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# SIOP 2014 Conference Program

**Evan Sinar**  
**Program Chair, 2014**

We received well over 1,500 submissions for the 2014 SIOP conference in Honolulu, a record number that further bolsters our anticipation for the quality, diversity, and informative nature of the more than 1,000 accepted sessions. As of this writing, the Program Committee has recently completed the scheduling process for the 3 full days of conference programming, and we can say with great confidence and enthusiasm that it will be an incomparable professional development event for all attendees. We have been working since the last conference to assemble a quality collection of Friday Seminars, Communities of Interest, a Master Collaboration, a full-day Theme Track, and other Invited Sessions to complement hundreds of high-quality, peer-reviewed sessions showcasing I-O psychology research, practice, theory, and teaching-oriented content. Below we summarize several notable program elements. You'll be hearing many more details about the program as the conference approaches.

**Theme Track: Breakthrough: Expanding I-O Psychology Through Connection (Chair: Kristen Shockley)**

The Theme Track, a very popular feature each year (please note: this year it is scheduled for Saturday), presents a set of sessions

centered around a unifying topic chosen to resonate with the interests of our full SIOP audience, spanning practitioners, academics, and students, from across the globe. This year's topic is "Breakthrough: Expanding I-O Psychology Through Connection." Throughout the five sessions speakers will describe research, practice, or conceptual ideas about how making connections between various disciplines or schools of thought can enhance I-O psychology. We are focusing specifically on connections in five areas: East Meets West, Neuroscience Meets Leadership, Business Meets Psychology, Deductive Research Meets Inductive Research, and Technology Meets Application.

All sessions are adopting a novel format: "TED-style" talks, which involve dynamic speakers presenting information in a digestible, engaging manner. True to the theme, three of the speakers come from areas outside of mainstream I-O: Hazel Markus, professor of psychology at Stanford University, David Dotlich, author of *Head, Heart, and Guts: How the World's Best Companies Develop Complete Leaders and CEO and chairman of Pivot*, and Ben Waber, president and CEO of Sociometric Solutions and visiting professor at MIT.

Theme Track sessions are presented in the same room throughout the day,

Theater 310. Sessions are eligible for continuing education credits. Each session is worth 1.5 credits, with the exception of Technology Meets Application, which is worth 1 credit. Check out <http://www.siop.org/conferences/14con/regbk/themetrack.aspx> for more detailed information about each session, including learning objectives.

*East Meets West, 7:30–8:50*

Hazel Markus, **Michele Gelfand**, and **Richard Griffith**

This session will explore how cultural values inform the research and practice in industrial and organizational psychology. Each talk will focus on innovative ways to conceptualize, operationalize, and measure cultural values and their multilevel effects on employees and organizations. Specific topics for the session include approaches to conceptualize cultural differences, a multilevel framework to understand the systematic effects of cultural values, and the assessment and development of cultural competence.

*Neuroscience Meets Leadership, 9:00–10:20*

**David Waldman, Steven Poelman**, and **William Becker**

The goal of the session is to increase audience awareness of the extant research involving neuroscience and leadership, and to encourage thinking about how neuroscience can be used to advance traditional methods of studying leadership. The talks will specifically focus on the links between intrinsic neurological activity and

leadership effectiveness, using neurofeedback to train leaders, the activation of empathy in the brain and its effects on leadership style, and the optimal use of the brain for self-leadership, including productivity and well-being.

*Business Meets Psychology, 11:00–12:20*

**David Dotlich** and **Todd Carlisle**

Even though I-O psychologists and business leaders inhabit the same organization, they often live in two different worlds. Rather than understanding and enhancing each other's efforts, there is often a "clash of cultures" based on myths and misunderstandings of the value each brings to improving organizational and leadership performance. This session is designed to help these two cultures achieve breakthroughs in solving organizational challenges by better understanding each other's unique value and contribution. Mini case studies will be used to analyze dynamics that lead either to success or failure of the two perspectives working together. The session will end with practical ideas and lessons learned on how to maximize the intersection between psychologists and business leaders to the benefit of the whole organization.

*Deductive Research Meets Inductive Research, 12:30–1:50*

**Fred Oswald, Ron Landis**, and **Robert Vandenberg**

I-O psychologists have traditionally taken the deductive approach to research by hypothesizing then testing, yet an inductive

approach that tests then hypothesizes can also yield valuable insights. The goal of this session is to help people understand and appreciate how the application of both paradigms to a program of research, rather than exclusively applying one or the other, is more likely to yield research breakthroughs. The presenters will provide examples and clear recommendations on how and when to combine both approaches.

*Technology Meets Application, 2:00–3:00*

**Ben Waber and Kevin Impelman**

The goal of this session is to discuss and provide exemplars of how technological innovations can be used to advance the science and practice of I-O psychology. On the research side, discussions will center around using cutting-edge wearable sensing technology (sociometric badges) to investigate how people communicate with each other in the real and virtual world, and how their communication patterns impact happiness, individual performance, and organizational success. On the practice side, the focus will be on how emerging technologies allow for evaluation of personality based on social media or speech communication patterns, the use of big data and analytics in assessment, and how the gamification technology will change how individuals engage and learn from the assessment process.

**Master Collaboration  
(Chair: Hailey Herleman)**

The Master Collaboration brings together leading practitioners and academics focused

on technology and assessment to share the state of the science and practice, identify gaps, and outline opportunities for collaboration in the future. This session will appeal to practitioners and academics looking to bridge the gap between good science and the frontiers of technological implementation.

**Assessment and Technology: Till Death Do Us Part**

**Scott Bryant**

The speaker will survey the many ways technology is being used to enhance assessments, with special attention to simulations. Benefits and pitfalls of the reliance on technology as well as applied and future research avenues will be discussed.

**Researching Technology and Assessment: Then, Now, What's Coming Next**

**Mark Frame**

Technology-enabled assessment center (TEAC) methods have changed the way assessment processes are developed and administered. Unfortunately, little research is publically available to help guide best practices. Dr. Frame will discuss research of candidate perceptions of TEAC methods, and differences between TEAC and traditional AC methods and assessors, using his work with Fenestra, Inc. as an example of how such research could be conducted.

**Advancements in Assessment Technology: Bringing Better Experiences to Candidates**

**Ben Hawkes**

A review of existing research will dem-

onstrate that simulation-based assessments can offer increased validity, greater differentiation of their recruitment process, and a more positive candidate experience. In addition, the speaker will discuss how technological advances have lowered the development cost of simulations and at the same time have given more candidates access to capable PCs/mobile devices and broadband connectivity.

### **Assessment Centers in the Future: Can Research Keep Up?**

**Duncan Jackson**

As the world becomes progressively more grounded on a global stage and with the advent of a global economic crisis, there are new considerations in the development of ACs in order to bring them up to date. Has research kept up with these rapidly moving changes? What are the implications of working with diverse cultural groups in ACs and electronic devices?

### **Discussion**

**Nancy Tippins**

The discussant will close the session by walking attendees through areas of concern in technology and assessments, including validity/reliability, realism, legal and professional standards, and applicants and their reactions. Finally, she will discuss a research agenda for the future.

## **Friday Seminars (Chair: Silvia Bonaccio)**

The Friday Seminars are invited sessions providing attendees with opportunities to rapidly acquire new knowledge of, or deepen their expertise in, high-value topic areas, guided by presenters well recognized as thought leaders in their respective content domains. These sessions offer continuing education (CE) credits. Please note that the Friday Seminars require advance registration and an additional fee. This year's topics are briefly listed below; please see Silvia Bonaccio's article in this month's *TIP* for expanded descriptions of these engrossing learning opportunities, and make sure to sign up early as enrollment is limited!

### **Cultural Encounters: The Impact of Cultural Differences on Interpersonal Processes in Work Organizations**

(Presenters: Gilad Chen & Bradley Kirkman; Coordinator: D. Lance Ferris)

### **Biological Foundations of Organizational Behavior**

(Presenters: Jayanth Narayanan, Wengong Li, & Zhaoli Song; Coordinator: Marylène Gagné)

### **Generational Differences in the Workplace: Managing Millennials**

(Presenters: Jean Twenge & Stacy Campbell; Coordinator: Jerel Slaughter)

### **Using MPlus for Structural Equation Modeling in I-O Research**

(Presenter: Bob Vandenberg; Coordinator: Catherine Connelly)

## Communities of Interest (COI) Sessions (Chair: Christopher Cerasoli)

There will be 11 outstanding Community of Interest (COI) sessions this year, specially designed to create new communities around common themes or interests. The sessions have no chair, presenters, discussant, or even slides. Instead, they are a casual discussion informally moderated by one or two facilitators with insights on the topic. These are great sessions to attend if you would like to meet potential collaborators, generate ideas, have stimulating conversations, meet some new friends with common interests, and develop an informal network with other like-minded SIOp members.

This year's Communities of Interest are:

- **Beyond Science: I-O to Inspire a Broader Impact** (Facilitators: Lacie Barber & Mindy Shoss)
- **Fostering Field-Based/On-the-Job Informal Learning** (Facilitator: Christopher Cerasoli)
- **Assessment Gamification: Current Practice and Future Trends** (Facilitators: Seymour Adler & Thomas Chamurro-Premuzic)
- **I-O In and Around Healthcare Organizations** (Facilitators: Sylvia Hysong & Sallie Weaver)
- **Broadcasting Individual Differences: Drawing Inferences Based on Social Media Profiles** (Facilitators: Jamie Winter & Mike Zickar)

- **Evidence Based Practice: How Empirical Findings Should Guide Us** (Facilitators: Alison Eyring & Sven Kepes)
- **Fostering Positive Experiences for New Academics/Practitioners** (Facilitators: Wendy Bedwell & Daniel Miller)
- **Using I-O to Help the Armed Forces and Veterans** (Facilitators: Rose Hanson & Maya Yankelevich)
- **Current and Emerging Directions in Employee Motivation/Engagement** (Facilitators: John Donovan & Christine Corbet)
- **Promises and Pitfalls of Big Data in Organizations** (Facilitators: Anthony Boyce & Todd Carlisle)
- **Navigating Romantic and Peer Relationships in I-O** (Facilitators: Daisy Chang & Mark Potteet)

## Invited Sessions (Chair: Elizabeth McCune)

This year we will feature several invited sessions and addresses throughout the conference, built around emerging and current topics of broad interest across the SIOp membership, comprising sessions developed by the Alliance for Organizational Psychology, the SIOp Executive Board, and the Invited Sessions Program Subcommittee, and also including the fourth edition of the invited IGNITE session (each year, one of the conference's most-attended sessions!). Please note, the term "invited" refers to the

presenters, not the audience—all are welcome to these very special sessions!

**How Big of a Change Will Big Data Bring?** (Panelists: Kathryn Dekas, Scott Erker, Charles Handler, & Mike Dolen; Chairs: Madhura Chakrabarti & Elizabeth McCune)

In this symposium, four scientists–practitioners come together to discuss what Big Data means in the field of industrial-organizational psychology and its implications. The speakers will then engage in a “fun” debate on whether Big Data is likely to bring about incremental or revolutionary changes to the field.

**Mergers and Startups: End of I-O as We Know It** (Panelists: Tony Anello, Natalie Baumgartner, Lisa Collings, Joy Hazucha, & Annmarie Neal; Chair: Martin Lanik)

As the consulting industry undergoes consolidation and a startup boom, I-O psychologists face yet another existential crisis. On one end, traditional I-O firms are being acquired by publicly traded conglomerates; on the other, venture capital-backed startups are building HR-related technology. We will discuss the impact of these trends on our field.

**Career Study of People With Advanced Degrees in I-O Psychology** (Presenters: Dennis Doverspike, Alexandra Zelin, Margarita Lider, Gary Carter, & Tracy Kantrowitz; Chair: Mike Trusty)

This study employed interviews with

practitioners working in academia, consulting, industry, and government. We identified career paths in industrial-organizational psychology and the critical experiences that define success and lead to advancement within each practice area. Final steps include validating this qualitative work and reporting the results to SIOP stakeholders.

**Alliance Special Session: I-O’s Alignment With the International Labor Organization’s Decent Work Agenda**

(Panelists: Stuart Carr, Telma Viale, Walter Reichman, Mary O’Neill Berry, & Malcolm MacLachlan; Chair: John Scott) The purpose of this panel discussion is to discuss the implications of I-O psychology’s potential alignment with the International Labour Organization’s (ILO) decent work agenda and to highlight significant opportunities for I-O as a profession to contribute to the ILO’s work on a global level.

**Alliance Special Session: How International Is I-O? Perspectives From Six Continents**

(Panelists: Alexander Alonso, David Chan, Hennie Kriek, Sharon Parker, Robert Roe, & Mary Sully de Luque; Chair: Berrin Erdogan)

This panel brings together experts from around the globe to discuss the generalizability of I-O constructs across cultures, methodological issues that need to be considered in cross-cultural investigations, and nuances of translating I-O findings into practice.

**Alliance Special Session: Research Incubator on Global Youth Unemployment/Underemployment** (Facilitators: Ute-Christine Klehe, José Peiró, & Rosalind Searle; Chairs: Lisa Finkelstein & Elora Voyles)

What are the challenges for youth (ages 15–24) gaining access to jobs they are trained for in today’s global workplace? Experts in the area of youth unemployment/underemployment will describe the scope of the issue and coordinate SIOP members in an interactive discussion designed to jumpstart new cross-cultural research collaborations.

**SIOP–SHRM Science of HR Series: Promoting I-O Psychology to HR**

(Presenters: James Kurtessis, David Morgan, & Kayo Sady; Chair: Mark Schmit) Presenters from the Professional Practice Committee will review the SIOP–SHRM Science of HR Series and discuss current projects designed to increase the visibility of I-O research and practice to the SHRM community. Discussion will include how SIOP and SHRM can continue to collaborate to promote evidence-based HR practices.

**Broadening Our Sphere of Influence: Exemplars of Science Advocacy**

(Presenters: Tammy Allen, Leslie DeChurch, Lillian Eby, Leslie Hammer, Steve Kozlowski, & Quinetta Roberson; Chairs: Rustin Meyer & Stephen Stark) SIOP strives to empower its members to engage in science advocacy by commu-

nicating with public policy makers, organizational decision makers, granting agencies, the media, and lay audiences. The purpose of this panel is to learn from those who have been particularly successful advocates for our science.

**Crucial Developments in the Licensure of I-O Psychologists** (Hosts: Mark Nagy & Don Crowder)

This session will feature Dr. Don Crowder, the ASPPB liaison to SIOP, speaking about ASPPB and its involvement in the licensing of I-O psychologists, discussing a recently formed task force on licensing issues for I-O psychologists, and updating members on the recent International Congress of Licensure, Certification, and Credentialing meeting.

**SIOP Living History Series: An Interview With Edward Lawler** (Presenter: Edward Lawler; Host: Kevin Mahoney)

The SIOP Living History Series is a series of interviews of influential individuals in the history of I-O psychology conducted at each SIOP conference. This year, the SIOP historian will interview Edward E. Lawler III, whose has made many contributions to the field of I-O as both an academic and practitioner, perhaps most notably in the field of compensation.

**A Conversation With SIOP Leadership**

(Presenters: Tammy Allen, Douglas Reynolds, & José Cortina) 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. Topics will include SIOP's science advocacy efforts including work with Lewis-Burke, branding, and member services.

### **Connections That IGNITE I-O Research and Practice**

(Presenters: Robin Cohen, Quinetta Roberson, Michelle (Mikki) Hebl, Lillian Eby, Lise Saari, Tracy Kantrowitz, Lisa Finkelstein, Amy Grubb, & Leslie Hammer; Chair: Autumn Krauss) So far, SIOP's Invited IGNITE series has considered how I-O psychologists use data to inform evidence-based decisions, impact people's working lives, and influence employee and organizational behavior. This fourth installment showcases the remarkable connections we forge in order to realize these goals. What connections will you be inspired to make?

### **Continuing Education Credits**

The annual conference offers many opportunities for attendees to earn continuing education credits, whether for psychology licensure or other purposes. SIOP is approved by the American Psychological Association to sponsor continuing education for psychologists and also is an HR Certification Institute Approved Provider of PHR/SPHR/GPHR recertification credits for HR professionals. Information about the many ways to earn CE credit at the SIOP annual conference can be found at <http://www.siop.org/ce> and will be continually updated as more information becomes available.

### **Thank You to Many, Many Partners!**

The annual conference is a year-long group effort involving over 1,500 contributors: SIOP Administrative Office staff, Program Subcommittee members, invited presenters, and more than a thousand dedicated reviewers. On behalf of the Program Committee, our deepest thanks to all who have devoted time above and beyond your many other work and life commitments to make the upcoming conference a success.

I would also like to express my sincere appreciation to 2013/Past Program Chair **Eden King** and 2015/Incoming Program Chair Kristen Shockley for their boundless partnership throughout the process to build the exceptional 2014 program, in addition to Program Subcommittee Chairs Silvia Bonaccio, Christopher Cerasoli, Emily Hunter, Hailey Herleman, and Elizabeth McCune.

Finally, we cannot overstate the critical value of the incomparable planning and coordination of SIOP Executive Director David Nershi, IT Manager Larry Nader, Membership Services Manager Tracy Vanneman, and the entire SIOP Administrative Office staff. We hope all SIOP members recognize the immense expertise and responsiveness the Administrative Office provides each day, year after year, to ensure the continued success of the annual conference, and the Society as a whole. When you're in Honolulu, please take time to recognize the Ad-

ministrative Office for their efforts, as none of the networking and professional development benefits you'll be experiencing would be possible without them.

We look forward to seeing you in Honolulu in May!

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# SIOP 29th Annual Conference

## Honolulu, Hawaii

### May 15-17, 2014

#### Hilton Hawaiian Village and The Hawaii Convention Center



Combining cutting-edge technology with authentic Hawaiian ambience

The legendary spirit of aloha encourages attendees to see the world in a new light, so it's no surprise that people accomplish more when they meet here.

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