

2012 ANNUAL SIOP CONFERENCE EVENTS

with Valtera Presenters / Participants

Wednesday: Pre-conference Workshop

2 **The Art and Science of Selection: Loading up for Implementation and Sustainability**
*Rich Cober, **Nancy Tippins***
The sustainability of a selection program depends on the design as well as the implementation of the instruments. However, sustainability is rarely covered in most I-O graduate programs. This workshop reviews the critical questions to be addressed prior to the development, validation, and implementation of a selection program.

4 **Engaged Employees in Flourishing Organizations**
***William H. Macey**, Arnold B. Bakker*
This workshop will examine how employee engagement is conceptualized by both practitioners and scholars and the implications for applied work. Particular attention will be given to the drivers of engagement and how engagement survey findings should be interpreted at different levels of analysis including the individual, unit, and organizational levels.

Thursday

3 **Understanding the Culture and Climate Underpinnings of Organizational Effectiveness**
10:30 AM | America's Cup CD | Symposium/Forum
*Neal Ashkanasy, Laura Petitta, Mark Ehrhart, **Benjamin Schneider**, **William Macey**, Amy Y. Ou, Chad Hartnell, Angelo Kinicki, Elizabeth Karam, Daniel Denison, Katherine Xin, Claudio Barbaranelli, Tahira Probst*

19 **IGNITE Session: Imparting Survey Wisdom, Five Minutes at a Time**
11:00 AM | Elizabeth B | Panel Discussion
*Scott Brooks, Mariangela Battista, Sarah Johnson, Michael Bazigos, Jeffrey Jolton, Corinne Donovan, **Kyle Lundby**, Melissa Graves, Jeffrey Saltzman, Steven Rogelberg, Allan Church*

40 **Comments on Comments: Best Practices for Open-Ended Survey Questions**
12:30 PM | Elizabeth A | Panel Discussion
*Allen Kraut, Kristofer Fenlason, **Scott Young**, Jaci Jarrett Masztal, A. Silke McCance, **Jerry Halamaj***

75 **Employee Engagement: Defining New Frontiers**
3:30 PM | Elizabeth F | Symposium/Forum
*Patrick Kulesa, Jacki Bassani, **Benjamin Schneider**, Jolene Skinner, Madhura Chakrabarti, Courtney Ledford, Elizabeth McCune*

77 **Theme Track: Narrowing the Science-Practice Gap for Workplace Discrimination**
3:30 PM | Elizabeth H | Special Event
*Ondra Berry, Derek Avery, David Kravitz, Kizzy Parks, Michelle (Mikki) Hebl, Patrick McKay, **Nancy Tippins**, Renee Yuengling*

84 **Internships: Little Mistakes; Big Consequences; Missed Opportunities**
3:30 PM | Mohsen AB | Panel Discussion
*Susan Walker, Elizabeth Shoenfelt, Sarah Long, **Mark Smith**, Virginia Whelan*

96 **SIOP-SHRM Collaboration: I-O Nuggets for HR Professionals**
5:00 PM | Madeline CD | Special Event
*Mark Schmit, Alexander Alonso, **Benjamin Schneider**, **Karen Barbera**, Gerald Ledford, Herbert Heneman, Richard Cober, Samantha Ritchie, David Morgan, Anuradha Ramesh*



Friday

114 **Contrasting Culture Strength and Climate Strength: Perspectives from Leading Researchers**
8:30 AM | Ford AB | Panel Discussion
Jennifer Chatman, Lindsey Kotrba, Nathalie Castano, Daniel Denison, Maribeth Kuenzi, Benjamin Schneider

130 **Ethical Dilemmas in Assessment: Perspectives on Sticky Situations**
10:30 AM | Elizabeth G | Roundtable Discussion/
Conversation Hour
John Skinner, Scott Morris, Christopher Rotolo, Nancy Tippins

136 **Educating Industrial & Organizational Psychologists for Science and Practice**
10:30 AM | Madeline CD | Panel Discussion
Milton Hakel, Zinta Byrne, S. Morton McPhail, Jose Cortina, Theodore Hayes, Jeffrey McHenry

143 **A Standard for Assessment in Work and Organizational Settings**
12:00 PM | Betsy BC | Panel Discussion
Dave Bartram, Wayne Camara, Anders Sjoberg, Nancy Tippins

169 **Staying Ahead of the Curve: Ingredients for Successful Survey Redesign**
1:30 PM | Elizabeth B | Symposium/Forum
Mariangela Battista, Karen Barbera, Scott Young, Courtney Holladay, Meagan Sutton, Justin Bethke

185 **Current Professional Practices to Assess and Grow Organizational Talent**
3:30 PM | Delmar AB | Special Event
Allen Kraut, Seymour Adler, Allan Church, John Scott, Rob Silzer, Douglas Reynolds, Nancy Tippins, Janine Waclawski

193 **Focused Organizational Climates: New Directions and New Possibilities**
3:30 PM | Elizabeth H | Symposium/Forum
S. Douglas Pugh, Mark Ehrhart, Benjamin Schneider, Sven Kepes, Joerg Dietz, Jack Wiley, Mo Wang, Le Zhou, Songqi Liu, Xiang Yao, Maribeth Kuenzi, Tony Simons, Lisa Nishii, Gregory Arons, Lauren Dlugosz, Hannes Leroy

Saturday

218 **Should Employers Be Indemnified Against Liability for Our Work**
8:00 AM | Elizabeth F | Panel Discussion
James Outtz, John Scott, Kevin Carter, Nancy Tippins, Ronald Green

228 **Maximizing the Value of Employee Comments**
8:30 AM | Elizabeth A | Symposium/Forum
Catherine Maraist, Mark LoVerde, Robert Gibby, Kingsley Ejiogu, Robert Beres, Wayne Lee, Kris Holcomb, Diane Daum, Jeremy Welland

246 **IGNITE Lightning Round: I-O Psychology's Impact on People's Working Lives**
10:30 AM | Elizabeth C | Special Events
Autumn Krauss, Mark Schmit, Allan Church, Jeffrey McHenry, Nancy Tippins, Michael Campion, Julian Barling, Steven Ashworth, Steven Rogelberg, William Shepherd, Elaine Pulakos

252 **You Don't Say? Innovative Approaches to Employee Survey Text Analytics**
10:30 AM | Ford AB | Symposium/Forum
Jolene Skinner, Madhura Chakrabarti, William Macey, Paul Mastrangelo, William Johnson, Tina Malm, Neal Patel, Jeremy Kasle, Stuart Shulman

279 **Global Talent Management Obstacles: What Do I Do Now?**
12:30 PM | Elizabeth G | Roundtable Discussion/
Conversation Hour
Jan Harbaugh, Neha Singla, Julie Caplinger, Douglas Molitor, Kristin Wright

311 **Assessment Nightmares/Lessons Learned: What Keeps Assessors Up At Night**
3:30 PM | Ford AB | Panel Discussion
Susan Coverdale, Bettye Sue Thompson, Neha Singla, Jodi Himelright, Katherine Bittner