

Students names in **bold**, faculty names with \*

– 2009 –

\*Allen, T. D., **Poteat, L.**, & **Shockley, K.** (2009, April). Do you hear what I hear? Feedback in mentoring relationships. In S. Murphy & B. R. Ragins (Chairs) *What Did You Expect? Managing Expectations in Mentoring Relationships*. Paper presented at the 24<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

\*Allen, T. D., **Walvoord, A. G.**, & **Dorio, J.** (2009, April). Work Interference with family: A new assessment tool. In T. D. Allen (Chair) *Defining and Measuring Constructs in Work-Family Research*. Paper presented at the 24<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

\*Brannick, M. T. (2009, April). Discussant in C. K. Curnow & G. Giumetti (Chairs), *Competency modeling versus job analysis: Academic debates and practical applications*. Symposium presented at the 24<sup>th</sup> Annual Society for Industrial and Organizational Psychology Conference, New Orleans, Louisiana.

\*Brannick, M. T., & **Cafri, G.** (2009, April). The conditional random-effects variance component in meta-regression. In S. B. Morris (Chair), *Meta-analysis: Advances in methods and practice*. Paper presented at the 24<sup>th</sup> Annual Society for Industrial and Organizational Psychology Conference, New Orleans, Louisiana.

\*Brannick, M. T., Chan, D., Lance, C. E., \*Spector, P. E., & Williams, L. J. (Panelists) (2009, April). *Method variance: Problems, preventatives, and remedies*. Panel discussion presented at the 24<sup>th</sup> Annual Society for Industrial and Organizational Psychology Conference, New Orleans, Louisiana.

Chang, C.-H., \*Johnson, R. E., & Rosen, C. C. (2009, April). *Discrepancy, velocity, and goal revision: Temporal orientation as a moderator*. Poster presented at the 24<sup>th</sup> Annual Society for Industrial and Organizational Psychology Conference, New Orleans, Louisiana.

Chang, C.-H., \*Spector, P. E., **Eatough, E.**, & **Kessler, S. R.** (2009, April). *Violence climate, exposure, and prevention performance: A mediation model*. Paper presented at the Society for Industrial and Organizational Psychology conference, New Orleans, Louisiana.

**Cho, E.**, \*Johnson, R. E., **Rodopman, O. B.**, & **Tolentino, A. L.** (2009, April). *Measuring trait affectivity using an implicit measure*. Poster presented at the 24<sup>th</sup> Annual Society for Industrial and Organizational Psychology Conference, New Orleans, Louisiana.

**Cho, E.**, **Yang, L.**, \*Allen, T. D., & \*Spector, P. E. (August, 2009). *A cross-national comparative study of work-family conflict: Gender egalitarianism*. Paper presented at the 2009 Academy of Management Annual Meeting, Chicago, IL.

\*Coovert, M.D., & Elliott, L.R. (2009, April). *Robot Operator Specifications Derived From The Occupational Information Network*. International Symposium on Aviation Psychology. Dayton, OH.

**Djurdjevic, E., & \*Johnson, R. E.** (2009, August). *Putting the "Implicit" in Implicit Leadership Theory (ILT): Assessing ILTs using implicit measures.* Paper presented at the 69<sup>th</sup> Academy of Management Annual Meeting, Chicago, Illinois.

Elliott, L.R., Redden, E.S., & \*Coovert, M.D. (2009, July). *Overview of Meta-Analyses and Experiments Investigating Tactile Options for US Army Soldiers.* International Conference on Human Computer Interaction. San Diego, CA.

**Göncü, A., & \*Johnson, R. E.** (2009, July). *Relationships between paternalistic leadership, vertical collectivism and organizational identification: Comparison of USA and Turkey.* Paper presented at the 11<sup>th</sup> European Congress of Psychology, Oslo, Norway.

**Göncü, A., & \*Johnson, R. E.** (2009, July). *Predictors of interpersonal and informational justice among female supervisors: A relative deprivation perspective.* Poster presented at the 11<sup>th</sup> European Congress of Psychology, Oslo, Norway.

**Göncü, A., & \*Johnson, R. E.** (2009, June). *The effects of paternalistic leadership on employee empowerment and organizational identification: The mediator role of collectivism.* Paper presented at the 3<sup>rd</sup> Congress of Psychology Graduate Students, Istanbul, Turkey.

**Göncü, A., Kastendieck, T., & \*Johnson, R. E.** (2009, June). *Comparison of preferences for paternalistic, charismatic, task-oriented and relationship-oriented leadership styles in politics, business and military contexts.* Paper presented at the 3<sup>rd</sup> Congress of Psychology Graduate Students, Istanbul, Turkey.

Greenhaus, J. H., Ziegert, J. C., & \*Allen, T. D. (2009, April). *When supervisory support matters: Relationships between multiple sources of support and feelings of work-family balance.* Paper presented at Third International Community, Work and Family Conference. Utrecht University, The Netherlands.

**Jackson, E., & \*Johnson, R. E.** (2009, April). *Leader-member exchange: Importance of self-identity level congruence.* Poster presented at the 24<sup>th</sup> Annual Society for Industrial and Organizational Psychology Conference, New Orleans, Louisiana.

**Johnson, R. C., Saboe, K. N., Prewett, M. S., Elliott, L. R., & \*Coovert, M. D.** (2009, October). *Autonomy and automation reliability in human-robot interaction: A qualitative review.* Paper presented at the 53<sup>rd</sup> annual conference of the Human Factors and Ergonomics Society, San Antonio, TX.

\*Johnson, R. E., Chang, C.-H., **Jackson, E., & Saboe, K.** (2009, April). *Effects of leadership on follower identity: A meta-analysis.* Poster presented at the 24<sup>th</sup> Annual Society for Industrial and Organizational Psychology Conference, New Orleans, Louisiana.

\*Johnson, R. E., **Saboe, K., & Chang, C.-H.** (2009, April). Relationships of self-identity with counterproductive work behavior. In D. L. Ferris & J. Spence (Chairs), *Deviant behavior and the self.* Paper presented at the 24<sup>th</sup> Annual Society for Industrial and Organizational Psychology Conference, New Orleans, Louisiana.

**Kessler, S. R., Singla, N., Galperin, B. L., & \*Spector, P. E.** (2009, April). Self-esteem and its impact on counterproductive work behavior. Paper presented at the Society for Industrial and Organizational Psychology conference, New Orleans, Louisiana.

Lapierre, L., Bonaccio, S., \*Allen, T. D., & Lucier, J. (2009, April). Employee job performance domains and supervisors' willingness to mentor. Paper presented at the 24<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

\*Levine, E. L. (Panelist) (2009, April). *Minimum standards for job analysis: How little is enough?* Panel discussion chaired by Mark A. Smith and Alexander Alonso presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.

**Loo, K., Dullaghan, T. R., & \*Johnson, R. E.** (2009, April). *Is work engagement distinct from organizational commitment and job involvement?* Interactive poster presented at the 24<sup>th</sup> Annual Society for Industrial and Organizational Psychology Conference, New Orleans, Louisiana.

**Ludvigsen, J., Washington, L., & Shockley, K.M.** (2009, April). *Gender and career success.* Paper presented at the National Conference for Undergraduate Research, La Crosse, Wisconsin.

**Maher, C., Walvoord, A., Rodopman, O. B., & \*Allen, T. D.** (2009, April). A proactive approach to work-family enrichment. In R. Matthews (Chair) *Advancing theory in work-family research.* Paper presented at the 24<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Mangos, P., Campbell, G., **Lineberry, M.,** & Bolton, A. (2009, May). *Modeling simulation-based training performance to identify emergent assessment opportunities.* Paper presented at the 24th Annual Convention of the Society for Industrial-Organizational Psychology, New Orleans, LA.

**Martinaskek, M., Debate, R., Himmelgreen, D., Walvoord, A. G., Melton, S., & \*Allen, T. D.** (2009, May). *Using social marketing to increase the frequency of the family dinner.* Paper presented at the Society for Public Health Education 2009 Midyear Scientific Conference. New Orleans, LA.

**Prewett, M. S., Saboe, K. N., Johnson, R. C., Elliott, L. R., & \*Covert, M. D.** (2009, October). *Workload in human-robot interaction: A review of manipulations and outcomes.* Paper presented at the 53<sup>rd</sup> annual conference of the Human Factors and Ergonomics Society, San Antonio, TX.

**Ramsey, C., Tan, J. A., & \*Johnson, R. E.** (2009, April). *Implicit effects of justice on self-identity and regulatory focus.* Poster presented at the 24<sup>th</sup> Annual Society for Industrial and Organizational Psychology Conference, New Orleans, Louisiana.

**Rossi, M., & \*Covert, M.D.** (2009, April). *The Development and Validation of the Comprehensive Team Interdependence Scale.* Society for Industrial and Organizational Psychology. New Orleans, LA.

Sanchez, J. I., & \*Levine, E. L. (2009, April). Competency modeling and traditional job analysis: Competitors or companions. In C. K. Curnow (Chair), *Competency modeling vs. job analysis: Academic debates and practical applications.* Symposium presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.

- Shockley, K., Cho, E., \*Allen, T. D., Biga, A., & Gibby, R.** (2009, April). In C. Bruck & A. Grotto (Chairs). *Academic and Practitioner Perspectives on Solutions to Work-to-Nonwork Conflict*. Paper presented at the 24<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Shockley, K.M., Meikle, H., Rodopman, O.B., & Poteat, L.F.** (2009, April). *Clarifying the construct of career success: A qualitative approach*. Poster presented at the 24<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Shockley, K.M., & Singla, N.** (2009, April). *Reconsidering work-family interactions and satisfaction: A meta-analysis*. Poster presented at the 24<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Shockley, K. M., Ureksoy, H., Rodopman, O. B., & Poteat, L. F.** (2009, April). *Clarifying the construct of career success: A qualitative approach*. Paper presented at the 24<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Slater, D., Rosen, C. C., & \*Johnson, R. E. (2009, April). *Idiosyncratic work arrangement prevalence: An exploratory study of i-deal frequency*. Poster presented at the 24<sup>th</sup> Annual Society for Industrial and Organizational Psychology Conference, New Orleans, Louisiana.
- \*Spector, P. E., **Bauer, J. A., & Fox, S.** (2009, April). *How do counterproductive work behavior and organizational citizenship behavior interrelate?* Paper presented at the Society for Industrial and Organizational Psychology conference, New Orleans, Louisiana.
- Taing, M., Belliveau, T., Singla, N., \*Johnson, R. E., Chang, C.-H., & Rosen, C. C.** (2009, April). *Longitudinal effects of goal orientation on goal-setting and performance*. Poster presented at the 24<sup>th</sup> Annual Society for Industrial and Organizational Psychology Conference, New Orleans, Louisiana.
- Taing, M., Jackson, E. M., Poteat, L., & \*Johnson, R. E.** (2009, August). *Relative effects of organizational and supervisor commitment on citizenship behavior*. Poster presented at the 117<sup>th</sup> Annual Convention of the American Psychological Association, Toronto, CA.
- Thompson, L. F., & \*Spector, P. E. (2009). *The relative influence of general and occupation-specific stressors on law enforcement officers' health*. Paper presented at the 14<sup>th</sup> European Congress of Work and Organizational Psychology, Santiago de Compostela, Spain.
- Winick, D., Rodopman, O. B., Göncü, A., Gordon, T., & \*Johnson, R. E.** (2009, April). *Who's your leader? Follower personality and leadership style preferences*. Poster presented at the 24<sup>th</sup> Annual Society for Industrial and Organizational Psychology Conference, New Orleans, Louisiana.
- Yagoda, R., & \*Coovert, M.D. (2009, October). *A Petri Net Approach for Modeling Human-Robot Interaction*. Annual Conference of the Human Factors Society. San Antonio, TX.
- Yang, L. Q., Nixon, A., Zhang, X., & \*Spector P. E.** (2009, April). *Is perceived organizational support supportive for employees who experienced incivility?* Paper presented at the Society for Industrial and Organizational Psychology conference, New Orleans, Louisiana.

**Yang, L. Q.,** \*Spector, P. E., Zhang, X., & Lin, X. (2009, April). *Stress among Chinese service workers: The role of workplace incivility*. Paper presented at the Society for Industrial and Organizational Psychology conference, New Orleans, Louisiana.

– 2008 –

**Bauer, J., Cho, E.,** \*Johnson, R. E., & Silverman, S. B. (2008, October). *Acting superior but actually inferior? Relationships of arrogance with motivation and cognitive ability*. Paper presented at the 2008 Southern Management Association Meeting, St. Pete Beach, Florida.

\*Borman, W. C., **Lentz, E.,** Schneider, R. J., Houston, J. S., Bearden, R. M., & Chen, H. T. (2008, June). Adaptive personality scales as predictors of job performance: Initial validation results. In M. S. Fetzter (Chair), *Computer adaptive testing (CAT) and personnel selection*. Presented at the 32<sup>nd</sup> Annual IPMAAC Conference on Personnel Assessment, Oakland, CA.

\*Borman, W. C., **Lentz, E.,** Schneider, R. J., Houston, J. S., Bearden, R. M., & Chen, H. T. (2008, April). Adaptive personality scales as predictors of job performance: Initial validation results. In M. S. Fetzter (Chair), *Computer adaptive testing (CAT) and personnel selection*. Symposium conducted at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

\*Brannick, M. T., **Yang, L., & Cafri, G.** (2008, April). Comparison of weights in meta-analysis under realistic conditions. Poster presented at the 23<sup>rd</sup> annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Brantley, L., \*Borman, W. C., & Hanson, M. A. (2008, April). *Progress toward understanding the structure and determinants of job performance*. Poster presented at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

**Bruursema, K., Kessler, S. R.,** & \*Spector, P. E. (2008, April). *How boredom proneness and job boredom affect counterproductive work behavior*. Paper presented at the Society for Industrial and Organizational Psychology conference, San Francisco, CA.

**Bruursema, K., Kessler, S. R.,** & \*Spector, P. E. (2008, April). *The risk of boredom: How boredom proneness and job boredom relate to counterproductive work behavior*. Paper presented at the Society for Industrial and Organizational Psychology conference, San Francisco, CA.

Burke, J., Pratt, K.S., Murphy, R., **Lineberry, M., Taing, M.,** & Day, B. (2008). *Toward developing HRI metrics for teams: Pilot testing in the field*. Paper presented at the 3<sup>rd</sup> Annual ACM/IEEE International Conference on Human-Robot Interaction, Amsterdam, The Netherlands.

Chang, C.-H., & \*Johnson, R. E. (2008, March). *Strain and employee outcomes: Work-based regulatory foci as moderators*. Poster presented at the 7<sup>th</sup> International Conference of Work, Stress, and Health, Washington, DC.

Chang, C.-H., \*Johnson, R. E., & Matias, M. M. (2008, August). What role does leader identity play in leader-member exchange? In J. D. Nahrgang & C. C. Rosen (Chairs), *Novel questions (and answers!)*

*concerning leader-member exchange*. Paper presented at the 68<sup>th</sup> Academy of Management Annual Meeting, Anaheim, California.

Coulter, M., Stockwell, H., & \*Spector P. E. (2008, June). *An analysis of the need for social service intervention with nurses at risk for workplace violence*. Paper presented at the Hawaii International Conference on Social Science. Honolulu, HI.

**Djurdjevic, E., Grzesick, N., & \*Johnson, R. E.** (2008, April). *Effects of supervisor support for creativity on employee outcomes*. Poster presented at the 23<sup>rd</sup> Annual Society for Industrial and Organizational Psychology Conference, San Francisco, California.

**Djurdjevic, E., & \*Johnson, R. E.** (2008, February). *Improving employee job performance and attitudes through understanding the effects of support for creativity*. Poster presented at the 16<sup>th</sup> Annual Mid-Winter Conference for the Society of Consulting Psychology, Austin, TX.

**Djurdjevic, E., & \*Johnson, R. E.** (2008, April). *What makes a leader? Examining followers' implicit leadership schemas under various leadership contexts*. Paper presented at the 2008 Florida Student Conference for Human Factors and Applied Psychology, Daytona, Florida.

**Dorio, J., Bryant, R., & \*Allen, T. D.** (2008, April). Guilt and self-regulatory skills: Moderators of the demands-WFC relationship. In W. Botsford & E. King (Chairs) *Work-Family Affective Experiences that Reduce Conflict and Improve Health*. Symposium presented at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Eby, L. T., \*Allen, T. D., Baranik, L., Evans, S. C., Ng, T., & Roote, B. (2008, April). A meta-analytic examination of protégé race and gender as moderators of the mentoring received-outcome relationship. In R. K. Purvanova & A. E. Colbert (Chairs), *High quality work relationships: Integrating streams and charting new waters*. Symposium presented at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Evans, S., Eby, L. T., \*Allen, T. D. (2008, April). *Formal mentoring program type and perceptions of organizational attractiveness*. Paper presented at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

**Granger, B., Taing, M., Groff, K., & Johnson, R. E.** (2008, April). *Developing a multidimensional measure of continuance organizational commitment*. Poster presented at the 23<sup>rd</sup> Annual Society for Industrial and Organizational Psychology Conference, San Francisco, California.

**Groff, K., Granger, B., Taing, M., Jackson, E., & \*Johnson, R. E.** (2008, August). *Exploring continuance commitment: A multidimensional approach*. Paper presented at the 68<sup>th</sup> Academy of Management Annual Meeting, Anaheim, California.

**Ispas, D., & \*Levine, E. L.** (Co-chairs) (2008, April). *Affect and performance: Recent findings and new directions for research*. Symposium presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

**Ispas, D., Rossi, M. E., Shockley, K. M. & \*Levine, E. L.** (2008, April). Affect and job performance: A meta-analytic review. In D. Ispas & E. L. Levine's (Chairs), *Affect and performance: Recent*

*findings and new directions for research.* Symposium presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

**Jackson, E., Rossi, M., Rodopman, O. B., Taylor, A., Lopez Rivas, G., Hoover, E. R., Yang, L., & \*Johnson, R. E.** (2008, April). *Justice and morale: How leader reward behaviors affect employee performance.* Poster presented at the 23<sup>rd</sup> Annual Society for Industrial and Organizational Psychology Conference, San Francisco, California.

\*Johnson, R. E., & Chang, C.-H. (2008, April). *Development and validation of a work-based regulatory focus scale.* Poster presented at the 23<sup>rd</sup> Annual Society for Industrial and Organizational Psychology Conference, San Francisco, California.

**Kessler, S., O'Brien, K., \*Spector, P. E., Bandelli, A. C., \*Borman, W. C., \*Nelson, C. E., & Penney, L. M.** (2008, April). *Is Machiavellianism inherently bad? A reexamination of previously held views.* Poster presented at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

**Kessler, S. R., Singla, N., Galperin, B. L., & \*Spector, P. E.** (2008). *Do supervisory trust and organizational support matter? Reviewing supervisory roles, gender and counterproductive work behavior.* Paper presented at the International Society for the Study of Work and Organizational Values Conference, Singapore.

**Kessler, S. R., & \*Spector, P. E.** (2008, April). *A critical look at ourselves: Reviewing gender, satisfaction, and performance.* Paper presented at the Society for Industrial and Organizational Psychology conference, San Francisco, CA.

Lapierre, L., \*Spector, P. E., \*Allen, T. D., Poelmans, S., Sanchez, J. I., O'Driscoll, M., Cooper, C., Brough, P., & Kinnunen, U. (2008, April). *Family-supportive organization perceptions, multiple work-family conflict dimensions, and employee satisfaction.* Paper presented at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

**Lentz, E., & \*Allen, T. D.** (2008, April). *Mentoring relationships: Mentor and protégé learning and development orientation.* Paper presented at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

**Lineberry, M., Mangos, P. M., Campbell, G., & Bolton, A. E.** (2008, November). *Hierarchical linear modeling of command and control prioritization performance.* Paper presented at the 60th Semi-Annual Department of Defense Human Factors Engineering Technical Advisory Group Meeting, Washington, D.C.

Liu, C., \*Spector, P. E., & Shi, L. (2008, April). *Job stress in gender and occupational groups.* Paper presented at the Society for Industrial and Organizational Psychology conference, San Francisco, CA.

Lu, J., Siu, O. L., & \*Spector, P. E. (2008, August). *Antecedents and outcomes of a four-fold taxonomy of work-family balance in Chinese employed parents.* Paper presented at the Academy of Management conference, Anaheim, CA.

Lu, C. Q., & \*Spector, P. E. (2008, August). *Spillover and crossover effects of work-family conflict for Chinese couples*. Paper presented at the Society for Industrial and Organizational Psychology conference, San Francisco, CA.

**Maher, C., Yang, L. Q.,** \*Spector, P. E., Zhang, X., & Willoughby, J. (2008, August). *Incivility and core self-evaluations in the workplace: A comparison of the U.S. and China*. Paper presented at the Academy of Management conference, Anaheim, CA.

**Maher, C., Yang, L. Q.,** Zhang, X., \*Spector, P. E., Thorp, S., & Conklin, M. (2008, April). *Workplace incivility in Chinese employees: The role of core self-evaluations*. Paper presented at the Society for Industrial and Organizational Psychology conference, San Francisco, CA.

Masuda, A. D., Poelmans, S. A. Y., & \*Allen, T. D. (2008, August). *National culture and the use of flexible work arrangements: An analysis of two country clusters*. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.

Masuda, A., Poelmans, S., \*Spector, P. E., & \*Allen, T. D. (2008, April). *The role of national culture and family supportive organizations on work family conflict and job satisfaction*. Paper presented at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Matarazzo, K., Finkelstein, L., \*Allen, T. D., & Hawes, S. (2008, April). Making successful matches in formal mentoring relationships: An investigation of partner similarity. Symposium presented at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

**Mazzola, J. J., Jackson, E. M., Shockley, K. M.,** & \*Spector, P. E. (2008, March). *Examining stress: An integration of qualitative and quantitative methods*. Paper presented at the Work, Stress, and Health conference, Washington, DC.

\*Nelson, C. E. (2008, August). *Developing collaborative relationships between two universities in Turkey and one in the United States*. Poster presented at the invited session for Fulbright awardees at the 2008 American Psychological Association conference, Boston, MA.

**Nixon, A., Jackson, E.,** \*Johnson, R. E., Chang, C.-H., & Rosen, C. C. (2008, April). *Politics, justice, and citizenship: Does justice make workers more considerate?* Poster presented at the 23<sup>rd</sup> Annual Society for Industrial and Organizational Psychology Conference, San Francisco, California.

**Nixon, A. E., Yang, L. Q.,** \*Spector, P. E., & Zhang, X. (2008, August). *Emotional labor in China: Examining moderators and consequences of the emotional labor process*. Paper presented at the Academy of Management conference, Anaheim, CA.

**O'Brien, K. E., Lentz, L.** & \*Allen, T. D. (April, 2008). *Multisource ratings of formal mentoring programs and mentor/protégé job attitudes*. Paper presented at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

- Ottinot, R. C., & \*Spector, P. E.** (2008, March). *The development and validation of the perceived workplace civility measure*. Paper presented at the Work, Stress, and Health conference, Washington, DC.
- Oultz, J., & \*Borman, W. C.** (2008, April). Instilling science, practice and societal values in I/O training. In J. C. Scott (Chair), *Preparing for the future: A critical and constructive look at I/O education: Connecting education to practice*. Theme track conducted at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Pace, V. L., & \*Brannick, M. T.** (2008, April). Similarity of personality measures: A bare-bones look at nomological nets. Poster presented at the 23<sup>rd</sup> annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Poteat, L., Shockley, K., & \*Allen, T. D.** (2008, April). *Mentor-protégé commitment fit and relationship satisfaction in academic mentoring*. Paper presented at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Prewett, M., Gray, A., Taylor, A., & \*Coovert, M. D.** (2008, April). Predicting virtual team processes: Team personality composition and external feedback. In S. Mohammed, L. Martins, and K. Hamilton (Chairs). *Virtual teams: Cutting edge research developments*. Society of Industrial and Organizational Psychology. San Francisco, CA.
- Rosen, C. C., Akirmak, U., & \*Johnson, R. E.** (2008, April). Affect and performance: Support for the use of implicit measures. In D. Ispas & E. L. Levine (Chairs), *Affect and performance: Recent findings and new directions for research*. Paper presented at the 23<sup>rd</sup> Annual Society for Industrial and Organizational Psychology Conference, San Francisco, California.
- Rossi, M.E., Shockley, K.M., Ispas, D., Loo, K., Saboe, K., Singla, N., & Stilson, F.R.** (2008, April). *Exploring charismatic leadership: A test of self-concept theory*. Poster presented at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA
- Saboe, K., & \*Johnson, R. E.** (2008, April). *Implicit identities predict supervisor-rated work outcomes and relationships*. Poster presented at the 23<sup>rd</sup> Annual Society for Industrial and Organizational Psychology Conference, San Francisco, California.
- Shockley, K., & Allen, T. D.** (2008, March). *Understanding motives for flexible work arrangement utilization*. Paper presented at the Work, Stress, and Health Conference, Washington, DC.
- Shockley, K., & \*Allen, T. D.** (2008, April). Understanding flexible work arrangement utilization: An individual differences perspective. In M. Butts & W. Casper, *New Perspectives on Individual Differences in Work-Family Research*. Symposium presented at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Siemieniec, G. M., Chang, C.-H., Rosen, C. C., & \*Johnson, R. E.** (2008, October). *Perceptions of organizational politics and employee performance: Conscientiousness and self-monitoring as moderators*. Paper presented at the 2008 Southern Management Association Meeting, St. Pete Beach, Florida.

**Singla, N., & Poteat, L. F.** (2008, August). *A model of work antecedents and physical health outcomes of work interfering with family*. Paper presented at the 68<sup>th</sup> Academy of Management Annual Meeting, Anaheim, California.

\*Spector, P. E., & Fox, S. (2008, October). *When counterproductive work behavior and organizational citizenship behavior co-occur: A demand attribution theory*. Paper presented at the Southern Management Association conference, St. Petersburg Beach, FL.

\*Spector, P. E., **Kessler, S. R.**, & Chang, C. H. (2008, October). *Sticks and stones: Does verbal aggression hurt less than physical violence*. Paper presented at the Southern Management Association conference, St. Petersburg Beach, FL.

\*Spector, P. E., **Kessler, S. R.**, Chang, C. H., & Parr, A. D. (2008, March). *Organizational violence climate and exposure to violence and verbal aggression*. Paper presented at the Work, Stress, and Health conference, Washington, DC.

**Steinman, L.**, & \*Johnson, R. E. (2008, August). *Are implicit measures useful for organizational research? Some answers and an empirical example*. Paper presented at the 68<sup>th</sup> Academy of Management Annual Meeting, Anaheim, California.

**Taylor, A.**, & \*Borman, W. C. (2008, April). *Validity of personality trait interactions for predicting managerial job performance*. Poster presented at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

**Tolentino, A.**, & \*Johnson, R. E. (2008, April). *Are all good soldiers created equal? Assessing OCB motives*. Poster presented at the 23<sup>rd</sup> Annual Society for Industrial and Organizational Psychology Conference, San Francisco, California.

**Walfoord, A. G.**, & Allen, T. D. (2008, August). *Work interference with family, socio-economic status, coping, and eating*. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.

**Xu, X., Yang, L.**, \*Levine, E. L., Pitariu, H. D., Musat, S., Ding, D., Bian, R., & Che, H. (April, 2008). Exploring the relationship between affect and OCB across three countries. In D. Ispas & E. L. Levine's (Chairs), *Affect and performance: Recent findings and new directions for research*. Symposium presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

**Yang, L.**, \*Johnson, R. E., Zhang, X., & \*Spector, P. E. (2008, April). *When self-identity meets occupational stress*. Poster presented at the 23<sup>rd</sup> Annual Society for Industrial and Organizational Psychology Conference, San Francisco, California.

**Yang, L., Xian, X.**, \*Allen, T. D., Shi, K., Zhang, X., & Lou, Z. (2008, April). *Mentoring relationships in China: Stress less or stressful?* Paper presented at the 23<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

**Yang, L.,** Zhang, X., \*Spector, P. E., & Lin, X. (2008, March). *What exactly is uncivil in the workplace: A qualitative study with a Chinese sample?* Paper presented at the Work, Stress, and Health conference, Washington, DC.

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\*Allen, T. D., **Shockley, K.,** & **Poteat, L. F.** (2007, April). *Family supportive policies, work-family conflict, and the family dinner.* In L. W. Poms, W. Botsford & L. C. Buffardi (Chairs). Flipping the coin: Considering children in work-family research. Symposium presented at the 22<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.

\*Allen, T. D., Smith, M. A., Mael, F. A., & O'Shea, P. G. (2007, April). *Mentoring relationships and organizational performance within substance abuse centers.* Poster presented at the 22<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.

Bobocel, D. R., & \*Johnson, R. E. (Chairs) (2007, April). *The role of the self in organizational justice.* Symposium presented at the 22<sup>nd</sup> Annual Society for Industrial and Organizational Psychology Conference, New York, New York.

**Bandelli, A. C., Dorio, J. M., Schmidt, G.,** & \*Borman, W. C. (2007, April). *Development and validation of the emotional competency situational judgment test.* Poster presented at the 22<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.

\*Borman, W. C., (2007, February). *The contribution of citizenship performance to organizational effectiveness.* Paper presented at the meeting of Metropolitan New York Association for Applied Psychology (Metro), New York, NY.

\*Borman, W. C. (2007, May). *Citizenship performance and its importance for organizational effectiveness.* Presented at the 43<sup>rd</sup> International Applied Military Psychology Symposium, Bishkek, Kyrgyzstan.

\*Borman, W. C., **Lentz, E.,** Schneider, R. J., Houston, J., & Bearden, R. M. (2007, October). *Adaptive personality scales: Initial validation results.* Presented at the 49<sup>th</sup> International Military Testing Association Conference, Surfers Paradise, Queensland, Australia.

\*Brannick, M. T., & **Pace, V. L.** (Chairs) (2007, April). *Qualitative methods: What, when, why and are they publishable?* Symposium presented at the 22<sup>nd</sup> annual conference of the Society for Industrial and Organizational Psychology, New York, NY.

Chang, C.-H., & \*Johnson, R. E. (2007, October). *Strain and employee outcomes: Work-based regulatory foci as moderators.* Poster presented at the Sunshine Education and Research Center Poster Presentation, Tampa, FL.

Chang, C.-H., \*Johnson, R. E., & Hall, R. J. (2007, June). *Follower self-identity activation as the process underlying leadership effects.* Poster presented at the 68<sup>th</sup> Annual Convention of the Canadian Psychological Association, Ottawa, Ontario, Canada.

Chang, C.-H., \*Johnson, R. E., **Yang, L., & Thorp, S.** (2007, October). *Emotional strain and organizational citizenship behaviors: A meta-analytic review*. Poster presented at the Sunshine Education and Research Center Poster Presentation, Tampa, FL.

**Dorio, J. M.,** \*Borman, W. C., & Fritzsche, B. A. (2007, April). Gender-role stereotypes, racial stereotypes, and the sex-typing of jobs: The influence on performance evaluations/360-degree feedback. In D. S. Gattton (Chair), *Living up to expectations: Gender stereotyping and work*. Symposium conducted at the 22<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.

Fox, S., \*Spector, P. E., **Bruursema, K., Kessler, S. R.,** & Goh, A. (2007, August). *Necessity is the mother of behavior*. Paper presented at the meeting of the Academy of Management, Philadelphia, PA.

Fritz, C., Sonnentag, S., \*Spector, P. E., & McInroe, J. (2007, April). *Relationships between weekend experiences and discrete emotions at work*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, New York, NY.

**Gray, A.,** & \*Levine, E. L. (Co-Chairs) (2007, April). *Performance feedback: Innovative contributions to theory and practice*. Symposium presented at the Annual Convention of the Society for Industrial and Organizational Psychology, New York, NY.

**Gray, A.,** & \*Levine, E. L. (2007, April). An investigation of the effects of perceived accuracy on performance. In A. Gray & E. L. Levine (Co-Chairs), *Performance feedback: Innovative contributions to theory and practice*. Symposium presented at the Annual Convention of the Society for Industrial and Organizational Psychology, New York, NY.

**Groff, K. W., Taing, M. U.,** & Johnson, R. E. (2007, June). *Models of possible interactive effects among different forms of commitment*. Poster presented at the 68<sup>th</sup> Annual Convention of the Canadian Psychological Association, Ottawa, Ontario, Canada.

Hedge, J. W., Barnes-Farrell, J., & \*Borman, W. C. (2007, April). *Are we ready? Strategic human resource management and the maturing workforce*. Workshop presented at the 22<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.

**Ispas, D.,** Pitariu, H. D., \*Levine, E. L., & Musat, S. (2007, April). *Validation of the State-Trait Emotion Measure (STEM) in a Romanian sample*. Paper presented at the Annual Convention of the Society for Industrial and Organizational Psychology, New York, NY.

**Johnson, H. M.,** & \*Spector, P. E. (2007, April). *An examination of affectivity, emotional labor strategies, and emotional exhaustion*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, New York, NY.

**Johnson, H. M.,** & \*Spector, P. E. (2007, April). *Emotional intelligence as a predictor of emotional labor and service performance*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, New York, NY.

\*Johnson, R. E., & Chang, C.-H. (Chairs) (2007, April). *Self-based individual differences in organizations: Implications for employee behaviors*. Symposium presented at the 22<sup>nd</sup> Annual Society for Industrial and Organizational Psychology Conference, New York, New York.

\*Johnson, R. E., & Chang, C.-H. (2007, April). Integrating organizational commitment with self-concept and regulatory focus: A four-factor model. In R. E. Johnson & C.-H. Chang (Chairs), *Self-based individual differences in organizations: Implications for employee behaviors*. Paper presented at the 22<sup>nd</sup> Annual Society for Industrial and Organizational Psychology Conference, New York, New York.

\*Johnson, R. E., Chang, C.-H., & Yang, L. (2007, August). Motivation and organizational commitment: Support for a four-factor model. In R. E. Johnson & D. Ispas (Chairs), *Taking measure of organizational commitment*. Paper presented at the 67<sup>th</sup> Academy of Management Annual Meeting, Philadelphia, Pennsylvania.

\*Johnson, R. E., & Ispas, D. (Chairs). (2007, August). *Taking measure of organizational commitment*. Symposium presented at the 67<sup>th</sup> Academy of Management Annual Meeting, Philadelphia, Pennsylvania.

\*Johnson, R. E., & Lord, R. G. (2007, April). The implicit effects of (un)fairness on self-concept: Unconscious shifts in identity levels. In D. R. Bobocel & R. E. Johnson (Chairs), *The role of the self in organizational justice*. Paper presented at the 22<sup>nd</sup> Annual Society for Industrial and Organizational Psychology Conference, New York, New York.

**Kessler, S., Bandelli, A. B.,** \*Borman, W. C., \*Nelson, C., & Penney, L. (2007). *The development and validation of the Organizational Machiavellian Scale (OMS)*. Poster presented at the 67<sup>th</sup> Academy of Management Annual Meeting, Philadelphia, Pennsylvania.

**Kessler, S.,** \*Spector, P. E., Calandro, C., Askeland, B., Kassar, O., & Luttenton, L. (2007, April). *The effects of job satisfaction and productivity on faculty counterproductive work behavior*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, New York, NY.

**Kessler, S.,** Taylor, E., \*Levine, E. L., Wiley, J., & Kessler, L. (2007, April). *Productivity and Satisfaction: Exploring the Relationship at the National Level*. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, New York, NY.

**Khoury, H. A., Bruk-Lee, V., Nixon, A.,** Goh, A. P. S., & \*Spector, P. E. (2007, April). *A meta-analysis of job satisfaction, LOC, and Type-A personality*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, New York, NY.

**Klein, R. H.,** \*Allen, T. D., & **Dorio J. M.** (2007, April). The “dark side” of OCB: Examining the relationship between citizenship behavior and work-to-family conflict. In J. R. Saul & J. A. LePine (Chairs) *Contextual influences on work and non-work role integration*. Symposium presented at the 22<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.

**Lentz, E., Tolentino, A.,** & \*Allen, T. D. (2007, April). *The relationship between mentoring and work-family conflict: The mentor’s perspective*. Poster presented at the 22<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.

Levine, J. D., & \*Levine, E. L. (2007, April). Nepotism Pros and Cons from a Father and Son I-O Tandem. In R. Jones (Chair), *Understanding nepotism: Examining The elephant in the room*. Symposium presented at the Annual Convention of the Society for Industrial and Organizational Psychology, New York, NY.

Liu, C., \*Spector, P. E., Nauta, M. M., Zaghrou, L., & Li, C. (2007, April). *Job complexity, job strains, and self-efficacy in cross-cultural settings*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, New York, NY.

Liu, C., \*Spector, P. E., & Shi, L. (2007, April). *Using both quantitative and qualitative methods in studying cross-cultural job stress: How do qualitative data replicate and contribute above and beyond the quantitative results?* Paper presented at the meeting of the Society for Industrial and Organizational Psychology, New York, NY.

Matias, M. M., Chang, C.-H., & \*Johnson, R. E. (2007, April). *Emotional strain and organizational citizenship behaviors: A meta-analytic review*. Poster presented at the 22<sup>nd</sup> Annual Society for Industrial and Organizational Psychology Conference, New York, New York.

**Nixon, A., \*Nelson, C., & Kessler, S.** (2007, August). *The impact of fidelity in the implementation on program quality of home visiting programs*. Poster presented at the Conference of the American Psychological Association, San Francisco, CA.

**Nixon, A., \*Nelson, C., & Kessler, S.** (2007, August). *Participant retention in home visiting programs*. Poster presented at the Conference of the American Psychological Association, San Francisco, CA

**Prewett, M. S., Rossi, M. E., Gray, A. A., Stilson, F. R. B., & Tuttle, M. D.** (May, 2007). *The relationship between team personality and team performance: A meta-analysis*. Paper presented at the 22<sup>nd</sup> annual conference for the Society for Industrial and Organizational Psychology, New York, NY.

**Rank, J.,** Polednia, A., van Schoonderwaldt, & \*Allen, T. D. (2007, May). *Scientific productivity and job satisfaction of young academics: Relationships with mentoring, stressors, and motivational trait variables*. Poster presented at the European Association for Work and Organizational Psychology. Stockholm, Sweden.

**Rodopman, O. B., \*Allen, T. D., Xu, X., Johnson, H. M., Ottinot, R. C., & Biga, A.** (2007, April). *Mentoring and OCB: Those who are helped help others*. Poster presented at the 22<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.

**Rodopman, O. B., Xu, X., \*Allen, T.D. & Johnson, H. M.** (2007, April). National culture as the context: New propositions for workplace mentoring. In L. T. Eby & S. Evans (Chairs), *Cross-cultural issues in mentoring*. Symposium presented at the 22<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.

Rosen, C. C., Levy, P. E., & \*Johnson, R. E. (2007, August). Coping with strains and breaches: Consequences of organizational politics. In J. Greenberg & G. P. Latham (Chairs), *Political influences on human resource management practices*. Paper presented at the 67<sup>th</sup> Academy of Management Annual Meeting, Philadelphia, Pennsylvania.

Sanchez, J. I., \*Spector, P. E., Viswesvaran, C., & Alonso, A. (2007, August). *Cultural accommodation effects on organizational measures*. Paper presented at the meeting of the Academy of Management, Philadelphia, PA.

Silverman, S. B., Shyamsunder, A., & \*Johnson, R. E. (2007, April). Arrogance: A formula for failure. In R. E. Johnson & C.-H. Chang's (Chairs), *Self-based individual differences in organizations: Implications for employee behaviors*. Paper presented at the 22<sup>nd</sup> Annual Society for Industrial and Organizational Psychology Conference, New York, New York.

Swartzenruber, K., **Jackson, E.**, & \*Johnson, R. E. (2007, April). *Organizational values and employee attachment: Moderating role of employee identity*. Poster presented at the 22<sup>nd</sup> Annual Society for Industrial and Organizational Psychology Conference, New York, New York.

**Taing, M. U., Groff, K. W.**, & \*Johnson, R. E. (2007, April). *Interactions among organizational commitment types: Synergistic or competitive?* Poster presented at the 22<sup>nd</sup> Annual Society for Industrial and Organizational Psychology Conference, New York, New York.

**Taylor, A. M., & Nixon, A. E.** (2007, August). *Impact of student diversity on engineering degree attainment: A multilevel examination*. Paper presented at the American Psychological Association Conference, San Francisco, CA.

**Yang, L.**, Smith, M. A., \*Levine, E. L., **Ispas, D.**, & **Rossi, M.** (2007, April). P-E Fit or P+E: Second order vs. linear terms in PRA: A meta-analysis. In M. Smith (Chair), *State of the art uses for multiple regression in I/O psychology*. Symposium presented at the Annual Convention of the Society for Industrial and Organizational Psychology, New York, NY.

**Yang, L.**, \*Spector, P. E., Sanchez, J., \*Allen, T. D., Cooper, C., Lapierre, L., Moreno-Velázquez, I., Poelmans, S. & Ling Siu, O. (2007, August). *Organizational constraints at work: New findings regarding well-being and performance*. Paper presented at the 2007 Academy of Management Conference, Philadelphia, PA.

**Yang, L.**, \*Spector, P. E., Zhang, X. C., \*Johnson, R. E., **Rodopman, O. B.**, & Li, H. Y. (2007, August). The roles of negative emotion and sensitivity to injustice in the organizational justice–counterproductive work behavior relationship. In L. Yang & P. E. Spector (Chairs), *The antecedents of voluntary work behavior: Stepping further*. Paper presented at the 67<sup>th</sup> Academy of Management Annual Meeting, Philadelphia, Pennsylvania.

**Yang, L., Xu, X.**, Ding, D., Bian, R., \*Levine, E. L., & Che, H. (2007, April). *Validation of the State-Trait Emotion Measure (STEM) in China*. Paper presented at the Annual Convention of the Society for Industrial and Organizational Psychology, New York, NY.

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\*Allen, T. D. (2006, March). A closer look at flexible work arrangements. In T. D. Allen (Chair). *Current OHP Research at the University of South Florida Sunshine Education and Research Center*. Symposium presented at the Work, Stress, & Health 2006 Conference. Miami, FL.

- \*Allen, T. D. (2006, August). Mentoring relationships from the perspective of the mentor. In B. R. Ragins and K. Kram (Chairs), *Pushing the boundaries of mentoring theory and research*. Symposium presented at the 2006 Academy of Management Conference. Atlanta, GA.
- \*Allen, T. D., & **Armstrong, J.** (2006, March). *Work-family conflict, physical health and the role of health-related behaviors*. Paper presented at the Work, Stress, & Health 2006 Conference. Miami, FL.
- \*Allen, T. D., & Eby, L. T. (2006, May). Formal workplace mentoring relationships: The importance of mentor commitment. In T. D. Allen (Chair) *Mentoring relationships across developmental contexts: Bridging multidisciplinary divides*. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- \*Allen, T. D., **Johnson, H., Rodopman, O. B., Ottinot, R. C., & Biga, A.** (2006, August). Mentoring and protégé narcissistic entitlement. In E. A. Williams and L. T. Eby (Chairs), *Problems in mentoring: Mentors' experiences, protégé personality and organizational implications*. Paper presented at the 2006 Academy of Management Conference. Atlanta, GA.
- Bandelli, A. C., Kessler, S. R., \*Borman, W. C., & Nelson, C. E.** (2006, May). *Identifying the corporate Machiavellian: The development and validation of an organizational-based Machiavellian Scale*. Paper presented at the 21<sup>st</sup> annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Biga, A. M., O'Brien, K. E., Kessler, S., \*Allen, T. D., & \*Brannick, M. T.** (2006, May). Racial and gender differences in mentoring: A meta-analysis. Poster presented at the 21<sup>st</sup> annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- \*Borman, W. C., (2006, February). *Citizenship performance: Its nature, antecedents, and measurement*. Invited presentation to the 27<sup>th</sup> Annual Industrial Organizational/Organizational Behavior Graduate Student Conference, Fairfax, VA.
- \*Borman, W. C., Hedge, J. W., Bourne, M. J., Kubisiak, U. C., & Bruskiwicz, K. T. (2006, October). *Development of new Navy rating scales and procedures*. Presented at the 48<sup>th</sup> International Military Testing Association Conference, Kingston, Ontario, Canada.
- \*Borman, W. C., Hedge, J. W., Bourne, M. J., & Kubisiak, U. C. (2006, May). *Promoting enlisted in the U.S. Navy: The 5-vector model*. Presented at the 42<sup>nd</sup> International Applied Military Psychology Symposium, Berlin, Germany.
- \*Brannick, M. T. (2006, August). Comparison of sample size and inverse variance weights for the effect size  $r$ . Paper presented at the first annual meeting of the Society for Research Synthesis Methodology, Cambridge, England.
- Brough, P. O., Driscoll, M., Cooper, C.L., Poelmans, S., \*Allen, T.D., \*Spector, P.E., Lapierre, L.M., & Sanchez, J.L. (2006, March) *A cross-country comparison of antecedents and consequences of work-family conflict*. Paper presented at the Work, Stress, & Health 2006 Conference. Miami, FL.
- Bruk-Lee, V. & \*Spector, P. E.** (2006, March). *The impact of interpersonal conflict on personal well-being in organizations*. Paper presented at the Work, Stress, and Health Conference, Miami, FL.

**Burke, J. L., Prewett, M., Gray, A., Yang, L., Stilson, F. R. L.,** Redden, E., Elliott, L. R., & \*Covert, M. D. (2006, November). *Comparing the effects of visual-auditory and visual-tactile feedback on user performance: A meta-analysis*. The International Conference on Multimodal Interfaces, Banff, Canada.

Chan, D., \*Borman, W. C., Lievens, F., McDaniel, M., Ployhart, R., & Schmitt, N. (2006, May). *Situational judgment tests: Construct validity and directions for future research*. Panel discussion at the 21<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Chang, C.-H., Hall, R. J., & \*Johnson, R. E. (2006, May). *Follower self-concept activation as the process underlying leadership effects*. Poster presented at the 21<sup>st</sup> Annual Society for Industrial and Organizational Psychology Conference, Dallas, Texas.

Chang, C.-H., & \*Johnson, R. E. (2006, May). *Discrepancy, velocity, and job satisfaction: Temporal orientation as a moderator*. Poster presented at the 21<sup>st</sup> Annual Society for Industrial and Organizational Psychology Conference, Dallas, Texas.

Chen, P. Y., Matthews, R. A., \*Spector, P. E., & Barnes-Farrell, J. L. (2006, November). *Statistical control: Challenges and suggestions for future research in occupational health psychology*. Paper presented at the European Academy of Occupational Health Psychology Conference, Dublin Castle, Ireland.

Chen, P. Y., Rosecrance, J., & \*Spector, P. E. (2006, March). *Four recurring challenges in occupational health research*. Paper presented at the Work, Stress, and Health Conference, Miami, FL.

\*Covert, M. D. (2006, October). Say partner, can you pass the screwdriver? In J. L. Burke (Moderator), *Human-robot factors: Robots in the workplace*. Human Factors and Ergonomics Society. San Francisco, CA.

\*Covert, M. D., & **Gray, A. A.** (2006, January). *Development of a framework for multimodal research and applications*. Meeting of the North Atlantic Treaty Organization RTO HFM TG-122, Breckenridge, CO.

\*Covert, M. D., **Gray, A. A.**, Elliott, L. R., & Redden, E. (2006, October). Mining the literature: Development of principles to guide multimodal research and development. In L. van Breda (Chair), *Human factors of uninhabited military vehicles as force multipliers*. North Atlantic Treaty Organization, Research & Technology Organization. Biarritz, France.

\*Covert, M.D., **Gray, A.A., Klein, R.H., Stilson, F.R.B., Tolentino, A.L., Willis, T.J.,** & Redden, E.S. (2006). *Improving employee overload: A multimodal display framework*. American Psychological Society. New York, NY.

\*Covert, M. D., **Gray, A. A., Tolentino, A., Jagusztyn, N., Stilson, F. R. B., Klein, R. H., Willis, T. J., Rossi, M., & Jackson, E.** (2006, October). Guiding principles for tactile technology: Implications from theory to empirical findings. In L. R. Elliott & R. D. Gilson, (Chairs), *In touch*. Human Factors and Ergonomics Society. San Francisco, CA.

Crossley, C. D., Burnfield, J. L., **Mazzola, J. J.**, Jex, S. M., & Bennett, R. J. (2006, May). *The ties that bind: Perceived job embeddedness and voluntary turnover*. Poster presented at the 21<sup>st</sup> Annual Society for Industrial and Organizational Psychology Conference, Dallas, Texas.

**Day, R.** & \*Allen, T. D. (2006, May). *The role of individual and industry characteristics on employee marketability*. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Draves, P. R., & \*Spector, P. E. (2006, May). *An examination of potential moderating effects of personality on the relationship between job attitudes and organizational citizenship behaviors*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

Fritz, C., Sonnentag, S., \*Spector, P. E., & McInroe, J. (2006, May). *Unwinding during the weekend: Effects on counterproductive work behavior?* Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

**Gray, A.A., Prewett, M.S., Willis, T.J., & Stilson, F.R.B.** (2006, May). *Does Personality Really Matter? A Meta-Analysis of Team-Performance and Personality*. American Psychological Society. New York, NY.

Greenhaus, J. H., & \*Allen, T. D. (2006, May). *The relationship between work-family conflict and marital quality: A crossover perspective*. In T. D. Allen (Chair) *The intersection between work and family roles: A crossover and dyadic perspective*. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Hanson, M. A., \*Brannick, M. T., & \*Borman, W. C. (2006, May). *Using job analysis to improve education and future workforces development*. In M. A. Smith (Chair) *Expanding our influence: How I-O Psychologists Can Improve Education*. Symposium presented at the 21<sup>st</sup> annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

\*Johnson, R. E., Chang, C.-H., & Rosen, C. C. (2006, August). *Linking justice to motivation: The effects of justice on self-concept, regulatory focus, and affect*. Paper presented at the 66<sup>th</sup> Academy of Management Annual Meeting, Atlanta, Georgia.

\*Johnson, R. E., & Levy, P. E. (Chairs) (2006, May). *Taking account of measurement issues regarding organizational justice*. Symposium presented at the 21<sup>st</sup> Annual Society for Industrial and Organizational Psychology Conference, Dallas, Texas.

\*Johnson, R. E., Pogson, C. E., & Levy, P. E. (2006, May). *Fairness as a heuristic: What are the measurement implications?* In R. E. Johnson & P. E. Levy (Chairs), *Taking account of measurement issues regarding organizational justice*. Paper presented at the 21<sup>st</sup> Annual Society for Industrial and Organizational Psychology Conference, Dallas, Texas.

\*Johnson, R. E., Rosen, C. C., & Levy, P. E. (2006, May). *Getting to the core of core self-evaluations: A critical review*. In D. L. Ferris & D. Heller (Chairs), *New directions in core self-evaluations research*. Paper presented at the 21<sup>st</sup> Annual Society for Industrial and Organizational Psychology Conference, Dallas, Texas.

**Klein, R.H., Gray, A.A., Prewett, M.S., Willis, T.J., Stilson, F.R.B.,** Freeman, J., Hess, K.P., & \*Covert, M.D. (2006, May). *Virtual Teams: The Application of Critical Thinking Interventions*. Society of Industrial and Organizational Psychology. Dallas TX.

\*Levine, E. L. (Discussant and Co-Organizer) (2006, May). *Integrating HR systems using job related competencies*. Practitioner Forum presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

\*Levine, E. L. (Discussant) (2006, May). In F. P. Morgeson, C. D. Mason, & J. L. Winter (Chairs), *Purpose driven job analysis: Analyzing jobs by job families*. Symposium presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

\*Levine, E. L., **Yang, L., Xu, X., & Lopez-Rivas, G. E.** (2006, August). Surveying via the Net vs. Hard Copy: A Cautionary Note. In D. Kluemper (Chair), *Self-report measurement issues in micro/organizational research*. Paper presented at the Academy of Management Conference, Atlanta, GA.

Liu, C., Nauta, M. M., \*Spector, P. E., Li, C., & Rogers, A. (2006, May). *The development of a cross-cultural interpersonal conflict at work scale*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

**Mazzola, J. J.,** & \*Spector, P. E. (2006, March). *Frequencies of stressors from studies utilizing the Stress Incident Record*. Paper presented at the Work, Stress, and Health Conference, Miami, FL.

**O'Brien, K. E.,** & \*Allen, T. D. (2006, May). *Relative importance of antecedents to voluntary workplace behaviors*. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

**O'Brien, K. E., Lentz, E.,** \*Allen, T. D., & Eby, L. T. (2006, May). *Methods used to study mentoring: Review and future research implications*. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Poelmans, S. E. A., \*Spector, P. E., & \*Allen, T. D. (2006, July). *A 26-nation comparative study of work/family demands, resources, and conflict*. Paper presented at the 26<sup>th</sup> International Congress of Applied Psychology, Athens, Greece.

**Prewett, M., Gray, A., Burke, J. L., Yang, L., Stilson, F. R. L.,** Elliott, L. R., Redden, E., & \*Covert, M. D. (2006, November). *The benefits of multimodal information: A meta-analysis comparing visual and visual-tactile feedback*. The International Conference on Multimodal Interfaces, Banff, Canada.

**Prewett, M.S., Stilson, F.R.B., Willis, T.J., Jagusztyn, N., Lineberry, M., Tuttle, M. D.** & \*Covert, M.D., (2006, May). *Team Process: Its consistency and its relationship to team performance*. American Psychological Society. New York, NY.

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