

## 2015 Conference Program

## Kristen Shockley Program Chair, 2015

We received well over 1,300 submissions for the 2015 SIOP conference in Philadelphia! Around 820 sessions were accepted, and the conference is sure to be one of great appeal and intellectual stimulation. The conference schedule is available online at <http://www.siop.org/conferences/15con/schedule.pdf>. In addition to the peer-reviewed master tutorials, debates, symposia, posters, roundtables, alternative session types, and panels that were submitted, the conference committee has been working hard to assemble a quality collection of Friday Seminars, Communities of Interest, a Master Collaboration, a full-day Theme Track, and other Invited Sessions. Below we summarize several notable program elements. You'll be hearing many more details about the program as the conference approaches.

### **Theme Track: Rethinking Our Approach to Organizational Science (Chair: Scott Tonidandel)**

The Thursday Theme Track presents a series of sessions on the first day of the conference related to 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 Theme Track is titled "Rethinking Our Approach to Organizational Science" and will focus on helping to



create what President Jose Cortina calls "A revolution with a solution" aimed at establishing improved standards for our science. We have carefully selected our session formats and invited speakers to ensure that those who join us for the Theme Track leave well-informed and entertained.

The Theme Track sessions are presented in the same room throughout the day, the Independence Ballroom. You can stay all day or choose to attend individual sessions that are of most interest to you. All sessions are eligible for 1.5 continuing education credits, with the exception of the IGNITE session, Going Forward by Going Back: "IGNITE" our Basic Stats, which is worth 1 CE credit. Check out <http://www.siop.org/conferences/15con/regbk/themetrack.aspx> for more detailed information about each session, including learning objectives.

*Improving the Peer Review Process: Advancing Science and Practice, 10:30-11:50*  
**Jeff Edwards, Scott Highhouse, Nancy Tippins, and Robert Vandenberg**

The peer review process is a vital part of knowledge generation and transmission. Academics and practitioners both have a stake in understanding and improving the peer review process. Panelists will present ways to improve the peer review process. Via discussion groups, participants will engage (a) experienced authors and reviewers with ideas on how to improve the review process, (b) novice and potential reviewers who have more basic questions, and (c) practitioners with questions and ideas for improving the applicability of published research.

*Pursuing Better Science in Organizational Psychology, 12:00-1:20*

**Robert J. Vandenberg, Herman Aguinis, Steven Rogelberg, Jose Cortina, and Ronald Landis**

The current scientific model in organizational research needs to be improved. In our publication process, there is an overemphasis on theory with little emphasis on empirical replication. Tenure and promotion decisions are often based on publishing in the “right” journals. There is also little incentive for practitioners to publish. In this session, a panel of experts consisting of journal editors and experienced researchers will first highlight the challenges and shortcomings of the current publication system that impede scientific progress in our field. The panelists will then explore some of the causes of the problems and discuss ways to change the incentive structure to encourage better science.

*Modernizing Regression: Cool and Practically Useful Advances From Other Fields, 1:30-2:50*

**Fred Oswald, Seth Spain, and Brian Connelly**

One of the bread-and-butter techniques in both academic and practitioner I-O psychologists’ statistical tool kits is multiple regression. Although most I-Os have been formally trained on multiple regression, over the past few decades there have been several developments in disciplines outside of I-O psychology that can improve the use of regression in I-O science and practice. This session will consist of three 20-minute TED-style talks that address advances in multiple regression in a straightforward, digestible manner. Attendees will be given a fun (in a geeky sort of way) and engaging tour of developments from domains such as computer science, machine learning, and econometrics that can help improve our common approaches to multiple regression. The talks will focus on the following topics: (a) modern variants on variable selection in multiple regression, (b) dealing with model uncertainty in multiple regression, and (c) leveraging multiple regression to inform causality.

*Going Forward by Going Back: “Ignite” Our Basic Stats!, 3:30-4:20*

**Eden King, Scott Tonidandel, Paul Bliese, Mark Gavin, Patrick Rosopa, and Larry Williams**

Novel, complex, statistical methods frequently offer new ways to explore data and build theory. At the same time, however, the field of I-O psychology may benefit from revisiting some basic elements of design and analysis. This symposium will use a format modeled after the popular IGNITE sessions (<http://igniteshow.com>) in which presenters are charged to “enlighten us, but make it quick.” Specifically, each presenter will have 5 minutes and 20 slides

(which auto-advance every 15 seconds) to review some of the basic fundamentals of design and analysis and help move the field forward. This session will cover six topics: (a) revisiting the role of field experiments, (b) understanding *t*-tests, (c) reviewing the logic behind the bootstrap, (d) interpreting dummy codes, (e) sandwich estimators in regression, and (f) *df* in SEM.

*Big Data Advances from Computer Science and Statistics, 4:30-5:50*

**Evan Sinar**, Ehsan Bokhari, and Andrea Villanes

This session will explore and illustrate Big Data advances from outside of I-O psychology relevant for organizational research. The first talk will center on data visualization methods. Several visualization methods will be illustrated as a concise and understandable way to summarize patterns in large complex datasets. Second, open-ended comments from employee and customer surveys, as well as social media, are a rich source of information. However, with large datasets, traditional methods of manual coding are impractical. Big Data text analytic approaches to handling an abundance of qualitative data will be discussed. Finally, nonparametric and nonlinear approaches to predicting a continuous or categorical outcome variable, known as classification and regression trees (CART), have been utilized in statistics and computer science for several years. This session will illustrate these methods within an I-O psychology context.

**Master Collaboration: Global I Meets Global O: Research+Practice on Selection and Work–Life (Chair: Gary Giumetti)**

The Master Collaboration session brings together a range of leading practitioners and academics focused on global issues in selection and work–life to share the state of the science and practice, to 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 practice in the frontiers of global selection and work–life program implementation. The session takes place on Saturday from 8:30-9:50.

*Global Deployment of Assessment and Selection Programs*

**Doug Reynolds**

Doug Reynolds will talk about his experiences with global organizations that seek consistency in their implementation of selection systems and the various factors that facilitate or impede this goal. In addition, Doug will discuss how technology is a critical facilitator. Technology systems provide the backbone for supporting global consistency, but the limitations of technology deployment across regions also place limits on what is possible. Finally, Doug will uncover assumptions about how assessment and selection procedures vary by culture and how global programs need to take account of these variations to be successful.

*Selecting for Cultural Agility*

**Paula Caligiuri**

Paula Caligiuri will describe the results of a recent survey by PWC, which found that roughly one-third of CEOs reported that they had to cancel strategic global

initiatives due to lack of talent and that the problem is worsened because they just don't have enough culturally agile talent for those initiatives to be effective. The need for culturally agile talent, who can comfortably and effectively work in different cultures and with people from different cultures, is now a strategic imperative. To address this issue, Paula will describe the research and practice on how to select culturally agile professionals to staff key strategic initiatives.

### *Work Enabling Life at Kellogg*

#### **Angela Pratt**

Angela Pratt will speak about the creation and implementation of the Kellogg Company's Global Work Enabling Life strategy, work-life policies, and measures of success. In her former role, Angela led the company's engagement strategy and work-life intervention, and now, in her current role, she is in charge of implementing the global program in Europe. Angela will describe how Kellogg has renewed its work-life strategy, including four major components: (a) the manager, (b) technology/environment, (c) health and wellness, and (d) leadership. Angela will also provide an overview of Kellogg's work life portal, which is housed on the Intranet and contains links to global and local policy, as well as global and local trainings for easy access and best practice sharing across regions.

### *Harmonizing Work, Family, and Personal Life: An International Perspective*

#### **Steven Poelmans**

Steven Poelmans will review some cross-cultural differences and universal themes in the experience of harmonizing

work, family, and personal life, reflecting on the findings of the Collaborative International Study of Managerial Stress (CISMS), an international research collaboration focusing on stress and work-family conflict in over 25 nations around the world. Steven will reflect on the challenges of international research collaboration and will introduce a new perspective to this field, informed by neuroscience. This body of research holds the promise to unveil biologically shared and cross-culturally valid processes underlying the dynamics of work-life conflict and enrichment.

### *Discussion*

#### **Ann Marie Ryan**

As discussant, Ann Marie Ryan will provide an integration of the presentations, with a particular focus on the challenges associated with the intersection of work-life issues, cross-cultural psychology, and employee selection. Although there is a body of research on selection in global contexts, a body of literature on work-life issues in international assignments, and a research stream on work-life differences across cultures, a consideration of work-life needs in selecting employees poses a set of unique challenges and considerations. These challenges will be the focus of discussion.

### **Communities of Interest (COI) Sessions (Chair: Christine Corbet)**

There will be 13 outstanding Community of Interest sessions this year, each designed to create new communities around common themes, interests, and "hot topics" in I-O psychology. The sessions have no chair, presenters, discussant, or even slides. Instead,

they are audience-driven discussions informally moderated by one or two facilitators with insights on a topic of interest. 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, or expand your network to include other like-minded SIOP members.

This year's Communities of Interest are:

#### Thursday

- Team Composition: Considering Team Mix for Staffing and Beyond (Facilitators: **Suzanne Bell & Jamie Donsbach**) 10:30–11:50
- Envisioning the Future of I-O (Facilitators: **Pat Caputo & Mary Mawritz**) 12:00–1:20
- I-O for the Greater Good: Prosocial Applications of Our Expertise (Facilitators: **Christine Corbet & Sean Cruse**) 1:30–2:50
- How I-O Can Respond to Ferguson. (Facilitators: **Mikki Hebl & TBA**) 3:30–4:20
- Measuring Implicit Motives via Conditional Reasoning (Facilitators: **James LeBreton, Jeremy Bowers Schoen, & Sigrid Gustafson**) 4:30–5:50

#### Friday

- ROI of Leadership and Executive Coaching Programs (Facilitators: **Robin Cohen & David Peterson**) 8:30–9:50
- Learning Agility: Practical Uses and Research Needs (Facilitators: **Veronica Harvey & Chockalingam Viswesvaran**) 10:30–11:50
- Using Big Data for Employment Decisions (Facilitators: **Matt Such & Nancy**

#### **Tippins**) 12:00–1:20

- Building a Climate for Safety? Let's Talk! (Facilitators: **Michael Ford & Konstantin Cigularov**) 1:30–2:50
- Methods, Madness, and Truth: Tensions Among Publishing, Theory, and Replication (Facilitators: **Jeff Cucina & Scott Tonidandel**) 3:30–4:20
- Workplace Incivility: From Science to Solutions (Facilitators: **Lilia Cortina & Michael Leiter**) 4:30–5:50

#### Saturday

- The Role of Positive Psychology in I-O (Facilitators: **Tammy Allen & Louis Alloro**) 10:30–11:50
- Legal Defensibility of Selection Practices (Facilitators: **Eric Dunleavy, Jim Outtz & Arthur Gutman**) 12:00–1:20
- Cognitive Science: Fertile Grounds for I-O (Facilitators: **Steve Fiore & Gilad Chen**) 1:30–2:50

#### **Invited Sessions (Chair: Martin Lanik)**

This year we will feature invited sessions throughout the conference, built around emerging and current topics of broad interest across the SIOP membership, the following have been developed by the Invited Sessions Program Subcommittee, which includes the fifth 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!

## **Future of HR from the Perspective of Technology Startups** (Friday 5:00–5:50)

**Matt Barney, Natalie M. Baumgartner, Martin Lanik, Greg Moran, Christy Smith, Imo Udom**

In this session, panelists will present their disrupting technology and discuss how it's changing HR. In 2013, startups raised \$600 million to fund development of new HR technology, from applicant tracking and video interviewing to culture management and employee development software. This "HR technology renaissance" is changing how organizations hire and manage employees.

## **Invited Session: You Think You Can Solve an I-O Problem?** (Saturday 3:30–4:20)

**Madhura Chakrabarti, Abeer Dubey, Michael Meltzer, Fred Oswald, Andrea Spaeth**  
In this session, panelists recognize the need for interdisciplinary research and practice. To that end, this unique session will bring together three non-industrial-organizational (I-O) psychology professionals (i.e., an engineer, lawyer, and neuropsychologist) who will be posed with an I-O problem (identification and selection of high potentials) to solve from the lens of

their respective disciplines. The objective is (a) to expose I-O psychologists to new ways of thinking, (b) learn new methodologies, and (c) blend the boundaries between seemingly unrelated fields of science and humanities.

## **Research This! Casting Aside the Publication Chains to IGNITE Organizations** (Saturday 10:30–11:50)

**Eugene Burke, Caren Goldberg, Jeff Edwards, Alexis Fink, Ken Lahti, Ron Landis, Lisa Hisae Nishii, Deidra Schleicher, Evan Sinar**

This year's invited IGNITE session will highlight truly great I-O research, but not in the conventional sense of being theoretically intense or statistically complex; in fact, they are almost guaranteed to not be. What makes these examples of research great is the positive impact they could have on organizations. Presentations will range from meaningful studies that would never be publishable in an I-O journal to ideas for research that were never pursued because the study would probably not be publishable. This is the first step to giving this hidden treasure trove of insights a voice.



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