of Charisma: Context Matters, Riverwalk, 10:00AM
703 Leadership Self-Efficacy in Small Groups: Validation of a Self-Report Measure, Riverwalk, 10:00AM
704 Examining Patterns of Implicit Theory Congruence Between Leaders and Followers, Riverwalk, 10:00AM
705 Investigating Patterns of Alignment on Implicit Theories and Self-Views, Riverwalk, 10:00AM
706 A Meta-Analysis of the Relationship Between Learning Agility and Leader Success, Riverwalk, 10:00AM
707 Linking Dynamic Work Environment and Humble Leader Behavior via Feedback Seeking, Riverwalk, 10:00AM
708 Patient Safety: Examining The Roles of Abusive Supervision and Psychological Safety, Riverwalk, 10:00AM
709 Understanding Implicit Leadership Theories: A Social Network Analysis Approach, Riverwalk, 10:00AM
710 The Language of Leaders: Semantic Indicators of Informal Leader Emergence, Riverwalk, 10:00AM
711 Impact of Followers on Leadership Effectiveness, Riverwalk, 10:00AM
712 Uncovering the Interplay of Formal and Informal Leadership in Teams, Riverwalk, 10:00AM
713 The Role of Healthcare Supervisors in Event Reporting: Moderators and Mediators, Riverwalk, 10:00AM
714 Asian American Leadership: Does Leadership Style Matter?, Riverwalk, 10:00AM
715 Transformational and Transactional Leadership Today: A Meta-Analysis, Riverwalk, 10:00AM
716 Personal Values and Consideration Versus Initiating Structure Leader Behaviors, Riverwalk, 10:00AM
717 How Leaders Influence Follower Cognition and Ethics Using Targeted Strategies, Riverwalk, 10:00AM
718 Investigating Different Measurements of Shared Leadership, Riverwalk, 10:00AM
719 Subordinates Attributed Motives of Abusive Supervision Mitigates its Negative Effects, Riverwalk, 10:00AM
720 Mind(ful of) Your Emotions: Healthcare Leaders, Unit Well-Being, and Patient Care, Riverwalk, 10:00AM
721 Contingent Reward Leadership's Effect on Organizational Citizenship Behaviors, Riverwalk, 10:00AM
722 The Influence of Dyad Time Urgency Diversity on Follower Perceptions, Riverwalk, 10:00AM
723 Does Potential Actually Predict High Potential?, Riverwalk, 10:00AM
724 Interactive Effects of Motivation on Task Coordination and Emergent Leadership, Riverwalk, 10:00AM
725 Dark Triad Leadership and Follower Motives: Will You Follow the Devil You Know?, Riverwalk, 10:00AM
726 The Development and Validation of the Collaborative Leadership Scale, Riverwalk, 10:00AM
727 LMX Differentiation and Members' Perceptions of Within-Group Politics, Riverwalk, 10:00AM
728 Implicit Followership Theories: Is There Any "There" There?, Riverwalk, 10:00AM
729 Transformational Leadership and Leaders' Well-Being, Riverwalk, 10:00AM
730 The Relationship Between Minority Status and Leadership Perceptions, Riverwalk, 10:00AM
731 Leaders, Followers, or Both: Shared Leadership and Team Performance, Riverwalk, 10:00AM
732 Comparing Profiles of Followers in Students and Working Adults, Riverwalk, 10:00AM
733 When Does Hurting You Hurt Me? Leader Well-Being Consequences of Abusive Supervision, Riverwalk, 10:00AM
734 Ethical Leadership and Knowledge Sharing: A Moderated Mediation Model, Riverwalk, 10:00AM
735 Ethical Leadership and Taking Charge: A Dual Mediation Model, Riverwalk, 10:00AM
736 Conceptualization and Implications of Leader Perceived Network Structure, Riverwalk, 10:00AM
737 Leadership, Monitoring, Trustworthiness, and Deviance: A Moderated-Mediation Model, Riverwalk, 10:00AM
738 Aduro: Leadership That Lights Others Afire, Riverwalk, 10:00AM
739 Abusive Supervision Social Comparison and Followers' Intention Attribution, Riverwalk, 10:00AM
740 Empowering Leadership and Employee Outcomes: Moderation and Mediation Effects, Riverwalk, 10:00AM
751 Why Arrogant Leaders Are Poor Performers, Chicago 7, 11:30AM
762 The "Face" of Leadership: What Do People Really Want in a Leader?, Riverwalk, 11:30AM
763 The Mindful Leader: Relationships With Empathy and Leader–Member Exchange, Riverwalk, 11:30AM
764 Predicting Unique Leadership Metrics Using an Individual Assessment Process, Riverwalk, 11:30AM
765 Person–Group Fit, Transformational Leadership, and Contextual Performance in the USAF, Riverwalk, 11:30AM
766 P–S fit and Inclusive Leadership: Interactive Effect on Career Role Performance, Riverwalk, 11:30AM
767 Effects of Empowering Leadership on the Work–Family Interface, Riverwalk, 11:30AM
769 Leader–Member Exchange and Emotional Intelligence: A Meta-Analytic Review, Riverwalk, 11:30AM
770 Employee Creativity: The Joint Impact of Empowering Leadership and Personality, Riverwalk, 11:30AM
771 Gender Role Stereotyping in Organizations: The Perceptions of Followers, Riverwalk, 11:30AM
772 Do Agentic Female Leaders Receive Social Backlash From Workers? An Empirical Study., Riverwalk, 11:30AM
773 Connecting Cognitive and Motivational Antecedents of Leader Emergence, Riverwalk, 11:30AM
774 U.S. Politics at Work: The Impact of Leader–Follower Political Alignment, Riverwalk, 11:30AM
775 Antecedents of Empowering Leadership, Riverwalk, 11:30AM
776 Contingent Reward Transactional Leadership and Follower Outcomes, Riverwalk, 11:30AM
777 Ambivalent Supervision: Negative Outcomes and Cross-Domain Buffers, Riverwalk, 11:30AM
779 The Congruence Effect of Transformational Leadership of Leader and Members, Riverwalk, 11:30AM
780 Well-Being Results From Leader Empowerment and Self-Evaluation Through Job Crafting, Riverwalk, 11:30AM
781 A Dyadic Model of Mutuality of Commitment in Employee–Supervisor Relationships, Riverwalk, 11:30AM
782 Effect of Leader Gender, Attractiveness, and Demeanor on Competence Perceptions, Riverwalk, 11:30AM
783 Leader Consideration Reconsidered: The L Factor in Leader Behavior, Riverwalk, 11:30AM
784 Perceptions of Leadership: The Influence of Norms on Leader Categorization, Riverwalk, 11:30AM
785 Is Gender a Feature of Follower Prototypes? Exploring Implicit Followership, Riverwalk, 11:30AM
786 Unpacking Differentiated Leader–Member Exchange (LMX) in Teams: A Multilevel Model, Riverwalk, 11:30AM
787 A Cross-Lagged Analysis of Leader–Employee Value Fit and Leader Identification, Riverwalk, 11:30AM

789 The Power of the Pause: Individual Reflection and its Impact on Leadership Emergence, Riverwalk, 11:30AM
790 Is Trust in Leader the Missing Link Between Ethical Leadership and Safety Compliance?, Riverwalk, 11:30AM
793 Linking Attachment Theory to Abusive Supervision, Riverwalk, 11:30AM
794 Can Servant Leaders Reduce Burnout in Followers and Teams Through Meaningfulness?, Riverwalk, 11:30AM
795 Defining Public Health Leadership Effectiveness: A Critical Incident Approach, Riverwalk, 11:30AM
796 Transformational Leadership and Innovation Across Cultures: A Meta-Analysis, Riverwalk, 11:30AM
797 You're So Old (Young)! When Supervisors Use Age-Disparaging Humor, Riverwalk, 11:30AM
798 Legitimation of Absenteeism Behaviors by Prototypical Leaders in Subgroups, Riverwalk, 11:30AM
799 Can Abusive Supervision Lead to More Helping? The Role of Guilt, Riverwalk, 11:30AM
800 Leader Personality, Leader Coproduction of Leadership Beliefs, and Outcomes, Riverwalk, 11:30AM
801 Leader Busyness Image and Follower Perspective Taking in Interaction Avoidance, Riverwalk, 11:30AM
869 SIOP Select: A Conversation with SIOP Leadership, Wrigleyville, 12:30PM

Legal Issues/Employment Law
20 Increasing the Power to Detect Adverse Impact in Small Selection Contexts, Riverwalk, 10:30AM
25 Personality Testing and the ADA, Riverwalk, 10:30AM
33 Is the Legal System in Sync With I-O Assessment Practices?, Riverwalk, 10:30AM
88 Adverse Impact Analysis: the Who, What, When, How, and Why, Sheraton 1, 12:00PM
879 EEOC/OFCCP Practitioner Update: #The Times Are They A-Changin?, Michigan A, 1:30PM

Measurement/Statistical Techniques
42 Machine Learning in an I-O's World: Putting Algorithms in Context, Sheraton 4, 10:30AM
90 Measurement Issues and Impacts of Dark Personality, Sheraton 3, 12:00PM
139 Of Situations and Responses: Unpacking the Elements of Situational Judgement Tests, Michigan B, 1:30PM
184 Research Methods for Healthcare Teams: Technology, Opportunities, and Lessons Learned, Chicago 9, 3:30PM
226 What Should We Do About Alpha II: Alternatives to Alpha?, Streeterville, 3:30PM
295 Friday Seminar 1: Crash Course in R Basics, Huron, 8:00AM
298 Friday Seminar 2: How to Conduct Organizational Network Analysis to Understand Talent, Ontario, 8:00AM
302 Natural Language Processing: Using Data Science to Extract Meaning From Text, Sheraton 4, 8:00AM
340 SIOP Select: A SIOP Machine Learning Competition: Learning by Doing, Chicago 6, 10:00AM
384 Getting Started With Bayesian Statistics in I-O Research, Sheraton 4, 10:00AM
434 Machine Learning in R: A Tutorial and Jam Session, Sheraton 4, 11:30AM
514 Quantitative and Qualitative Data Preparation for Machine Learning Applications, Sheraton 4, 1:00PM
578 Relative Importance of Structural Empowerment Dimensions Predicting Nursing Outcomes, Riverwalk, 4:00PM
579 An Examination of Psychological Collectivism Using Item Response Theory, Riverwalk, 4:00PM
580 The Quick and the Careless: Page Time as a Measure of Careless Responding, Riverwalk, 4:00PM
581 Validating a Machine Learning Algorithm for Measuring Cognitive Ability Using Games, Riverwalk, 4:00PM
582 Time Distortion During Flow: Developing a More Reliable Measure, Riverwalk, 4:00PM
584 A Differential Measurement and Prediction Framework for Differential Prediction, Riverwalk, 4:00PM
585 Arbitrary Metrics in Industrial and Organizational Psychology Research, Riverwalk, 4:00PM
586 Recovering Bifactor Models With Full Rank and Rank Deficient Models, Riverwalk, 4:00PM
587 Adopting K-Fold Cross Validation for Robust Exploratory Model Building, Riverwalk, 4:00PM
588 A Large-Scale Language-Based Measure of CEO Big Five Personality Traits, Riverwalk, 4:00PM
589 An IRT and CTT Examination of Leader–Member Exchange Measures, Riverwalk, 4:00PM
590 Testing the Limits of Survey Sample Weighting, Riverwalk, 4:00PM
591 Applying Item Response Trees to Personality Data in the Selection Context, Riverwalk, 4:00PM
592 Do State and Trait Measures Measure States and Traits?, Riverwalk, 4:00PM
596 The Psychological Well-Being Networks of Employed and Unemployed Individuals, Riverwalk, 4:00PM
597 Meta-Analysis of Coefficient Alpha for Scores on Narcissistic Personality Inventory, Riverwalk, 4:00PM
598 Examining Range Restriction in a Measure of Personality Drivers, Riverwalk, 4:00PM
599 Big Five Personality Measurement Equivalence Across Intelligence: A MIMIC Approach, Riverwalk, 4:00PM
601 A Meta-Analysis of Rarely Acknowledged Statistical Artifacts in Mediation Analysis, Riverwalk, 4:00PM
606 Are Measures of Authenticity Reliable?, Riverwalk, 4:00PM
607 Policy Capturing Weights Are Resistant to Fungible Deviations, Riverwalk, 4:00PM
608 Enhancing Predictive Validity of Multidimensional Measures: A Bifactor Perspective, Riverwalk, 4:00PM
627 I-O Psychology and Data Science: Perspectives on Collaboration From the Trenches, Sheraton 4, 5:00PM
636 Comp Modeling for I-O: Applications in Selection, Motivation, Leadership, Teamwork, Erie, 8:00AM
744 Conducting Reproducible Psychometric Meta-Analyses Using R, Sheraton 4, 10:00AM
804 Advances in Measurement Invariance: Methods and Applications to Advanced Models, Sheraton 4, 11:30AM
863 I-O and Data Science: Lessons Learned From Multidisciplinary Teams, Sheraton 3, 12:30PM
924 Teaching Big Data Methods in I-O Graduate Curriculum 2.0, Sheraton 4, 1:30PM
933 Machine Learning Techniques for Multiple Criteria Optimization, Michigan B, 3:00PM
979 Improving the Accuracy and Utility of Meta-Analytic Inferences, Streeterville, 3:00PM

Motivation/Rewards/Compensation
531 The Indirect Effect of Goal Progress Velocity on Persistence via Frustration, Riverwalk, 3:00PM
532 The Pay Gap: Pay Inequality but Pay Equity Found in Construction Industry, Riverwalk, 3:00PM
534 The Role of Off-Task Thoughts and Behaviors in Linking Self-Control With Outcomes, Riverwalk, 3:00PM
535 Exploring the Factorial Structure of Three Procrastination Scales, Riverwalk, 3:00PM
536 State and Trait Affect in Self-Regulation, Riverwalk, 3:00PM
539 The Unique Effect of Initial Over-/Underestimations of Ability in Skill Acquisition, Riverwalk, 3:00PM
543 Self-Determined Motivation, Affect, and Outcomes During Job Search, Riverwalk, 3:00PM
546 Role of Self-Efficacy and Anxiety in Resilience Effects on Performance and Well-Being, Riverwalk, 3:00PM
550 Adapting for Success: Goal Orientations and the Within-Person Model of Self-Efficacy, Riverwalk, 3:00PM
552 What About the Next Task? Explaining Velocity's Influence on Affect and Motivation, Riverwalk, 3:00PM
556 Interruptions and Goal Revision, Riverwalk, 3:00PM
623 Does Money Buy Engagement? Learning From the World's Most Admired Companies, Michigan A, 5:00PM

Occupational Health/Safety/Stress & Strain/Aging
3 Are You Ostracized at Work? Investigating Different Forms of Ostracism, Huron, 10:30AM
94 An IGNITEd Research Incubator: How Can I-O Help "Cure" Healthcare Provider Burnout?, Superior A, 12:00PM
96 Let's Practice What We Preach: The Science AND Practice of Mindfulness at Work, Wrigleyville, 12:00PM

132 Technology and Workforce Health and Well-Being: Both a Cause and a Cure?, Chicago 8, 1:30PM
134 The Aging Workforce: Applying Novel Methods to Difficult Questions, Chicago 10, 1:30PM
191 Organizational Practices Contributing to Successful Aging at Work, Michigan B, 3:30PM
264 Workplace Violence Prevention: Challenges in Healthcare, Higher Education, and Courts, Chicago 9, 5:00PM
278 Job Crafting: A Refinement in Conceptualization and Measurement, Grand Sheraton Chicago, 6:00PM
283 A Monthly Diary Study on Work–Home Stress and Support During a Military Deployment, Grand Sheraton Chicago, 6:00PM
303 New Development in Job Insecurity Research: Antecedents, Mediators, and Moderators, Sheraton 5, 8:00AM
350 Perceptions of Violence Prevention Climate and Workplace Outcomes, Riverwalk, 10:00AM
351 Fatigue and Safety: Development of a Fatigue Model for the Mining Industry, Riverwalk, 10:00AM
352 Job Resources and Job Satisfaction: Mediating Effects of Sleep, Riverwalk, 10:00AM
353 Avoiding the Stress of Work: A Review of Detachment and Savoring Coping Strategies, Riverwalk, 10:00AM
354 Financial Stress as a Mediator Between Job Insecurity and Employee Outcomes, Riverwalk, 10:00AM
355 Influencing Safety Culture Within the Construction Industry, Riverwalk, 10:00AM
356 Safety Culture as a Mechanism for System Control, Riverwalk, 10:00AM
357 Responding to Incivility With Supportive Behaviors: A Moderated Mediation Model, Riverwalk, 10:00AM
358 Antecedents and Outcomes of Perceived Coworker Support, Riverwalk, 10:00AM
359 Job Control and Employee Health: Meta-Analysis of the Last Thirty Years of Research, Riverwalk, 10:00AM
360 Surviving Toxic Leaders: Leaders Impact Connectedness, a Precursor to Suicide, Riverwalk, 10:00AM
361 Effects of Safety Climate and Occupational Callings on Aviator Safety Performance, Riverwalk, 10:00AM
362 How Tailoring Positive Psychology Interventions Affects End-of-Day Health Outcomes, Riverwalk, 10:00AM
363 Stressed by Support: Cynical Hostility, Social Support, and Job Stress, Riverwalk, 10:00AM
364 Consequences of Work Injuries on Mental Health Among Hospital Personnel, Riverwalk, 10:00AM
365 Role Conflict and Core Self-Evaluations: Effects of Stress Appraisals on Well-Being, Riverwalk, 10:00AM
366 Unique Effects of Positive and Negative Health States on Job Performance, Riverwalk, 10:00AM
367 Different Health Outcomes of Discrimination in Hiring, Promoting, and Firing, Riverwalk, 10:00AM
368 "Of Course it's Safe!" Blatant Extreme Responding on Workplace Safety Constructs, Riverwalk, 10:00AM
369 The Effects of Sleep on Workplace Cognitive Failure and Safety Compliance, Riverwalk, 10:00AM
370 Testing the Matching Hypothesis With Internal and External Cognitive Resources, Riverwalk, 10:00AM
372 Examining Work-Related Email Use After Hours and Employee Burnout, Riverwalk, 10:00AM
373 Developing a Measure of Mindfulness at Work, Riverwalk, 10:00AM
374 Role Ambiguity Among Forest Service Employees: Outcomes and Intervention Strategies, Riverwalk, 10:00AM
375 The Economy and Workplace Safety: Evidence From the Macro Level, Riverwalk, 10:00AM
376 Leader–Member Exchange Buffers Anger and Resentment From Illegitimate Tasks, Riverwalk, 10:00AM
377 Wellness Programs: Motives for Exercise and Well-Being Over Time, Riverwalk, 10:00AM
378 Global Psycho-Socio-Cultural Factors and Occupational Fatality and Injury Prevention, Riverwalk, 10:00AM
379 Buffering Effects of Relational Uncertainty on Perceived Cyber Incivility, Riverwalk, 10:00AM
380 Supervisor Behavior, Perceived Support, and Attributional Heuristics, Riverwalk, 10:00AM
388 Workaholism Around the World: An Exploration Using Diverse Research Methods, Superior B, 10:00AM
390 Fostering Science–Practitioner Collaboration: Employee Well-Being, Mayfair, 11:00AM
473 Augmenting Safety Climate Theory: Mediators and Moderators, Chicago 8, 1:00PM
537 With a Little Help From My Boss: The Impact of Workplace Mental Health Training, Riverwalk, 3:00PM
538 Peers and Problem Solving: A Multilevel Study of Team Impacts on Stress Appraisals, Riverwalk, 3:00PM
540 Work Features and Autonomy Relate to Burnout and Health, Riverwalk, 3:00PM
541 Absenteeism Levels of Latent Classes of Job Transitions, Riverwalk, 3:00PM
542 General and Workplace Social Support Differentially Predict Recovery Experiences, Riverwalk, 3:00PM
544 Configuration of Safety Climate Level and Strength: A Group-Centered Approach, Riverwalk, 3:00PM
545 How and When Transformational Leadership Influences Followers, Riverwalk, 3:00PM
547 Discovering the Hidden Profiles of Employee Drinking Motives, Riverwalk, 3:00PM
551 Testing a Moderated Dual Mediation Abusive Supervision–Job Satisfaction Model, Riverwalk, 3:00PM
555 Crossroads of Spirituality and Work: Constructs, Measures, and Future Directions, Riverwalk, 3:00PM
559 Is Social Comparison the Thief of Joy? An Envy-Coping Model, Riverwalk, 3:00PM
560 Workday Activities in Enhancing Energy: Meetings in Relation to Micro Breaks, Riverwalk, 3:00PM
575 Taking Advantages of Breaks at Work, Mayfair, 4:00PM
615 SIOP Select: Active Aging at Work: Implications for Science and Practice, Wrigleyville, 4:00PM
622 Mindfulness at Work: Opportunities and Challenges for Research and Practice, Mayfair, 5:00PM
638 New Directions in Age Stereotype Research, Mayfair, 8:00AM
696 Marrying I-O Psychology and Physiological Factors: The Influence of Sleep and Fatigue, Gold Coast, 10:00AM
760 New Frontiers in Work Ability: Theory, Research, and Practice, Michigan B, 11:30AM
922 Improving Employee Health-Related Decisions: Addressing the Barriers and Facilitators, Sheraton 2, 1:30PM
982 The Importance of Stress Appraisals in Challenge–Hindrance Stressors Research, Wrigleyville, 3:00PM

Organizational Culture/Climate
95 Using Data and Ideation to Bring Company Values to Life: A How-To Guide, Superior B, 12:00PM
131 Dispelling Myths: Lessons Learned From Multigenerational Research and Cases, Chicago 7, 1:30PM
270 The Soul of Organizations: I-O Psychology's Role in Shaping Culture, Michigan B, 5:00PM
437 Misconduct in the Firehouse: How to Foster Cultural Change When Everyone Is Watching, Superior B, 11:30AM
571 Advancing Dialogue Between Aviation and Healthcare to Improve System Safety, Chicago 8, 4:00PM
649 Happy Happy, Joy Joy: The Benefits of Positivity at Work, Wrigleyville, 8:00AM
768 Situational Strength Moderates the Organizational Identification–Performance Relation, Riverwalk, 11:30AM
778 Just Culture? Impact of Just Culture Adoption on Patient Safety Culture, Riverwalk, 11:30AM
788 Meeting Orientation Influences Employees' Engagement and Intentions to Quit, Riverwalk, 11:30AM
792 Ignorance Is Bliss: The Effect of Situational Awareness on Emotional Exhaustion, Riverwalk, 11:30AM

Organizational Justice
443 Exit, Voice, and Loyalty Among Women Faculty, Riverwalk, 12:00PM
448 Procedural Justice Is Linked to Work Effort and Thriving via Motivational Processes, Riverwalk, 12:00PM
462 Failing to Live Up to Your Espoused Values? Employees Strike Back, Riverwalk, 12:00PM
465 Pay Fair: Dynamic Changes in Teachers' Fairness Determinations, Riverwalk, 12:00PM

Organizational Performance/Change/Downsizing/OD
282 Personnel Changes in Teams: Effects on Leaders' and Subordinates' Workload and Health, Grand Sheraton Chicago, 6:00PM
518 Ancient Mysteries of Organizational Change: Solved!, Superior B, 1:00PM

583 How Job Roles in Medical Care Impact Burnout and Work Pressure, Riverwalk, 4:00PM
593 Antecedents and Outcomes of Interorganizational Trust: A Meta-Analysis, Riverwalk, 4:00PM
594 Sustaining Momentum for Change: The Role of Leader Support and Perceived Changes, Riverwalk, 4:00PM
595 Great Places to Work: Relationship to Well-Being, Engagement, Organizational Support, Riverwalk, 4:00PM
602 Ready to Change? The Relative Weight of Correlates of Employee's Change Attitudes, Riverwalk, 4:00PM
603 Organizational Actions in Garnering Employee Behavioral Support for Change, Riverwalk, 4:00PM
604 Healthcare and Industrial-Organizational Psychology: A Framework for Future Research, Riverwalk, 4:00PM
605 The Wisdom of Foolishness, Riverwalk, 4:00PM
690 What's Next? Practitioner Experiences in Implementing Change, Chicago 6, 10:00AM
984 Driving Action in a Shifting Survey Landscape: One Year Later, Huron, 8:00AM (follows session 638 on Saturday)

Performance Appraisal/Feedback/Performance Management
46 Speed Consulting: Stories of Performance Management Transformation, Superior B, 10:30AM
86 Strategic 360 Feedback: Applications, Challenges, and Opportunities, Michigan B, 12:00PM
181 The New World of Performance Management: An Update on Practice and Research, Chicago 6, 3:30PM
511 Invisible Eye or Helping Hand? The Present and Future of Organizational Surveillance, Sheraton 1, 1:00PM
618 Telling It Like It Is: Transparency in Talent Management Practices, Chicago 8, 3:00PM (follows session 521 on Friday)
646 Enabling Leaders for Effective Performance and Rewards Change, Sheraton 5, 8:00AM
756 Performance Appraisal and Performance Management: Where Are We? Where Are We Going?, Sheraton 2, 3:00PM (follows session 561 on Friday)
827 User Reactions to Frame of Reference Scales: An Experimental Study, Riverwalk, 12:30PM
829 Examining Rating Source Differences in Multisource Narrative Performance Feedback, Riverwalk, 12:30PM
831 Multisource Performance Management: Improving Rater Agreement and Reducing Leniency, Riverwalk, 12:30PM
836 Opportunity Variability and the Production of Star Performers, Riverwalk, 12:30PM
838 Expertise as Proximal Predictors of Adaptive Performance: A Self-Regulation Framework, Riverwalk, 12:30PM
842 Exploring Well-Being Data as a Predictor of Employee Turnover, Riverwalk, 12:30PM
852 Performance Rating Agreement as a Predictor of Individual Outcomes, Riverwalk, 12:30PM
853 When Performance Appraisals Get Political, Look to the Rater and Climate, Riverwalk, 12:30PM
854 You're Not What I Expected: Expectancy Violations and Job Performance Ratings, Riverwalk, 12:30PM
855 Let's Talk It Out: The Effects of Calibration Meetings on Performance Rating Accuracy, Riverwalk, 12:30PM
856 When Electronic Monitoring Encourages Withdrawal: The Mediating Role of Autonomy, Riverwalk, 12:30PM

Personality
7 Assessing Interests Across Cultures: Issues, Challenges, and Applications, Ontario, 10:30AM
297 Personality Assessment at Work: Exploring New Measurement Approaches and Methods, Michigan B, 8:00AM
308 It's a Matter of Perception: Personality Similarity and Subordinate Outcomes, Riverwalk, 8:30AM
309 Toward a Tripartite Model and Measurement of Proactive Personality, Riverwalk, 8:30AM
310 Personality Validity: How Much Does Context Matter?, Riverwalk, 8:30AM
311 Job Design and Turnover Intentions: The Moderating Role of Negative Affect, Riverwalk, 8:30AM
312 The "Other" Relationships of Self-Assessed Intelligence: A Meta-Analysis, Riverwalk, 8:30AM
313 Predicting Ethical Decision Making in Organizational and Social Contexts, Riverwalk, 8:30AM
314 Personality Profiles for Citizenship Behaviors and Counterproductive Work Behaviors, Riverwalk, 8:30AM
315 Investigating the Importance of Ambition in Personality Assessment, Riverwalk, 8:30AM
316 Behind the Curtains of Faking: Lie Acceptability, Attitudes, and Intentions, Riverwalk, 8:30AM
317 Interaction Effects of Leader and Follower Conscientiousness on P–S Fit and Outcomes, Riverwalk, 8:30AM
318 Personality as it Relates to Team Role Subdimensions, Riverwalk, 8:30AM
319 Leadership and Big Five Personality: Moderating Role of Individualism/Collectivism, Riverwalk, 8:30AM
320 Propensity to Trust: When Is it good? When Is it bad?, Riverwalk, 8:30AM
321 Predicting Adaptive Performance With Personality: The Trait-Reputation-Identity Model, Riverwalk, 8:30AM
322 Psychological Contracts and Deception Acceptability Effects on Applicant Faking, Riverwalk, 8:30AM
323 Dark Side Personality Differences in the Managerial Hierarchy, Riverwalk, 8:30AM
324 Using Personality to Predict Team-Relevant Competencies, Riverwalk, 8:30AM
325 Tattoos, Personality, and Workplace Deviance, Riverwalk, 8:30AM
326 The Influence of Dark Personality on Counterproductive Work Behaviors, Riverwalk, 8:30AM
327 Intraindividual Personality Profiles of the Dark Tetrad, Riverwalk, 8:30AM
328 Gender and the HEXACO Model of Personality: A Meta-Analysis, Riverwalk, 8:30AM
329 Stifled and Burned Out: Stress Appraisal and the Risks of Proactive Personality, Riverwalk, 8:30AM
331 The Dark Triad and OCB: The Impact of High Involvement Management Climate, Riverwalk, 8:30AM
332 Perfectionism's Relations With Engagement and Procrastination: A Meta-Analysis, Riverwalk, 8:30AM
333 A Meta-Analytic Investigation of Perfectionism's Relations With Well-Being, Riverwalk, 8:30AM
334 Sensor-Based Personality Measurement: Review and Content-Analysis of Markers, Riverwalk, 8:30AM
335 Ambition: A Compound Personality Trait Reflecting Dopaminergic Drive, Riverwalk, 8:30AM
336 Ambition: Development of a New Public Domain Scale, Riverwalk, 8:30AM
337 A Profile-Based Approach for Investigating the Values–Personality Relationship, Riverwalk, 8:30AM
338 Predicting Personalities From Social Media Word Use, Riverwalk, 8:30AM
382 Situation Research in Occupational Contexts: New Developments and Applications, Sheraton 2, 10:00AM
440 Personality and Job Search Behaviors: A Context-based Meta-Analytic Review, Riverwalk, 12:00PM
447 Moderators of the Relationship Between Proactive Personality and Turnover, Riverwalk, 12:00PM
452 Using Profile Similarity Metrics to Increment Personality Test Validity: R = .53, Riverwalk, 12:00PM
453 Reciprocal Relationships Between Dispositional Optimism and Career Outcomes, Riverwalk, 12:00PM
454 Personality Change in Older Working Adults: Examining Antecedents and Outcomes, Riverwalk, 12:00PM
456 CEO Humility and the Five-Factor Model of Personality, Riverwalk, 12:00PM
461 Examining the Area of Functioning Composition of a HEXACO Based Personality Test, Riverwalk, 12:00PM
464 The Grateful Disposition and Psychological Well-Being: A Meta-Analytic Review, Riverwalk, 12:00PM
467 Measuring Leader Personality: Proxy Variables Versus Computerized Content Analysis, Riverwalk, 12:00PM
625 How to Build a Personality Assessment Ninja Army, Sheraton 2, 5:00PM
634 New Advances in Vocational Interest Research, Chicago 9, 8:00AM
637 Use of Alternative Scoring Methods in Applicant Personality Assessment, Gold Coast, 8:00AM
746 Latest Findings in Conditional Reasoning: New Scales, Analyses, and Samples, Streeterville, 10:00AM
803 Within-Person Variability in Personality: The Good, the Bad and the Ugly, Sheraton 3, 11:30AM
824 Validity of Evaluative Factors From Big Five and HEXACO Questionnaires, Riverwalk, 12:30PM
845 Comparison of the FFM Personality Intercorrelations on FFM–Outcome Relationships, Riverwalk, 12:30PM

850 How Likely Are You to Negotiate?: Traits That Predict Who Initiates a Negotiation, Riverwalk, 12:30PM
860 Personality Profiles Predict Mortality: Bad Is Stronger Than Good, Riverwalk, 12:30PM
930 Innovations in Personality Research in I-O: Person-Centered Analytic Approaches, Gold Coast, 3:00PM

Prosocial (e.g., humanitarian work psychology, corporate social responsibility, sustainable development)
79 Calling for Reinforcements: IGNITING Military Veteran Transition Research & Practice, Chicago 7, 12:00PM
225 SIOP Select: Using I-O to Combat Community Violence (Chicago Case Study), Sheraton 5, 3:30PM
474 I-O to the Rescue: Managing Crises in the Aftermath of Hurricane Harvey, Chicago 9, 1:00PM
520 SIOP Select: SIOP Virtual Debate: Have We Lost Our Way?, Chicago 6, 3:00PM
523 SIOP at the United Nations: Identifying and Navigating Opportunities, Chicago 10, 3:00PM
548 Organizational Climates for Climate Sustainability, Riverwalk, 3:00PM
549 Why Are You Doing That? Exploring Motivations for CSR Engagement, Riverwalk, 3:00PM
553 Volunteers' Perceptions of Their Coordinators' Leadership: Leaders' Gender Matters!, Riverwalk, 3:00PM
554 Toward an Initial Organizing Framework for the Key Outcomes in EMS Professions, Riverwalk, 3:00PM
557 Why Engagement Matters for Volunteers: Recruitment and Donation Behaviors, Riverwalk, 3:00PM
558 Implementation of Socially Controversial CSR Initiatives: Implications for HRM, Riverwalk, 3:00PM
568 SIOP Select: Link Your I-O Work to Federal Policy and Funding Opportunities, Wrigleyville, 3:00PM
621 Stepping Into the Policy Space: From Research to Action to Impact, Gold Coast, 5:00PM
647 Cross-Cultural Investigations of Organizational Pro-Environmental Initiatives, Streeterville, 8:00AM
754 IGNITE + Facilitated Action Planning Session: Using I-O Skills to Save the World, Chicago 10, 11:30AM
875 Bringing Successful Employment to the Intellectually Developmentally Disabled, Erie, 1:30PM

Research Methodology (e.g., surveys)
39 Dunnette Prize Winner Address: Thomas J. Bouchard, Jr., Sheraton 1, 10:30AM
48 Let's Talk About Dirty Data! Grappling With Issues of Real-World Data, Mayfair, 11:30AM
87 Listen and Learn: Corporate Approaches to Continuous Listening, Ontario, 12:00PM
89 Finding the Needle in the Haystack: Finding and Acting on Quality Comments, Sheraton 2, 12:00PM
136 Myth Busters: Which Survey Practices Are Evidence Based?, Huron, 1:30PM
193 What Gets Published? Experimentally Manipulating Implicit Expectations of Reviewers, Riverwalk, 3:30PM
194 Within-Person Increases in Careless Responding During Questionnaire Completion, Riverwalk, 3:30PM
196 Listening to the Employee Voice: Pulse Survey and Daily Diary Practices, Riverwalk, 3:30PM
197 Impact of Different Theoretical Mechanisms on Optimal Time Lags in I-O Panel Designs, Riverwalk, 3:30PM
198 Suggested Methods for Use of the Amazon MTurk Platform for Aptitude Test Development, Riverwalk, 3:30PM
200 Late Responders to Military Online Occupational Health Surveys, Riverwalk, 3:30PM
201 MTurk as a Viable Source for Organizational and Occupational Health Research, Riverwalk, 3:30PM
213 A Sound Model for International Employee Surveys, Riverwalk, 3:30PM
216 Beta Coefficients Don't Impute Missing Correlations Well in Meta-Analytic Research, Riverwalk, 3:30PM
218 Did You Check Your Data? A Preliminary Quantitative Literature Review, Riverwalk, 3:30PM
222 Results-Blind Review: A Masked Crusader for Science, Riverwalk, 3:30PM
224 Empirical Abduction as a Basis for Discovery and Theory Development, Sheraton 4, 3:30PM
227 Rigor and Relevance With Necessary Condition Analysis (NCA), Superior B, 3:30PM
272 Do Likert Scale Anchors Even Matter? More Than You Think!, Sheraton 4, 5:00PM
293 The Utility and Trustworthiness of I-O Literature: Believe it or Not!, Erie, 8:00AM
345 Bridging the Academic–Practitioner Divide to Improve I-O Science, Erie, 10:00AM
346 Using Text Analytics to Advance Understanding of Workplace Behavior and Outcomes, Gold Coast, 10:00AM
349 I-O Psychology and the Scientist–Practitioner Model: Have We Really Lost Our Way?, Michigan B, 10:00AM
385 Pulse Surveys: Toward a Method of the Method, Sheraton 5, 10:00AM
435 Big Data Acquisition: Web Scraping, APIs, Sociometric Badges, Corporate E-mails, Sheraton 5, 11:30AM
439 Collaborating Across Scientific Disciplines: Making I-O More Cross-Disciplinary, Mayfair, 12:00PM
512 High-Quality Qualitative Research: An Introduction to the Grounded Theory Approach, Sheraton 2, 1:00PM
524 Survey Nonresponse: New Research on its Predictors and Best Practices, Erie, 3:00PM
563 Talk About Convenient Sampling! Crowdsourcing Lessons and Best Practices, Sheraton 4, 3:00PM
612 Methods Blitz: Narrative Research in Industrial and Organizational Psychology, Sheraton 4, 4:00PM
645 How to Design, Conduct, and Interpret a Cognitive Task Analysis, Sheraton 4, 8:00AM
743 Recent Advances in Careless Responding Research, Sheraton 3, 10:00AM
809 SIOP Select: SIOP's Role in Promoting Robust Science in I-O Psychology, Wrigleyville, 11:30AM
810 Lost in Translation: Getting the I-O Science Message Across to HR Practitioners, Sheraton 1, 11:30AM (follows session 801 on Saturday)
864 Causes and Perceptions of Insufficient Effort Responding and its Effects, Sheraton 4, 12:30PM
926 Publishing Qualitative Research in I-O Psychology, Streeterville, 1:30PM
974 Promoting Replicable, Reliable, and Credible Research in I-O Psychology, Sheraton 1, 3:00PM
977 Advanced Uses of Mechanical Turk for Data Collection, Sheraton 4, 3:00PM

Staffing (e.g., recruitment, applicant reactions, selection system design, succession planning, workforce planning)
78 Mobile Assessment: Practical Considerations for Implementation (Demo/Discussion), Chicago 6, 12:00PM
179 The SIOP 2018 Living History Series Presents: Nancy T. Tippins, Wrigleyville, 1:30PM
230 Recruitment in Today's Workplace: Current Practices and Research Needs, Mayfair, 4:30PM
341 Tackling the Succession Dilemma: Come Use Design Thinking to Crack the Code (Part 1), Chicago 7, 10:00AM
427 Friday Seminar 3: Tools or Toys? Evaluating New Approaches to Prehire Assessment, Huron, 11:30AM
471 Social Media Use in Selection: The Promise, Pitfalls, Policies, and Legal Protections, Chicago 6, 1:00PM
527 Fostering Science–Practice Collaboration: Recruitment and Candidate Experience, Mayfair, 3:00PM
617 Tackling the Succession Dilemma: Come Use Design Thinking to Crack the Code (Part 2), Chicago 7, 5:00PM
628 It's All About That Hustle: Navigating the Gig Economy, Sheraton 5, 5:00PM
648 Social Media for Employment Decisions: The Right, the Wrong, and the Law, Superior B, 8:00AM
757 Building Partnerships by Understanding Different Perspectives in Employee Selection, Huron, 11:30AM
821 Attracted or Chilled: Adverse Impact in Targeted Recruitment, Riverwalk, 12:30PM
822 Responding to Rejection: The Effects of Promotion Expectations on Candidate Reactions, Riverwalk, 12:30PM
823 Realistic Job Previews: Attracting or Dissuading Good Versus Poor Fit Candidates?, Riverwalk, 12:30PM
825 Getting There Versus Staying There: Competencies That Matter for Female CEOs, Riverwalk, 12:30PM
826 Reactions to Social Media Screening: A Different Story for Minority Applicants, Riverwalk, 12:30PM
828 When Job Ads Discourage Older Job Seekers to Apply, Riverwalk, 12:30PM
830 How Job Applicants React to Rejection: Can Social-Comparative Feedback Help?, Riverwalk, 12:30PM
832 Game-Based Selection Assessments of Cognitive Ability: Validity and Adverse Impact, Riverwalk, 12:30PM

833 Social Media Persona and Hireability: Gender, Marital Status, and Sexual Orientation, Riverwalk, 12:30PM
834 Effects of Religion, Spirituality, and Values Fit on Organizational Attraction, Riverwalk, 12:30PM
835 The Role of Strategy Replenishability in Dynamic Self-Regulated Job Seeking, Riverwalk, 12:30PM
837 The Effects of Prompting Self-Regulation During Job Search, Riverwalk, 12:30PM
839 Love the Way You Lie: Recruiter Impression Management in Company Presentations, Riverwalk, 12:30PM
840 Who Are High Potential Leaders? Should We Share Status Information With Them?, Riverwalk, 12:30PM
841 Unequal Misfits: Outcomes of Demands–Abilities Fit, Over- and Underqualification, Riverwalk, 12:30PM
843 Job Seeking Through Networking: Tie Strength, Age, and Personalization Perceptions, Riverwalk, 12:30PM
844 Examining the 2016 Presidential Election Through the Lens of I-O Psychology, Riverwalk, 12:30PM
846 A Policy-Capturing Study of Word of Mouth and Organizational Attraction, Riverwalk, 12:30PM
847 Antecedents and Outcomes of Applicant Faking, Riverwalk, 12:30PM
848 Interview Structure and Applicant Reactions, Riverwalk, 12:30PM
849 The Influence of Selection Methods on Perceptions of Organizational Culture, Riverwalk, 12:30PM
851 Informational Privacy and Its Implications on Cybervetting Efforts, Riverwalk, 12:30PM
857 Internal Versus External Mobility Effects: An Examination of Moderators, Riverwalk, 12:30PM
858 Speed Dates as a Recruitment Tool: Effective or Not?, Riverwalk, 12:30PM
859 Job Search and the Role of Individual Preferences for Nonstandard Work, Riverwalk, 12:30PM
874 New Directions for Personnel Selection and Recruitment, Chicago 10, 1:30PM

Strategic HR/Utility/Changing Role of HR

275 I-Os Launching New Frontiers at NASA: IGNITE + Roundtable Discussion Session, Superior A, 5:00PM
301 Centralized, Decentralized, or Matrix? Lessons Learned Structuring TM Functions, Sheraton 3, 8:00AM
342 Due for an Upgrade? The Future of I-O Psychology and HR in the Digital Era, Chicago 8, 10:00AM
383 The Impact of Talent on Collective Turnover, Performance, and Profit, Sheraton 3, 10:00AM
419 Interactive Case Study in Common Roadblocks, Superior A, 11:00AM
433 HR Analytic Acumen: The Missing Link for Successful Talent Analytics, Sheraton 3, 11:30AM
489 The Effects of Human Capital Flows and Age on the HPWS–Performance Link, Riverwalk, 1:00PM
491 Non-Normality of Performance Produces Incorrect Utility Analysis Results, Riverwalk, 1:00PM
498 The Impact of High-Performance Work Practices on Project Success, Riverwalk, 1:00PM
508 Free Agent Spending and Team Success: Implications for "Make" Versus "Buy" Decisions, Riverwalk, 1:00PM
513 Engaging the Board: Driving Deep Talent Conversations at the Top, Sheraton 3, 1:00PM
526 Friday Seminar 5: Creating Dynamic Data Visualizations Through Visual Note Taking, Huron, 3:00PM
562 The Evolution of People Analytics: New Challenges and Opportunities, Sheraton 3, 3:00PM
626 Changing Tides: The Fate of Leadership Development as Employee Expectations Evolve, Sheraton 3, 5:00PM
631 Significant Examples of Bridging the Scientist–Practitioner Gap, Chicago 6, 8:00AM
700 Unfamiliar Territory: I-O Psychologists as HR Business Partners, Michigan B, 10:00AM
741 HR Analytics for a Non-I-O Audience: Merging Science With Practice, Sheraton 1, 10:00AM
812 Talent Management: What Is It and When Is It Worth It?, Chicago 8, 12:30PM
927 Forging the Future of Work With I-O Psychology, Superior A, 1:30PM
975 Let's Go There: Academics and Practitioners Tackle Critical Knowledge Gaps, Sheraton 2, 3:00PM

Teaching I-O Psychology/Student Affiliate Issues/Professional Development

1 Opening Plenary, Chicago 9, 8:30AM
40 Maintaining Research and Consulting Activities in Teaching Intensive Institutions, Sheraton 2, 10:30AM
44 Dos and Don'ts: Thriving as PhD, Master's, and Undergraduate Students, Streeterville, 10:30AM
129 I-Outreach: Building I-O Bridges to Those Outside of Our Own Universities, Superior A, 1:00PM
175 Data Wrangling Using R, RStudio, and Python, Sheraton 4, 1:30PM
176 SIOP Select: TeamSIOP Gameshow Battle for the TeamSIOP Theme Track Championship, Sheraton 5, 1:30PM
180 How to Find and Build Effective Research Partnerships, Superior A, 2:00PM
188 What You Need to Know Now: Law, Diversity, Technology, Selection, Leadership Updates, Huron, 3:30PM
269 Empowering the I-O Internship: How to Maximize Professional Experiences Early, Michigan A, 5:00PM
387 I-O In-Reach: Increasing Awareness of I-O for Undergraduates at Our Own Universities, Superior A, 10:00AM
426 Where Do We Stand? Alternative Methods of Ranking I-O Graduate Programs, Gold Coast, 11:30AM
503 Active Student Responding: Student Perceptions and the Impact of Personality Traits, Riverwalk, 1:00PM
505 Facilitators and Barriers to Academic Careers for Women in STEM, Riverwalk, 1:00PM
525 Working Side By Side: Scientist and Practitioner Partnerships, Gold Coast, 3:00PM
572 School's Out Forever: The Transition From Student to Professional, Chicago 9, 4:00PM
630 SIOP Select: I-O Value (No Longer) Lost in Translation, Wrigleyville, 5:00PM
641 From Student to Intern: Advice and Networking With Professionals, Ontario, 8:00AM
753 From the Ivory Tower to Main Street: Translating Research Findings in I-O Psychology, Chicago 9, 11:30AM
759 Inside Out: Transitioning Between Internal and External Consulting, Michigan A, 11:30AM
811 Can You Hear Me Now? Good. Communicating Science Effectively, Chicago 7, 12:30PM
867 Advancing the Conversation on Scholarly Impact in I-O Psychology: Novel Approaches, Superior A, 12:30PM
877 Regional IOP Association Presidents: Local initiatives and SIOP Integration, Huron, 1:30PM
928 Isolated Academics: Challenges Faced by I-O Faculty in Small Departments, Superior B, 1:30PM
983 Closing Plenary, Chicago 9, 4:30PM

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

2 The Future of Work: Bright or Bleak?, Erie, 10:30AM
4 Technology in Assessment: Moving From Reactive to Proactive, Mayfair, 10:30AM
91 Deep-Learning Introduction and Applications Within I-O Psychology and HR Analytics, Sheraton 4, 12:00PM
98 What Do Your Tweets Say About You? Measuring Trait Sentiment, Riverwalk, 12:30PM
100 LinkedIn Profile Endorsements Uniquely Relate to Executive-Level Consultants' Sourced, Riverwalk, 12:30PM
104 Make That Data Count: Exploring Overlooked Behavior in Multimedia Simulations, Riverwalk, 12:30PM
106 Trainee Prior Video Game Experience: Scale Creation and Validation, Riverwalk, 12:30PM
107 Investigating the Role of Cognitive Load in Virtual World Training Programs, Riverwalk, 12:30PM
117 Wading Into Deep Waters: Exploring the Utility of Behavioral Data in Work Simulations, Riverwalk, 12:30PM
119 "Mobile First" Versus "PC First": The Consequences of Assessment Design on Outcomes, Riverwalk, 12:30PM
123 Gamers at Work: Predicting Workplace Relevant Behaviors Across Domains, Riverwalk, 12:30PM
127 Cybervetting: Advancing Research With Theory Development, Riverwalk, 12:30PM
128 I-O Content on Twitter: A Text Mining Approach, Riverwalk, 12:30PM
133 Where I-O Meets IT: Securing Talent Data in the Age of Breaches, Hacks, and Leaks, Chicago 9, 1:30PM

190 The Future Is Now: Virtual Reality in Organizations, Michigan A, 3:30PM
192 Paving Two-Way Streets: Digital Dyads to Drive Technology Research and Practice, Ontario, 3:30PM
300 Using Natural Language Processing to Measure Psychological Constructs, Sheraton 2, 8:00AM
430 Friday Seminar 4: Learning How to Use Unobtrusive Data Sources in Organizations, Ontario, 11:30AM
470 Working, Leading and Learning Virtually: Storytelling and Roundtable Discussion, Superior A, 12:00PM
472 Technological Job Disruptions: The Role of Industrial-Organizational Psychology, Chicago 7, 1:00PM
528 Formal Game-Based Assessments: Pitfalls and Promise, Michigan A, 3:00PM
574 Technology-Enhanced Assessment: An Expanding Frontier, Gold Coast, 4:00PM
611 The Influence of Technology on Human Resource Management, Sheraton 3, 4:00PM
614 Have a Hammer, but Need a Wrench? Creating Custom I-O Tools, Streeterville, 4:00PM
635 Use of AI and EI in Organizational Applications, Chicago 10, 8:00AM
697 Make Assessment Boring Again: Have Game-Based Assessments Become Too Much Fun?, Huron, 10:00AM
699 The Bleeding Edge of Measurement: Innovations With AI Psychometrics, Michigan A, 10:00AM
758 Social Media and Staffing: New Applications and (Some) Lingering Concerns, Mayfair, 11:30AM
814 Virtual Reality and Augmented Reality: An Emerging Area for I-O Research and Practice, Chicago 10, 12:30PM
921 Taking Simulations Mobile: Challenges, Best Practices, and What's Next, Sheraton 1, 1:30PM
978 IGNITE + Panel Session: Computational Models for Organizational Science and Practice, Sheraton 5, 3:00PM

Testing/Assessment (e.g., selection methods, validation, predictors)

49 A Closer Look at Illogical Responding on the Conditional Reasoning Test of Aggression, Riverwalk, 11:30AM
50 Effect of Would/Should Response Instructions on SJT Construct-Related Validity, Riverwalk, 11:30AM
51 A Person-Centered Approach to Personality Assessment in the Workplace, Riverwalk, 11:30AM
52 Is There a g in Gunslinger?: Cognitive/Personality Predictors of Firearms Proficiency, Riverwalk, 11:30AM
53 Predicting Medical Intern Performance From Structured Interviews and Licensure Scores, Riverwalk, 11:30AM
54 Subgroup SAT Validity Differences Disappear When Artifacts Are Controlled, Riverwalk, 11:30AM
55 The Impact of Nested Performance Ratings on Operational Validity Estimates, Riverwalk, 11:30AM
56 Do Time Limits and Time Pressure Influence Test Takers' Emotions and Perceptions?, Riverwalk, 11:30AM
57 Alternative Predictors of Job Attitudes and Longitudinal Job Performance, Riverwalk, 11:30AM
58 Validation of Air Force Work Interest Navigator (AF-WIN) for Military Classification, Riverwalk, 11:30AM
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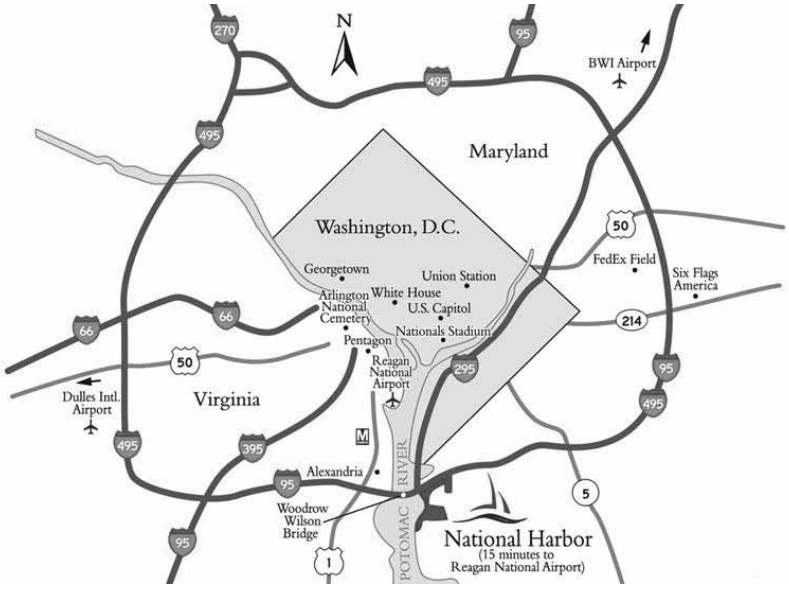

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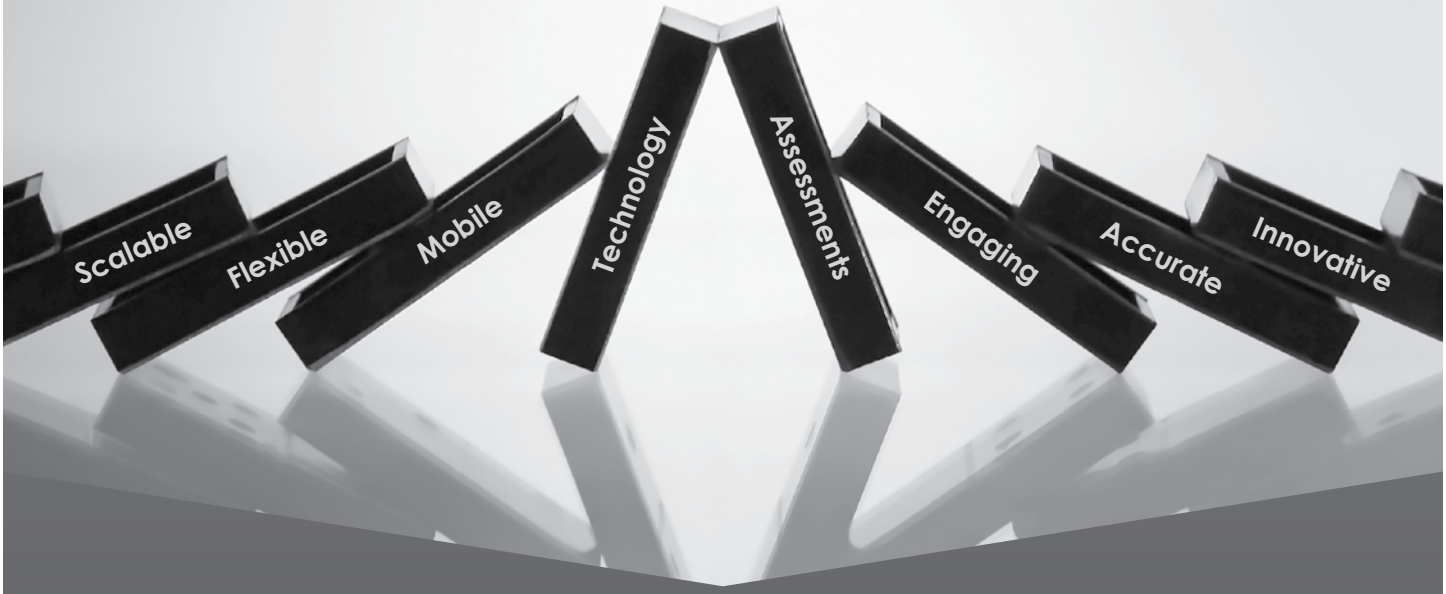

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