# HumRRO at SIOP 2019
## Daily Presentation Schedule

## THURSDAY, APRIL 4

### Game-Like Personality Testing: An Emerging Mode of Personality Assessment
John-Luke McCord, Jason L. Harman, and Justin D. Purl (HumRRO)
**10:30 AM – 11:20 AM • Room: Prince George's Exhibit Hall D**
*(Poster Session)*

### I'm Not Dead Yet: Applying ML/NLP Tech to Resuscitate and Streamline Job Analysis
Dan J. Putka (Panelist, HumRRO)
**10:30 AM– 11:50 AM • Room:  Chesapeake 1-3**
*(Panel Discussion)*

### Examining the Incremental Value of Personality in U.S. Army Cyber Occupations
Thomas Kiger (HumRRO) and William Taylor (HumRRO)
**1:30 PM – 2:20 PM • Room: Maryland 1-3**
*(Alternate Session Type with Multiple Papers)*

### Machine Learning in I-O: Techniques and Real-World Applications
Dan J. Putka (Discussant, HumRRO)
**3:30 PM – 4:50 PM • Room:  Maryland C**
*(Symposium/Forum)*

### SIOP Select: Disruptions Big and Small: The Future of Science-Practice in I-O
Dan J. Putka (HumRRO)
**5:00 PM – 5:50 PM • Room: Potomac D**
*(Special Event)*

## FRIDAY, APRIL 5

### Conceptual and Methodological Innovations in Criterion Measurement
Angela Lee (Chair, HumRRO)
**8:00 AM – 9:20 AM • Room:  Chesapeake D-F**
*(Symposium/Forum)*

- **Development of a Performance Taxonomy for Entry-Level, Skilled and Technical Occupations**
  Matthew T. Allen (HumRRO), Teresa L. Russell, Laura Ford (HumRRO), Thomas Carretta, and Cristina Kirkendall
- **Interrater Reliability of Self, Meta-Perceived, and Supervisory Performance Ratings**
  Martin C. Yu (HumRRO), Susan D'Mello (HumRRO), Teresa L. Russell, Bethany H. Bynum (HumRRO), and Peter Legree

### Measurement: New Methods for Classic Problems, Classic Methods for New Problems
Rodney A. McCloy (Chair, HumRRO)
**8:00 AM – 9:20 AM • Room: National Harbor 10-11**
*(Symposium/Forum)*

- **Game-Like Performance Tests for Assessing Personality**
  Rodney A. McCloy (HumRRO), Andrea L. Sinclair (HumRRO), Amanda L. Koch (HumRRO), Justin D. Purl (HumRRO), Reeshad S. Dalal, Frederick L. Oswald, and Richard N. Landers

### Atypical Applications of Work Analysis and Content-Oriented Validation Research
Deborah L. Gebhardt (Panelist, HumRRO; Physical Ability Assessments)
**8:00 AM – 9:20 AM • Room: Potomac 1-2**
*(Panel Discussion)*

### Innovative Equating Designs for Small Sample Sizes in High Stake Assessments
Alok Buhpatkar, Kevin M. Bradley (HumRRO), William Taylor (HumRRO), Lance E. Anderson (HumRRO), Christopher Van Fultz, and Delissa Walker-Hall
**11:00 AM – 11:50 AM • Room:  Prince George's Exhibit Hall D**
*(Poster Session)*

### Studying Group Level Relationships: The Accuracy of Meta-Analytic Parameter Estimates
Maura Burke (HumRRO) and Ron Landis
**11:00 AM – 11:50 AM • Room: Prince George's Exhibit Hall D**
*(Poster Session)*

### A Tour of I-O Relevant AI/ML Developments
Dan J. Putka (HumRRO) and David W. Dorsey (HumRRO)
**11:30 AM – 2:20 PM • Room:  Chesapeake 7-9**
*(Friday Seminar)*

### In the Trenches: Use of SJTs in High-Stakes, High-Volume Testing Programs
Bethany H. Bynum (Chair, HumRRO) and Taylor S. Sullivan (Panelist, HumRRO)
**11:30 AM – 12:50 PM • Room: Chesapeake 1-3**
*(Panel Discussion)*

### Demands, Control, Support: Meta-Analyzing Workforce Racial Diversity as a Moderator
Marcus J. Fila, Justin D. Purl (HumRRO) and Ryan Walters
**3:00 PM – 3:50 PM • Room: Prince George's Exhibit Hall D**
*(Poster Session)*

# HumRRO at SIOP 2019 Daily Presentation Schedule *(Continued)*

## FRIDAY, APRIL 5 (cont.)

### Development of the Intentional Workplace Aggression Scale (IWAS)

Oren R. Shewach (HumRRO) and Paul R. Sackett
**4:00 PM– 4:50 PM • Room:  Prince George's Exhibit Hall D**
*(Poster Session)*

### Innovations in Employee Selection

Suzanne Tsacoumis (Mentor, HumRRO)
**4:30 PM – 6:00 PM**
*(Speed Mentoring Session)*

### Game-Like Personality Assessment: Using Personality Research to Design Games

Justin D. Purl (HumRRO), Andrea L. Sinclair (HumRRO), Rodney A. McCloy (HumRRO), Amanda L. Koch (HumRRO), Reeshad S. Dalal, Balca Alaybeck, Frederick L. Oswald, Chen Zuo, Leo Alexander, Richard N. Landers, and Michael B. Armstrong
**5:00 PM – 5:50 PM • Room:  Chesapeake J-L**
*(Symposium/Forum)*

### Popular Beliefs in Talent Management: Truth or Myth?

Deborah L. Whetzel (Panelist, HumRRO)
**5:00 PM – 5:50 PM • Room:  National Harbor 1**
*(Panel Discussion)*

### Leadership Executive in Consulting

Suzanne Tsacoumis (Mentor, HumRRO)
**6:00 PM – 7:30 PM**
*(I-O Mid-Career Exploration Mentoring Session)*

## SATURDAY, APRIL 6

### Cadet Training and Personality Metrics Predict Officer Performance Ratings: $r$ = .33

Peter Legree, Justin D. Purl (HumRRO), and Robert Kilcullen
**10:00 AM – 10:50 AM • Room: Prince George's Exhibit Hall D**
*(Poster Session)*

### Cybersecurity & I-O: Opportunities and Challenges for Practitioners and Academics

David W. Dorsey (Panelist, HumRRO)
**10:00 AM – 11:20 AM • Room:  Potomac C**
*(Panel Discussion)*

### SIOP Select: Positioning SIOP as the Premier and Trusted Authority: Leaders IGNITE

Dan J. Putka (HumRRO)
**10:00 AM – 11:20 AM • Room:  Chesapeake G-I**
*(IGNITE Session)*

### It's Not You, It's Me: Practitioner Adventures in Tackling Turnover Issues

Rodney A. McCloy (Panelist, HumRRO)
**11:30 AM – 12:20 PM • Room:  Maryland A**
*(Panel Discussion)*

### Think Before You Act: Making the Tough Decisions in I-O Psychology

Deirdre J. Knapp (Chair, HumRRO)
**11:30 AM – 12:20 PM • Room:  Maryland 4-5**
*(Panel Discussion)*

### Future of Fitness in Combat: From Pentagon Policy to Frontline Implementation

Deborah L. Gebhardt (Panelist, HumRRO)
**12:30 PM – 1:20 PM • Room:  TBD**
*(Panel Discussion)*

### Pushing the Limits of Judgmental Consistency: Random Weighting versus Expert Judgment

Martin C. Yu (HumRRO) and Nathan R. Kuncel
**1:00 PM – 1:50 PM • Room:  Prince George's Exhibit Hall D**
*(Poster Session)*

### Computer-Based Test Security Protocols at the United States Secret Service

Lance E. Anderson (Panelist, HumRRO)
**1:30 PM – 2:20 PM • Room:  Chesapeake 10-12**
*(Panel Discussion)*

### Whose World Is It Anyway? Life of a Female Practitioner with a Master's versus PhD

Angela Lee (Panelist, HumRRO)
**1:30 PM – 2:20 PM • Room:  Potomac 3-4, Session Q**
*(Alternate Session Type with Presenters)*

### Does the Format Matter? Job Task Survey Formats and Rating Quality

Todd A. Baker (HumRRO)
**3:00 PM – 3:50 PM • Room:  Prince George's Exhibit Hall D**
*(Poster Session)*

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