



*Below is a list of Rice-affiliated SIOP Presentations, with Owls highlighted in **Bold**. If your submission is missing, you can email me at gfl6@rice.edu, and you can find the updated version here: <https://iopsychology.blogs.rice.edu/riopa/siop-2024/>*

Happy SIOP!

- Your RIOPA team, Gabi & Nat

Symposiums

April 18th

Argueta-Rivera, J., Stewart, D., Hebl, M., King, E., Rungta, R. (2024). The Impact of Difference at Work: Underexamined Forms of Identity Based Mistreatment [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.

- 9am-10:20am, G Hall J Session C

Argueta-Rivera, J., King, E., Alston, C., Chatman, T. (2024). Understanding the State of Diversity and Inclusion within Engineering Research Centers [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.

- 1pm-1:50pm, Room Montreux

Courey, K. A., & Oswald, F. L. (2024). Evaluating the impact ratio and its associated uncertainty: A Bayesian approach. In Horatio D. Traylor (Chair), *In with the old, in with the new: Novel insights on foundational DEI concepts*. Symposium presented at the Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

- 2:00 PM to 3:20 PM, G Hall K

Chen, Y. R., Wu, F. Y., Mulfinger, E., Liu, Z., **Courey, K. A.,** Behrand, T. S., Handler, C. A., & **Oswald, F. L.** (2024). *AI technologies in talent management systems: It glitters, but is it gold?* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

- 10:30 am to 11:20am G Hall MN

Fernández Castillo, G. (Co-Chair), Traylor, A. (Co-Chair), & Thompson, E. (Discussant). (2024). Solving healthcare's most prominent issues through teamwork [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

- 9:00 AM to 10:20 AM, B Room B

Fisher, S. L. (Chair) & **King, E.** (Discussant). (2024). Diversity Training Research: Extending Outcomes through Transfer and Leadership Impact [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

- 10:30 AM, Zoom Room 1

Granillo-Velasquez, K. E., Hoff, K. A., Hanna, A., **Oswald, F. L.**, Morris, M. (2024). Interest Fit and Career Choice Satisfaction: Comparing Advanced Methods of Measuring Fit [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

- 4:00 PM Montreux 2/3

Hickman, L. (Co-Chair), Liu, M. (Co-Chair), & **Oswald, F. L. (Discussant)**. (2024). Machine Learning for I-O 6.0: Addressing Algorithmic Bias and Fairness Concerns [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

- 8:00 AM B Room A

Hoff, K. A., Granillo-Velasquez, K., Hanna, A., Morris, M., Nelson, H., **Oswald, F. L.**, (2024). A National Study of Gender Differences in Interests and Employment [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

- 4:00 PM Montreux 2/3

Jean-Baptiste, T., King, D. D., & Burrows, D. N., (2024, April). The Important Role of Policy in Employee Intersectional Authenticity. In Lynner, B. M. & Prasad, J. J. (Co-Chairs). Authenticity at Work: Multiple Pathways to Well-Being. Symposium accepted to the Annual Conference of the *Society for Industrial and Organizational Psychology*, Chicago, IL, USA.

- 5:00 PM Zurich D Session O

Silver, E. R., Courey, K., Stewart, D., Hebl, M., & Oswald, F. (2024). What does she know?! Gendered effects of challenging and supportive instructor behavior on evaluations of instructor competence [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

- 1:00 PM Montreux 2/3

Silver, E. R., Hebl, M., & Oswald, F. L. (2024). Pre-Employment Personality Testing Under High Stakes: Implications for Job Applicants with ADHD [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

- 4:00 PM G Hall K

Wang, P., & Oswald, F. L. (2024). Leveraging synthetic data for advancements in organizational research [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

- 10:30 AM G Hall MN

Wu, F. Y., Udomsirirat, V. T., & Oswald, F. L. (2024). An occupational analysis of job-relevant factors and disability. In Traylor, H. D. (Co-chair) & Ruggs, E. N. (Co-chair) (2024). In with the Old, In with the New: Novel Insights on Foundational DEI Concepts [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

- 2:00 PM to 3:20 PM, G Hall K

Wu, F., Wang, P., Oswald, F. O. (2024). The influence of disability and career challenges on vocational interests. In Hoff, K. A. (Chair) (2024). To RIASEC and Beyond: Advances in Vocational Interest Research [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

- 4:00 PM to 4:50 PM, Room Montreux 2/3

Zeytun, D. (Co-Chair), Grandey, A. A. (Co-Chair), & **King, E. B.** (Discussant). (2024). Working women's menstrual and menopausal experiences and behaviors [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

- 2:00 PM, Swissotel Montreux 1

April 19th

Greco, L. M. (Co-Chair), Song, Y. (Co-Chair), Su, R., **Beier, M. E.**, Tay, L. Goodman, J. (2024). Finding and Securing External Funding: A Discussion with the Experts [Panel Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

- 8:00 AM, Hyatt Grand Hall

Hughes, I. M. (Co-Chair) & Keith, M. G. (Co-Chair) (2024). Helping revisited: Research on alternative workplace social support perspectives [Symposium]. Society for Industrial/Organizational Psychology Annual Conference, Chicago, IL, United States.

- Dr. Eden King is presenting.
- 4:00 PM, Hyatt Grand Hall MN

Samo, A. (speaker), Hoff, K., & **Oswald, F.** (2024). The impact of generative AI exposure on the supply and demand of vocational interests in the labor market [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

- 2:00 PM B Room N CD

Phetmisy, C. N., Bardwell, T., Bazzoli, A., & **Davenport, M. K.** (2024, April). *A meta-analysis of employee financial stress, well-being, and work experiences*. In E. Ready, T. Bardwell, & A. Bazzoli (Co-Chairs). The bigger picture: Unsiloing economic and financial stressors research [Symposium]. Society for Industrial and Organizational Psychology Annual Conference,

- 2:00 PM - 3:20 PM in Location: B Room B (Session M)

April 20th

Bisbey, T., Momcilovic, P., & **Phetmisy, C. N.** (2024, April). *When hands are tied: Identifying the behavioral markers of leader receptivity*. In T. Bisbey & J. E. Perez (Co-Chairs). Are we underutilizing communication data in I-O? New insights, tools, and strategies [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.

- 12:30 PM - 1:50 PM in Location: B Room EF (Session S)

Sessions/Ignite

April 18th

Phetmisy, C. N. & King, D. D. (2024, April). *Who can afford to voice? Examining the role of resources in the employee voice process*. In J. KooPMann & K. French (Co-Chairs). Best of SIOP 2024 [IGNITE Session]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.

- Thursday, 4/18 from 8AM - 8:50 AM in Location: G Hall H (Session B)

April 19th

Davenport, M. K. (Co-Chair), McSpedon, M. R. (Co-Chair), & Ruffin, M. A. (Co-Chair). (2024, April). Aging at work: Opportunities and challenges for research and practice. Alternative session presented at *Society for Industrial and Organizational Psychology 39th Annual Conference*, Chicago, IL, United States.

- 5:00PM to 5:50PM in Room Vevey ³/₄

Linhardt, R. M., & Salas, E. (2024, April). Examining the fluidity of innovation teams: A conceptual framework. In Gagné, M. (Chair), *Innovative Research Unpacking Within and*

Between Team Dynamics. Symposium submitted to Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

- 9:00 AM to 10:20 AM, B Room N CD

April 20th

Beier, M. (2024). Reskilling an Age-Diverse Workforce for the Future of Work.

- 10:00 am, Swissotel Zurich EF

Courey, K. A., Guo, F., Ikner, B. N., Tang, C., Thompson, I., Traylor, J., & Hayes, T. L. (2024). It's time to update your prior: Bayesian benefits for organizational analysis. Ignite session presented at the Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

- 3:00pm to 3:50pm, B Room A

Posters

April 18th

Fernández Castillo, G., Foy, E., Perry, S., & Lorinkova, N. (2024). Self-efficacy and performance: The importance of in-group commitment for non-native speakers [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

- 2:00 PM to 2:50 PM, Exhibit Hall

Fattoracci, E. (2024). Dimensions of Disability Stigma in Organizational Contexts [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

- 2:00 PM to 2:50 PM, Exhibit Hall

McSpedon, M. R., Beier, M.E., Rittmayer-Hanks, A. D., Kim, M. H. (2024). The Longitudinal Impact of STEM Shock Experiences on STEM Career Outcomes [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

- 9:00 AM, Hyatt Exhibit Hall

Myeong, H., Dawson, J., & **King, E. B.** (2024). Unlocking the Utility of Presenteeism: What Makes it Work, How, and for Whom? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

- 5:00 PM, Hyatt Exhibit Hall

Oxendahl, T. A., O'Bryan, L. R., & **Beier, M. E.** (2024). The babble hypothesis revisited: Speaking time, voice, and leadership emergence [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

- 9:00 AM to 9:50 AM, Exhibit Hall

April 19th

Courey, K. A., Wu, F. Y., Oswald, F. L., & Pedroza, C. (2024). Dealing with small samples in disability research: Do not fret, Bayes is here. Poster presented at the Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

- 4:00 PM to 4:50 PM, Exhibit Hall

Davenport, M. K. & Beier, M. E. (2024). Skills shape jobseekers' perceptions of effort and interest in training [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

- 4:00 PM, Hyatt Exhibit Hall

Finuf, K. D. (Chair), CaPMan, J. (Panelist), Haig, J. (Panelist), Klein, A. T. (Panelist), Locklear, T. S. (Panelist), **Oswald, F. L. (Panelist)**, Ryan, A. M. (Panelist), & Winterberg, C. (Panelist). SIOP Intelligence on AI: Legal, Practice, Science, and Ethics Perspectives: State of the AI Union Address + Panel Session Combo [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

- 2:00PM B Room A

Ruffin, M. A., Davenport, M. K., & Beier, M. E. (2024, April). Attitudes, threat appraisal, and self-efficacy trajectories across technology changes. Poster presented at Society for Industrial and Organizational Psychology 39th Annual Conference, Chicago, IL, United States.

- 2:00-2:50PM in Exhibit Hall

April 20th**Panels & Other Events**April 18th

Allen, D.G. (Chair), **Hebl, M.**, McKay, P., Slaughter, J.E, & Song, Y. (2024). The present and future of recruitment in a complex and evolving societal context [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

- 10:30 AM, Swissotel Montreux 1, Panel Discussion

Delacruz, A. Y., (Co-Chair), Dickson, M. W., (Chair), Chawota, T. A., (Co-Chair), Zalewski, J. M., & Rowley, S. J. (2024). Revisiting the Shift of I-O Psychologists to Business Schools [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

- Dr. Eden King is on this panel.
- 8:00 AM, Hyatt Ball Room N CD

April 19th

Begrend, T., **Hebl, M.**, Kozwolski, S., Landers, R., Ones, D., Rogelberg, S., Scott, J., & Tippins, N. (2023). Meet the Experts: A Panel of Leading Researchers and Practitioners in IO Psychology. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

- 10:30 AM, Zoom Room 1

Stewart, D., King, D., Thai, W., Davis, S., Davis, J., **Argueta-Rivera, J.**, & Hampton, F. (2024). Navigating Graduate School as a URM student: Insights about Strengths, Weaknesses, and Opportunities for Growth [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

- 10:30 AM to 11:20 AM, G Hall H

Saboe, K., **Oswald, F.**, Nye, C., Bruno, A., & Goodman, J. (2024). SIOP's Advocacy and Government Relations: AI and Much More [Panel]. Society for Industrial-Organizational Psychology, Chicago, IL, United States.

- 5:00 PM G Hall I, Special Event

April 20th

McHenry, J., Evans, A., Stolle, D., Hammer, L., Johnson, L., **Oswald, F.**, & Shoss, M. (2024). SIOP and APA: Enhancing Impact through Advocacy and Communications Partnerships [Executive Board Session]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

- 10:00 AM G Hall I, Special Event

Michel, S. (Co-Chair), Barratt, C. L. (Co-Chair), Frame, M. C., **Hebl, M.**, Henle, C., Hunger, J., & Tews, M. (2024). The current state and future of modern discrimination research [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

- 8:30 AM Hyatt Ball Room 1, Panel Discussion