

Matthew McCarter, University of Texas-San Antonio
Jonathan Clark, University of Texas at San Antonio
William Luse, University of LaVerne
Zahra Heydarifard, University of Texas at San Antonio
Lulu Huang, University of Texas at San Antonio

Submitted by Meghan A. Thornton-Lugo, meghan.thornton@utsa.edu

794. Alternative Session Type with Presenters:

11:30AM-12:20PM

Chesapeake 1-3

AI Is Beginning to Impact Work Today, How Will It Impact Work in the Future?

This intermediate session focused on AI applied to work will connect researchers, practitioners, and audience members in a format designed to share, promote discussions, and pose questions for both presenters and audience members.

Nate T. Dvorak, Gallup, **Chair**
Jen Brown, Google, Inc., **Presenter**
Laura C. Lomeli, sweetgreen, **Presenter**
Ellyn Charlotte Maese, Gallup, **Presenter**
Victoria J. Smoak, PepsiCo, Inc., **Presenter**

Submitted by Nate T. Dvorak, nathaniel.dvorak@gmail.com

795. Panel Discussion: 11:30AM-12:20PM Chesapeake 4-6

How to Coach as an I-O Psychologist (and Whether You Should)

This session will present research and experience, grounded information, advice, and recommendations on coaching for I-O academic and applied practitioners who are considering coaching, whether as a new career path or in addition to a full-time job. Topics will include the current landscape of coaching, exercising the scientist-practitioner model, barriers to entry, money, and how to get started.

Karen M. Fuhrmeister, Hogan Assessment Systems, **Co-Chair**
Leah S. Tecle, University of Tulsa, **Co-Chair**
Bradley J. Brummel, University of Tulsa, **Panelist**
Joel A. DiGirolamo, International Coach Federation (ICF), **Panelist**
Ronald M. Festa, New Heights Consulting, **Panelist**
Kathryn M. Packell, Reliant, **Panelist**

Submitted by Karen M. Fuhrmeister, kfuhrmeis@gmail.com

796. Symposium/Forum: 11:30AM-12:20PM

Chesapeake 7-9

Letting You in on a Secret: New Perspectives of Workplace Gossip

Organizational research has historically viewed workplace gossip as bad. This symposium presents three papers that aim to objectively examine the functions, mechanisms, and effects of workplace gossip behaviors. Perspectives include how gossiping elicits emotional and behavioral responses, motives and consequences of gossiping, and a multidimensional scale contextualizing the functions of gossip.

Tianjun Sun, University of Illinois at Urbana-Champaign, **Co-Chair**
Yihao Liu, University of Illinois at Urbana-Champaign, **Co-Chair**
Julena M. Bonner, Utah State University, Rebecca L. Greenbaum, Oklahoma State University, Marcus M. Butts, Southern Methodist University, Gary R. Thurgood, Utah State University, **Is Workplace Gossip a Moral Violation? Supervisor-Directed Gossip and Moral Emotions**

Tianjun Sun, University of Illinois at Urbana-Champaign, Bo Zhang, University of Illinois at Urbana-Champaign, Yihao Liu, University of Illinois at Urbana-Champaign, Yuan Sun, Zhejiang Gongshang University, Kyoungjo (Jo) Oh, University of Connecticut, **Spilling the Tea: Motives and Consequences of Workplace Gossip**
Georgi P. Yankov, Bowling Green State University, **The Functionality of Organizational Gossip**

Huiwen Lian, University of Kentucky, **Discussant**

Submitted by Tianjun Sun, tsun5@illinois.edu

797. Panel Discussion: 11:30AM-12:20PM Chesapeake 10-12

Advancing Women Leaders

The news cycle has been filled with recent incidents concerning gender bias and diversity in the tech industry and elsewhere. Panelists will discuss what

they are doing in their industry to help advance women leaders, then engage the audience in the dialogue through a question and answer segment.

Renae M. Slaughter, The Renata Group, **Chair**
Laura Eigel, YPO, **Panelist**
Julia M. Fullick-Jagiela, Quinnipiac University, **Panelist**
Carollaine Garcia, Deloitte Consulting, **Panelist**
Chloe Lemelle, AT&T, **Panelist**
Lisa Wager, IBM, **Panelist**
Jennifer Ellen Yugo, Corvitus, **Panelist**

Submitted by Renae M. Slaughter, renaemanning@hotmail.com

798. Panel Discussion: 11:30AM-12:20PM Chesapeake A-C

Open Science, Open Practice: Future Reality or Pipedream?

The Open Science and Open Practice movements promise to make all of science more transparent, reproducible, and freely accessible, and to pave the gap between science and practice. Six panelists active in the Open Science movement give short presentations on the state of the field and discuss with the audience actions they can take and barriers they face in making I-O psychology more open.

Mike Morrison, Michigan State University, **Co-Chair**
Christopher M. Castille, Nicholls State University, **Co-Chair**
Fred Oswald, Rice University, **Panelist**
John E. Buckner, V, AlixPartners, **Panelist**
Steven G. Rogelberg, University of North Carolina Charlotte, **Panelist**

Submitted by Mike Morrison, mikeamorrison@gmail.com

799. Panel Discussion: 11:30AM-12:20PM Chesapeake D-F

Silicon Valley Is Swiping Right on I-Os

Although I-Os' skillsets are in increasing demand within tech-related organizations, there is no clear picture of the range of roles I-Os are filling. This panel will introduce I-Os to the wide range of relevant opportunities available within the rapidly growing field of technology. It will also explore how these tech organizations' unique challenges may influence future research in the field.

Kate LaPort, Amazon, **Chair**
Christopher T. Huynh, Amazon, **Co-Chair**
Zachary N.J. Horn, Facebook, **Panelist**
Ashley L. McIntyre, Amazon, **Panelist**
Stephanie L. Murphy, Dell Technologies, **Panelist**
Tunji Oki, Google, **Panelist**

Submitted by Kate LaPort, kate.laport@gmail.com

800. Alternative Session Type with Presenters:

11:30AM-12:20PM

Chesapeake G-I

Diverse Perspectives on Diversity and Inclusion: Mashup Panel and Roundtable Discussion

This mashup session unites disparate D&I experts—I-Os working internally, in academia and in external consulting—to discuss the state of D&I in organizations and provide direction for future work in the area. Panelists from the University of Georgia, Coca-Cola and Russell Reynolds Associates will answer preplanned and audience questions before breaking off to facilitate roundtable discussions.

Jacob L. Martin, Russell Reynolds Associates, **Chair**
Kate M. Conley, University of Georgia, **Co-Chair**
Katelyn Nicole Sanders, University of Georgia, **Co-Chair**
Harsonal Sachar, Russell Reynolds Associates, **Presenter**
Kecia M. Thomas, University of Georgia, **Presenter**
Karmen Bentley Blue, Coca-Cola Company, **Presenter**

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