

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

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

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.

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

HR

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

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

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

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

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

568. Special Event: 3:00PM–3:50PM Wrigleyville

SIOP Select: Link Your I-O Work to Federal Policy and Funding Opportunities

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**

SIOP Select