MSU OP Alumni Newsletter

In This Issue. . .

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Donations for Office Renovations

We're proud to announce continued progress in our effort to renovate the department library space supported by the generous donations from our alumni. This effort began in the spring of 2017 when the program received the Outstanding Graduate Program Community Award. The funds from this grant were used to renovate the library lounge area, which continues to be a popular socialization and study area for students. We asked for additional support from our alumni to renovate the adjoining library room to increase the usefulness of the room and better serve student needs. Jacob Bradburn and Ross Walker started this next step by putting on their interior design hats to clean up and reorganize the space, thanks Jacob and Ross! Now students have a more secluded space to work outside of the group offices and TAs have a better place to administer tests, among other uses. We plan to use the collected donations to make further improvements, with an eye towards providing space for small group meetings, to host guest scholars, and work space for undergraduate lab assistants.

Improvements to the library lounge have already made a positive impact and renovating the adjoining library room will provide additional benefits. Our progress is directly supported by our alumni and we are grateful for their financial contributions. In future newsletters, we look forward to sharing more stories about how improvements to the library have created a warm and innovative space thanks to our alumni!

Spotlight: Gamification

The cross-disciplinary Gamification Lab involves research on the effects of applying elements of game play to activities in different contexts, a practice commonly known as "gamification". This team includes Organizational Psychology Professors Ann Marie Ryan and Chris Nye, as well as Philip DeOrtentiis from the Department of Human Resources and Labor Relations, and Robby (Rabindra) Ratan from the Department of Media and Information. Below, first-year graduate students Sarah Kuang and Zach Woessner discuss ongoing projects and their experiences in the lab.
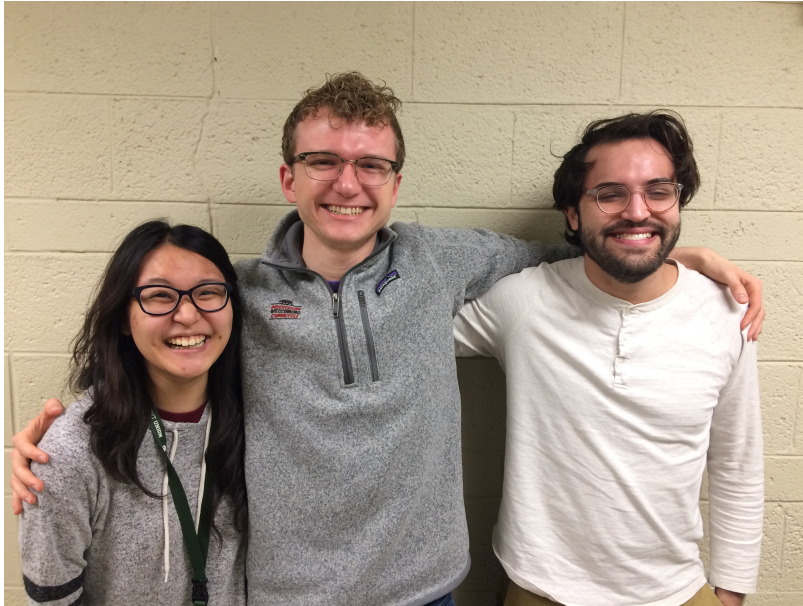

Figure 1. Sarah Kuang (left), Zach Woessner (center), and Nathan Brucher (right)

What are you currently working on?

Sarah: We've been working on a meta-analysis on the use of game elements in training. We're also specifically looking at gender data, so examining whether the (in)effectiveness of gamification is split on gender lines.

Zach: I've been involved with two projects. The first study is on the effects of branded elements in gamified assessments and the effectiveness of gamified assessments as a whole in collaboration with an external consulting firm. The second is on using commercial games as measures for KSAOs.

What are some new things that you've learned from participating in this lab?

Sarah: I've really enjoyed seeing how collaboration can occur across disciplines in the gamification group. In terms of hard skills, I've been learning how to sift through and code research articles for a meta. It definitely requires a lot of attention and organization, but I'm glad I'm getting this exposure now.

Zach: The pace of academia is vastly different from the applied world. Collaborating with an external firm has honed my time management skills to meet quickly-approaching deadlines.

The Gamification Group is also working on designing new projects related to game element impact on performance and researching how game behavior connects to teamwork skills, as well as stereotypes and game performance. Faculty and students are always interested in connecting and partnering with alums to study influential trends in IO, such as gamification in assessment. Feel free to reach out to nyechris@msu.edu or ryanan@msu.edu if you are interested in partnering on gamification research.

Alumni Interview: Jaclyn Jensen

What are one or two of your favorite memories at MSU?

I remember the camaraderie amongst students. When I first started, the program was still located in Baker Hall, so we forged our student camaraderie in the prototypical psychology building basement. The community amongst the grad students was a big deal and it created a space where you could develop professional relationships as well as personal friendships. I don't think all programs are like that and I think it is a huge benefit. It tells students this is not only what we have to offer, but what you are committing to as well. There are expectations about being around and present in order to have opportunities to take advantage of the collective wisdom of students at various levels.

Since you've been in town, what is the biggest change to the program, MSU, and/or East Lansing you've seen?

The last time I was back at MSU was for the weekend of Dan and Neil's official retirement celebration, so it has been a while. There seems to be a lot of building and activity around campus, and it makes me think about how it is important it is to poke your head up from your own work and look around from day to day when you're here at grad school.

What is one life update, either professional or personal, that you want to share with the MSU network?

By this Fall there will be four MSU I/O grads [Alyssa Westring, Goran Kuljanin, Mike Braun (incoming), and myself] working at DePaul, so MSU I/O is alive and well in Chicago!

Spotlight: 5th Years

Jingjing Ma

Dissertation Title: The effect of leaders' pro-organizational unethical behavior on followers: A moral cleansing perspective.

Description: Studies have well documented that behaviors performed by the leader trickle down to affect followers so that followers engage in the same behaviors. My dissertation research, however, explores the idea that individuals may behave in the opposite manner following their leaders' behaviors. By applying a moral cleansing perspective, my dissertation research investigates whether and how followers may compensate for their leaders' unethical pro-organizational behaviors by engaging in subsequent ethical behaviors. I test my dissertation model using an experimental lab study and a correlational survey study.

Favorite MSU memory: There are so many good memories at MSU: excitement of getting publications, intellectual stimulation when working on projects with faculty and students, and joy and bonding in activities. But if I had to pick one, my favorite MSU memory was sitting by the Red Cedar River and watching people river surfing, on a summer afternoon.

What would be your dream career if you weren't an IO psychologist? I would want to be a sports reporter.

What's next? : I will be starting as an Assistant Professor in the Department of Management at Hong Kong University of Science and Technology

Taylor Lauricella

Dissertation Title: Can structural changes enhance employee attitudes? A self-determination perspective to organizational change.

Description: More than ever before, organizations are constantly under-going change to remain competitive. Despite the frequency of change oc-curring, research suggests it generally evokes negative employee reactions and has therefore focused on ways to improve change delivery. But what if not all changes are bad? In my disser-tation, I integrate self-determination theory and social exchange theory lens to explore whether some types of organizational changes are inherently perceived positively because they create opportunities for need fulfillment at work. I test this model in two studies: an experiment with working adults and a longitudinal field study of a state agency undergoing large-scale change.

Favorite MSU memory: Working on the Department of Natural Resources Wildlife Division grant with Kevin has been the greatest experience. Through this project, I discovered my passion for organizational change, explored some of Michigan's most beautiful sights (i.e. Pictured Rocks, Tahquamenon Falls, Presque Isle Park), and built "forever friendships" with Fisheries & Wildlife graduate students.

What would be your dream career if you weren't an IO psychologist? I would love to own a little café and serve homemade treats.

What's next? I'm currently on the applied job market.

Joshua Prasad

Dissertation Title: It takes two to tango: Examining the interdependence of State Working Memory Capacity and Ego Depletion.

Description: Ego depletion, or one's fluctuating ability to engage in self-control, is often used as an explanatory mechanism linking daily individual experiences to organizationally-relevant outcomes. Working Memory Capacity, or the ability to actively store and process information, is impacted by similar experiences (e.g. sleep deprivation, rude behavior from others) and has been shown to exhibit meaningful day-to-day variability. Using a sample of students participating in an experience sampling study, I investigate the extent to which Ego Depletion and Working Memory Capacity are shaped by similar factors and how these constructs work together as students make progress towards academic goals.

Favorite MSU memory: If I had to pick one, working in the Student Behavior and Experience Inventory lab with Neal, Ann Marie, and Chris has been my favorite experience at MSU. The best part about it was how much variety was incorporated into our work, from considering the operational goals of the admissions office to how the data we collected could be of research interest. This was also my first exposure to getting multiple faculty and students together to kick around ideas and benefit from each other's perspective. My experience in this lab has informed how I want to shape my career moving forward.

What would be your dream career if you weren't an IO psychologist? I think I'd want to be the host of a show about travel and cooking. I've always enjoyed visiting new places and eating the local cuisine, so wrapping those experiences into a show sounds like a fun way to work.

What's next? I'll be joining the IO faculty as an Assistant Professor in the Department of Psychology at Colorado State University

Student Support

A hallmark of MSU's Organizational Psychology Program has been guaranteeing students' financial support in the form of tuition waivers and research/teaching assistantships. A program goal is to cultivate and expand the opportunities available for graduate students to gain important developmental experience while addressing financial needs. We thought it might be of interest to alums to learn about the various types of assistantships our students undertake.

One traditional source of funding is grant-supported research. Over the years, our students have worked as assistants on projects funded by the National Science Foundation, NASA, the Army, Navy, Air Force, and various foundations. For example, currently Dr. Chris Nye is funding students assisting with his NSF research project on "Effects of organizational fit & workplace experiences on employees' personality and success in their career."

Another traditional source of funding is serving as a teaching assistant for classes. Organizational Psychology students are often in TA roles for statistics and research methods classes because of their skill levels in these areas.

We have been fortunate over the years to have talented and proactive students who compete and obtain prestigious fellowships. These include MSU University fellowships as well as National Science Foundation fellowships, which provide students with the opportunity to pursue their own research interests. Thanks to your continued generous support, we are growing the Ilgen Schmitt Endowment Fund in order to be able to fund future student fellowships.

Increasingly students have been funded through applied assistantships with corporate or consulting firms, often involving alums. Many of these are project based, with a student assisting on a specific effort such as development of a new assessment tool, validation of a selection method, or analysis of employee survey data, working remotely to support the project. Occasionally students are on site, such as our ongoing assistantship with Jackson National Life here in the Lansing area, where assistants engage in a variety of activities ranging from job analytic efforts, interview development, transportability studies, and the like.

Without naming names and violating any confidentiality agreements, we'd like to give a general shout out to all the alums who have provided or are planning to provide this type of support – it is a great way for students to gain real-world exposure, for alums to get help with some of the latest methodological approaches and theoretical insights, and for everyone to stay connected. If your organization does have a project on the horizon that needs an extra set of hands, we are currently planning student support for next fall. Budgets are tight so adding new partners for funding does help! Contact Ann Marie at ryanan@msu.edu to find out more about costs and arrangements

Spotlight: NLP For Wendy's

Figure 2. Ross Walker (left) and Robert Gray (right)

What is this project, and how did it get started?

Ann Marie connected us with Will Shepherd, an IO at Wendy's. Will and his team administer an employee survey which includes open-ended text responses. However, with tens of thousands of employees in the dataset, manually coding these responses would be impractical. So they asked us to use natural language processing techniques to glean more nuanced and actionable insights from the text data. Also, given the amount and richness of this data, we are all interested in publishing evidence that links text responses to key outcome variables.

What are you working on currently?

Cleaning the data can be one of the most time-consuming phases in projects like this. We just finished getting everything nice and tidy, and now the next phase will involve creating quantitative variables from the text responses. These variables will likely include things like the sentiment expressed, content themes, and parts of speech. Then we'll use those to build models of outcomes that Wendy's cares about like employee engagement.

Have there been any particular challenges in working on this project?

The most surprising challenge thus far has been translating all the non-English responses. To get accurate word counts, for example, all responses need to be in the same language. We had difficulty finding robust open-source tools for the task, but we eventually found a solid solution. It will also be a challenge to be more creative than whomever made the incredible hamburger-themed word cloud that accompanied this dataset.

What's the most interesting, or fun thing about working on this project?

NLP in IO is like the wild west but with less scorpions and bullets. Established "best practices" can be hard to come by, so there's a lot of learning and decision making as we go and that is really fun. Also because text data can offer deeper insight into the inner worlds of the people we're studying, uncovering themes about what makes people's work meaningful is very rewarding. Finally, Will, Eric (another person on his team), and Ann Marie are all great to work with! :)

Faculty and students are always interested in connecting and collaborating with alums and practitioners for research and projects in exciting new areas, such as methods for analyzing Big Data! Rob can be contacted at grayrob6@msu.edu, and Ross at riwalker@msu.edu.

Accomplishments

- Dr. Steve Kozlowski was appointed to the Journal of Applied Psychology Editor Search Committee
- Dr. Steve Kozlowski was appointed to the Advocacy Coordinating Committee for the American Psychological Association
- Research conducted by Dr. Daisy Chang, Jacob Bradburn, and collaborators was featured in the Harvard Business Review
- Dr. Steve Kozlowski was interviewed by the Washington Post for his research with NASA.
- Rob Gray was awarded the Association for Psychological Science (APS) Student Research Award
- Jacob Bradburn won the 2018 International Personnel Assessment Council (IPAC) James C. Johnson Student Paper Competition Award
- Courtney Bryant was awarded the Ford Blue Oval scholarship
- Caitlin Briggs won the 2019 Consortium for Multicultural Psychology Graduate Student Grant
- Lauren Collier-Spruel was awarded the Kenneth E. Marie J. Corey Research Enrichment Grant

Students @ SIOP

MSU students are active researchers. Below is a list of the work they will be presenting at SIOP – we would love to connect with alums, so please come by to hear about our work and forge connections.

Speaking While Female: Gender and Workplace Communication

This session presents research on how women's communication behavior in the workplace differs from men's, as well as ways in which communications may be interpreted, accepted, or rejected based on gender. The studies cover a range of contexts (meetings, negotiations, resumes, feedback, and persuasive communications) to highlight gender differences in the giving and receiving of communication.

Ann Marie Ryan	**Caitlin Q. Briggs**
Michigan State University	Michigan State University
Kaitlyn Rose Gallagher	**Danielle M. Gardner**
Michelle (Mikki) Hebl	Michigan State University
Rice University	Juan Madera
Stephanie Neal	University of Houston
Development Dimensions International (DDI)	Linnea Ng
Alice F. Stuhlmacher	Rice University
DePaul University	Rachel Trump-Steele
Stephanie A. Zajac	Rice University
Houston Methodist Hospital-MITIE Simulation Center	

Suitable for All Ages? Gamified Assessment Reactions, Performance, and Age

This study investigated the effects of age on gamified assessment reactions and performance. Participants completed a gamified assessment, working memory assessment, and questionnaires about reactions and personality. Results revealed older individuals performed worse and that no relationship between age and views of clarity of task existed. Practical and research implications are discussed.

Nathan T. Brucher	Michigan State University
Michigan State University	**Jacob C. Bradburn**
Danielle M. Gardner	Michigan State University
Michigan State University	Tara K. McClure
Eleni V. Lobene	Aon
Aon	Nicholas R. Martin
Ann Marie Ryan	Aon

The makings of a glass cliff: Women leaders preferred when there are people problems

We investigated when the glass cliff effect may occur by manipulating the agency/communality of male and female job candidates and the reason for company performance (i.e., people-oriented vs. not). Analyses did not replicate the glass cliff fully but did demonstrate the effect for some measures when the reason for company performance was people-oriented (i.e., poor employee relationships).

Caitlin Q. Briggs

Michigan State University

Rebecca Clancy

Colorado State University

Ann Marie Ryan

Michigan State University

Taniyia Jauntae-Lee Harvey

George Washington University

Danielle M. Gardner

Michigan State University

What's in it for you? Demographics and self-interest in diversity program promotion

We examined whether an individual's race and gender influenced his/her success in promoting an organizational diversity initiative. Testing two potential mechanisms, we found that Black individuals were viewed as more self-interested than White individuals promoting a diversity initiative, which influenced audience initiative attitudes and behaviors. No gender differences were found.

Danielle M. Gardner

Michigan State University

Ann Marie Ryan

Michigan State University

Understanding Machine Learning Assessments: Does the Reality Match the Hype?

While many are eager to apply machine learning (ML) to organizational settings, such tools have yet to be fully validated. The present study evaluated the validity of one ML tool designed to score video interviews. Results showed that ML scores did not relate to other theoretically relevant constructs as expected, questioning the validity and utility of such tools for assessment.

Danielle M. Gardner

Michigan State University

Christopher D. Nye

Michigan State University

Conflict Avoidance: A Study Across Indian, East Asian, and Western Cultures

This study examined the psychometric properties of a conflict resolution measure across Indian, East Asian, and Western cultures. Results revealed substantial measurement nonequivalence, suggesting that due to the differences in their respective cultural value systems, Indians approached conflict differently than the other two groups.

Ajay Somaraju

Michigan State University

Seeking the Real Deal: Advancing the Authenticity Literature

This symposium recognizes current challenges in authenticity research and seeks to guide the field in addressing them. To begin, a review paper surveys the authenticity literature and identifies inconsistencies and limitations. Then, 3 empirical studies address the limitations identified by examining the role of context and considering multiple conceptualizations of authenticity.

Courtney M. Bryant

Michigan State University

Sabrina D. Volpone

University of Colorado Boulder

Brent J. Lyons

York University

Brian Welle

Google

Jennifer L. Wessel

University of Maryland – College Park

Vic Marsh

University of Colorado Boulder

Rachel B. Venaglia

University of Maryland

Megan L. Huth

The Wharton School

Do Perceptions of Safe Spaces Differ Depending on Who They Are Designed For?

We examined whether the way safe spaces are perceived differs depending on the identity group the space is for. Findings indicated that money and resources allocated to safe spaces differed depending on whether the safe space was created for African Americans, women, LGBTQ+ or all students or employees. Implications are discussed.

Lauren M. Collier

Michigan State University

Ann Marie Ryan

Michigan State University

Are Vocational Interests Susceptible to Faking?

This study investigated the issue of faking on a vocational interest measure. Using an experimental design, participants were instructed to "fake good," and scores were compared to an honest condition. Results showed that faking had only negligible effects on interest scores and the validity of the measure for predicting a range of academic outcomes.

Sergio Miguel Marquez

Michigan State University

Serena Wee

University of Western Australia

Christopher D. Nye

Michigan State University

What Do You Do? Determinants of Job Choice and Career Trajectories

Sparse research has explored the determinants of career trajectories over time. This symposium investigates how individual factors such as interest, personality, intelligence, and academic performance influence career trajectories from degree outcomes to future job related outcomes.

Michelle Hyuan Ji Kim

Rice University

Margaret E. Beier

Rice University

Chu Chu

University of Illinois at Urbana-Champaign

Brent Donnellan

Michigan State University

Kevin Hoff

University of Illinois at Urbana-Champaign

James Rounds

University of Illinios at Urbana-Champaign

Ashley Rittmayer Hanks

Infor

Daniel Briley

University of Illinois

Lauren A. Collier

Michigan State University

Sif Einarsdottir

University of Iceland

Christopher D. Nye

Michigan State University

Rong Su

University of Iowa, Tippie College of Business

Methodological Developments in Research Using Organic Data: An Interdisciplinary View

Four presentations will discuss methodological concerns and developments in research using organic data (e.g., Twitter data, wearable device data) to address I-O questions, including validity, merging data, missing data, screening raw data, and psychometric properties. After presentations, a panel of experts from multiple disciplines will engage in interactive discussion with audience.

Le Zhou

University of Minnesota

Chu-Hsiang Chang

Michigan State University

Ivan Hernandez

University of Illinois at Urbana

Steve W. J. Kozlowski

Michigan State University

Mattia Prosperi

University of Florida

Christopher R. Dishop

Michigan State University

N Zhang

American University

Jiang Bian

University of Florida

Mike Morrison

Michigan State University

Eden B. King

Rice University

Anthony Misisco

Michigan State University

Jeffrey Olenick

Michigan State University

Heng Xu

American University

Perceiving the Trend: How Task Construal Shapes Performance Perceptions and Effort

I examine the effect of task construal on performance feedback perceptions and how those perceptions, in turn, inform subsequent effort and performance. Findings indicate no effects of construal, a positive relationship between self efficacy and subsequent effort, a negative relationship between goal discrepancy and effort, and a positive relationship between effort and performance.

Christopher R. Dishop Michigan State University

Failure Is Not an Option: Discovering the Dynamics of Space Teams

The workplaces of the future will involve outer space. The jobs will require high functioning teams living in extreme conditions for extended periods of time. This necessitates precision in understanding team dynamics. This symposium showcases the latest findings from 4 NASA-supported programs working to compose, configure, monitor, and reconfigure intact teams where failure is not an option.

Ilya Gokham Northwestern University

Northwestern University Claudia Hernandez

Steve W. J. Kozlowski University of Central Florida

Michigan State University Eduardo Salas

Jeffrey Olenick Rice University

Michigan State University Leslie A. DeChurch

Christopher R. Dishop Northwestern University

Michigan State University Chu-Hsiang Chang

Mike Morrison Michigan State University

Michigan State University Neal Outland

Anthony Misisco DePaul University

Michigan State University Suzanne T. Bell

Melissa Vazquez DePaul University

DePaul University C. Shawn Burke

Gabriel K. Plummer University of Central Florida

Northwestern University Molly Kilcullen

Noshir Contractor Rice University

Increasing Situational Judgement Test Prediction Using Response-Specific Variance

We used modern prediction methods to investigate incremental meaningful response specific variance above aggregate scale values. This research extends previous work in personality and biographical data used in situational judgement tasks. Practical and theoretical implications for organizational psychology research and applied practitioner use are discussed.

Robert L. Gray **Joshua L. Prasad**

Michigan State University Michigan State University

Maximizing Training Investments: The Effects of Contextual Influences on Training

Despite decades of research on training, contextual influences have been largely overlooked. Papers in this symposium provide insight beyond individual and situational effects by considering emotional exhaustion, 2 types of learning interventions, error management training, and performance feedback on training outcomes.

Monique Alexandria Alvarez Domingo University of Connecticut

University of Connecticut Jennifer W. Martineau

Pete Gallagher Center for Creative Leadership

University of Connecticut Travis Maynard

Elizabeth Klock Colorado State University

Yifan Song	Margaret M. Luciano
University of Florida	Arizona State University
Mo Wang	John E. Mathieu
University of Florida	University of Connecticut
J. Kevin Ford	Traci Sitzmann
Michigan State University	University of Colorado Denver
Robert L. Gray	Scott I. Tannenbaum
Michigan State University	Group for Organizational Effectiveness

Discovering the Language of Meaningful Work

Can you tell whether a person finds their work meaningful, just by how they talk about it? Aided by machine learning techniques, we analyzed a collection of 'work stories' to look for language patterns common to those who find their work meaningful. Results indicate that identity statements like "I am" are strongly associated with feelings of work meaningfulness.

| **Mike Morrison** | Saakshi Kale |
| Michigan State University | Augustana University |

Change Agent Teams: Review and Recommendations

This paper examines the current state of the literature on change agent teams using McGrath's (1964) input-process-outcome (IPO) model and Hackman and Edmondson's (2008) five conditions for change agent team success. Empirical and case studies are reviewed and recommendations for future research are provided.

| **Taylor K. Lauricella** | Michigan State University |

Use Your Words: Text Analysis in Selection and Assessment

Organizations collect vast amounts of potentially rich text data. Although research using text has increased in recent years, much of this data is still ignored. This symposium describes a range of applications in selection relevant to both beginners and experts. They include traditional analyses of preexisting text as well as more modern transformations from unstructured data like video.

Ross Walker	Shaker International
Michigan State University	**Robert L. Gray**
Tara K. McClure	Michigan State University
Aon	Eleni V. Lobene
Ann Marie Ryan	Aon
Michigan State University	Michael B. Armstrong
Richard N. Landers	Google
University of Minnesota	Richard Justenhoven
Maximilian Jansen	Aon's Assessment Solutions
cut-e GmbH	Isaac Benjamin Thompson
Derek L. Mracek	Shaker International

Team Composition: Exploring the Changing Landscape of Both Science and Practice

Gone are the days of long-term single team memberships. As organizations now deploy human capital into fluid teams, we must reconsider configuration. This alternative session symposium explores the changing practical and theoretical landscape of team composition by considering where we are and where we need to go as scientist-practitioners and highlighting efforts that push traditional boundaries

Wendy L. Bedwell

PACE Consulting Solutions, LLC

Jeffrey Olenick

Michigan State University

John E. Mathieu

University of Connecticut

Rebecca Grossman

Hofstra University

Suzanne T. Bell

DePaul University

Scott I. Tannenbaum

Group for Organizational Effectiveness

Very Much More Than g: Further Evidence for the Importance of Specific Abilities

Heeding recent calls for renewed and reinvigorated research on intelligence in the workplace, this symposium presents 4 papers that help advance our understanding of the value of specific cognitive abilities for outcomes such as occupational selection and job performance. The importance of key specific abilities and differences in specific abilities (i.e., ability tilt) are highlighted.

Harrison J. Kell

Educational Testing Service

Jonas W. B. Lang

Ghent University

Christopher D. Nye

Michigan State University

Serena Wee

University of Western Austrialia

Anne E. Kato

The Graduate Center & Baruch College, CUNY

Jingjing Ma

Michigan State University

Charles A. Scherbaum

Baruch College, City University of New York

SIOP Select: Disruptions Big and Small: The Future of Science-Practice in I/O

Calling all scientist-practitioners! Come hear from a diverse panel who will offer their perspectives on existing challenges in generating effective science-practice partnerships and be inspired by their ideas for what we can do to overcome these challenges in the future. Audience members will leave energized and empowered to help close the science-practice gap in ways both big and small.

Elizabeth A. McCune

Microsoft Corporation

Tara S. Behrend

The George Washington University

Lorenzo Galli

ScienceForWork

Dan J. Putka

HumRRO

Talya N. Bauer

Portland State University

Stuart C. Carr

Massey University/Project Glow

Mike Morrison

Michigan State University

Test-Retest and Internal Consistency Reliability and the Analysis of Experimental Designs

Though internal consistency reliability has well-appreciated effects on correlational analysis, little consideration is given to its, and its combined effects with test-retest reliability, on experimental design. This paper shows the combined effects of these types of reliability on standard experimental analysis and tests the efficacy of recent latent variable advances to correct for them.

Jeffrey Olenick   Michigan State University

Modeling Emergent Phenomena: Implementations and Process Insights

Computational modeling offers organizational scientists an important tool for exploring complex, dynamic, and emergent phenomena. The presentations in this symposium highlight the use of both diverse modeling techniques for achieving these goals as well as how model development can be inspired by existing data or the search for new theory/intuition across a range of organizational topics.

Goran Kuljanin
DePaul University
Georgia T. Chao
Michigan State University
Elizabeth Guth
DePaul University
Benjamin R. Levine
University of Maryland
Jeffrey Olenick
Michigan State University
Jake Weiss

DePaul University
Michael T. Braun
University of South Florida
James A. Grand
University of Maryland
Steve W. J. Kozlowski
Michigan State University
Ashlyn Lowe
DePaul University
Neal Outland
DePaul University

Theoretical Advances in Vocational Interest Research: Moving Beyond Holland Theory

Despite drastic changes in the world of work, research on vocational interests still relies on theoretical models that date back almost half a century. This stagnation of theory development hampers innovative research and may even undermine the credibility of this domain as a whole. Therefore, this symposium challenges and extends existing theory on vocational interests at work.

Bart Wille
Ghent University
Phil M. Lewis
National Center for ONET Development
Michael L. Morris
CPP, Inc.
Ronald C. Page
Assessment Associates International
Rong Su
University of Iowa, Tippie College of Business
Lous Tay
Purdue University
Brenton M. Wiernik
University of South Florida

Filip De Fruyt
Ghent University
Hsin-Ya Liao
Washington State University
Christopher D. Nye
Michigan State University
James Rounds
University of Illinois at Urbana-Champaign
Kyle Swaney
ACT, Inc.
Ross Walker
Michigan State University
Qi Zhang
The University of Iowa