

804. Alternative Session Type with Presenters:**11:30AM–12:50PM****402-403****Kicking Off Open Science Collaborations in I-O Psych**

Science has been enthralled by a replication crisis, revealing weak foundations for scientific disciplines. Although psychology (particularly social and cognitive psychology) is addressing this crisis, little has been done to gauge the crisis within I-O psych. This session draws attention to the need for open science and hopes to spark collaborations that address key field-wide needs.

Christopher M. Castille, Nicholls State University, Chair

Sebastian Marin, University of Minnesota, **Author**

Fred Oswald, Rice University, **Author**

Bharati B. Belwalkar, American Institutes for Research, **Presenter**

Tanja Bipp, Julius Maximilian University Würzburg, **Presenter**

John E. Buckner, V, AlixPartners, **Presenter**

Tim Vantilborgh, Vrije Universiteit Brussel, **Presenter**

Submitter: Christopher M. Castille, chris_castille@icloud.com

805. Community of Interest: 11:30AM–12:20PM 408-409**Dual-Career Couples in Industrial-Organizational Psychology**

Dual-career couples whose members are in the same field face a unique set of challenges and opportunities. The goal of this session is to bring together both work–family scholars and members of couples balancing 2 careers in I-O psychology (or a related field). The discussion will center on how research can inform the issues faced by these couples.

Kristen M. Shockley, University of Georgia, **Host**

Jessica M. Nicklin, University of Hartford, **Host**

Erin M. Richard, Louisiana State University, **Coordinator**

Submitter: Erin M. Richard, erinrichard@lsu.edu

806. Special Event: 11:30AM–12:20PM 502-503**SIOP Select: Presidential Town Hall**

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.

Talya N. Bauer, Portland State University, **Host**

Georgia T. Chao, Michigan State University, **Host**

Eden B. King, Rice University, **Host**

Submitter: Elizabeth A. McCune, elizabeth.mccune@microsoft.com

807. Symposium: 11:30AM–12:20PM Brazos**Novel Perspectives on Incorporating the Situation in Research and Assessment**

Recently, new approaches to incorporate situational characteristics in I-O research have emerged. Examples include multidimensional situation taxonomies, approaches to more systematically capture work events, and the use of innovative situations in assessment. This symposium brings a group of organizational, assessment, and personality researchers together to discuss these recent developments.

Jonas W. B. Lang, Ghent University, **Chair**

J. Malte Runge, Ghent University, **Co-Chair**

Ryne A. Sherman, Hogan Assessments, **Personality Profiles of Performance Across Different Job Types**

Viktoria Gochmann, University of Fribourg, Stefan Eiring, University of Kassel,

Sandra Ohly, University of Kassel, **Daily Follower Situations and Their Impact on Leader's Creativity**

Gudrun Reindl, Ghent University, Jonas W. B. Lang, Ghent University, **Comparing Situational Perceptions of Leader and Colleague Events, and Events Alone**

Jennifer L. Tackett, Northwestern University, **How to Assess Adolescent Leadership Skills: A Leader–Follower Situational Task Study**

Submitter: Jonas W. B. Lang, jonaslang@jonaslang.info

808. Alternative Session Type with Presenters:**11:30AM–12:20PM****JW Grand Salon 1****An Interdisciplinary View on Mobile Assessments and the Candidate Experience**

This session will present common challenges and real-world examples of using mobile assessments to create a positive and impactful candidate experience. Insights from a diverse panel representing different

disciplines and global perspectives, along with audience engagement, will drive a conversation around trends, barriers, and best practices in mobile employment testing.

Alexander Stermer, Amazon, **Co-Chair**

Alina Siemsen, Aon's Assessment Solutions, **Co-Chair**

Chris Coughlin, SHL US LLC, **Presenter**

Shane Lowery, Marriott International, **Presenter**

Eoin O'Callaghan, Aon, **Presenter**

Lily Patel, AT&T, **Presenter**

Ave Shalom, Aon, **Presenter**

Tim Warszta, Westcoast University of Applied Sciences, **Presenter**

Submitter: Alexander Stermer, stemeralexander@gmail.com

809. Panel Discussion: 11:30AM–12:20PM JW Grand Salon 2
Incentivizing Survey Scores: Do You Get What You Pay for or Something Unintended?

Organizations of all maturity levels struggle with holding leaders accountable for driving improvement based on survey feedback. The session will bring together a diverse panel of HR practitioners and consultants with a range of experiences in incentivizing leaders based on survey scores. They will examine risks and benefits of this kind of accountability and find common ground for best practices.

Megan J. Steckler, Perceptyx, **Chair**

Jeffrey A. Jolton, PwC, **Panelist**

Mariangela Battista, IGT, **Panelist**

Cameron G. Brown, Southern Company, **Panelist**

Wayne R. Edwards, Epiq, **Panelist**

Submitter: Megan J. Steckler, megan.steckler@gmail.com

810. Alternative Session Type with Presenters:**11:30AM–12:20PM****JW Grand Salon 3****It Starts With Us: The Impact That I-O Makes in the Healthcare Industry**

Six I-O professionals in the healthcare industry will discuss the many ways that I-O is used in healthcare, how it benefits the industry, and what's to come in the future. This session will begin as a panel describing 5 different I-O careers in healthcare. After panel intros, the format shifts to round table discussions where each presenter will discuss their I-O experiences in smaller groups.

Vanessa Gallo, Weill Cornell Medicine, **Chair**

Paul H. Richardson, Jr., Hoag Personal Care, **Presenter**

Andrew N. Garman, NCHL/Rush University, **Presenter**

Melanie P. Standish, Illinois Institute of Technology, **Presenter**

Taylor Scotese, Perceptyx, **Presenter**

Jose L. Alba, Illinois Institute of Technology, **Presenter**

Submitter: Vanessa Gallo, vaa2012@med.cornell.edu

811. Alternative Session Type with Presenters:**11:30AM–12:20PM****JW Grand Salon 4****The Different Faces of Academia: Panel and Small-Group Discussion**

Six I-O psychologists currently working as faculty members at varying institutions, each with different roles, will discuss similarities and differences between their experiences in academia. Panel members will answer audience questions and a few common prompts regarding their careers. Panelists will then join audience members for small-group discussions about prospective academic careers.

Allison M. Tringale, Loras College, **Presenter**

Alex Milam, University of Houston-Clear Lake, **Presenter**

Caitlin M. Porter, University of Memphis, **Presenter**

Candice L. Thomas, Saint Louis University, **Presenter**

Richard G. Moffett, III, Middle Tennessee State University, **Presenter**

L. A. Witt, University of Houston, **Presenter**

Submitter: Allison M. Tringale, allison.tringale@gmail.com