

2010 IOOB Conference



**Hosted by
University of Houston**





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31st Annual IOOB Conference



Welcome!

Dear Colleagues,

We would like to formally welcome you to the 31st annual Industrial/Organizational-Organizational Behavior (IOOB) graduate student conference, hosted this year by the University of Houston.

This year's conference theme is "Thriving in an ever-changing economy: The role of I/O and OB." In choosing this theme we strive to discuss ways in which organizational scientists can help effectively overcome challenges that both employees and employers encounter in these trying economic times. Additionally, we want to discuss the impact of our changing economy on the profession and employability of practicing organizational scientists.

Our goal in constructing this year's program is to provide a developmental experience for all attendees through presentation practice and networking opportunities. We invite our conference participants to take full advantage of this year's program by attending student presentations, keynote speeches, and a variety of workshops. Finally, we would like to remind all attendees to visit the 5th annual networking social event on Friday night.

We hope that you enjoy your stay in Houston and find time to see some of its many attractions. We have provided recommendations at the end of this program.

Finally, we would like to thank you for your participation in this year's conference.
Welcome to Houston!

Sincerely,

Your 2010 IOOB Conference Committee
University of Houston





IOOB History

Milt Hakel is the founder of the Industrial/Organizational and Organizational Behavior (IOOB) conference. In 1980, Ohio State University (OSU) served as the first host and began a long-standing tradition of sharing research in an informal and friendly environment for graduate students in the fields of Industrial/Organizational (I/O), Organizational Behavior (OB), and Human Resource Management (HRM). The name of this conference reflects that the original funds for the conference were donated from the OSU psychology department and business school. Traditionally, a different school hosts the conference each year.

The IOOB conference provides both I/O psychology and business students with many prospects. Students attending the conference from all over the United States have a unique opportunity to promote their own program and build a network with fellow students and nationally acknowledged business professionals. Although many reputable researchers and practitioners attend the conference, IOOB is mainly designed for students with more lenient acceptance criteria. Thus, students have more opportunities to present their own research and share their professional ideas with fellow students at symposia and informally during social conference activities. In addition, the IOOB conference is an excellent opportunity to develop and refine projects, research, and other professional development endeavors in a friendly and intellectually stimulating environment. Finally, at IOOB not only do students have a wealth of networking opportunities, but they also have the chance to sharpen their public speaking, build relationships, and practice their interpersonal communication skills for future conferences and other professional activities.

Last year Illinois Institute of Technology (IIT) hosted the 30th Annual IOOB Conference. The theme of the conference was: “The Winds of Change: Past, Present, & Future Influences of I/O Psychology” reflecting various ways in which researchers and practitioners have been improving working lives of people in organizations. The IOOB committee did a great job both planning and executing the conference. Dr. Nancy Tippins opened up the conference with an exciting keynote address about employee role in I/O interventions. The IOOB participants were intellectually stimulated by fascinating presentations of other keynote speakers such as Dr. Michael Burke, Dr. Fritz Drasgow, and Dr. Alice Eagly. The conference was a success with nearly 150 attendees across the United States.



Previous Hosts

1980 Ohio State University
1981 Michigan State University
1982 University of Maryland
1983 Illinois Institute of Technology
1984 Old Dominion University
1985 University of Akron
1986 University of Minnesota
1987 University of Tennessee
1988 Bowling Green State University
1989 Tulane University
1990 Ohio State University
1991 University of Missouri-St. Louis
1992 Radford University
1993 University of Waterloo & University of Guelph
1994 DePaul University
1995 University of Colorado, Denver and Boulder & Colorado State University
1996 Bowling Green State University
1997 Radford University
1998 California School of Professional Psychology
1999 George Mason University
2000 University of Tennessee
2001 State College Pennsylvania
2002 University of South Florida
2003 University of Akron
2004 University of Tulsa
2005 Florida Institute of Technology
2006 George Mason University
2007 Indiana University-Purdue University Indianapolis
2008 Colorado State University
2009 Illinois Institute of Technology
2010 University of Houston

Next year's host: Alliant International University in San Diego



Current Host:

University of Houston

The University of Houston, founded in 1927, is the largest and only doctoral-granting university within the University of Houston System. Every year, UH educates over 36,000 students enrolled in almost 300 undergraduate and graduate programs. UH is the second most ethnically diverse major research university in the United States, with students coming from over 137 nations. UH is proud of its nearly 200,000 alumni, of which over 3,500 head their own companies or serve as chief executives in various corporations.

The Graduate Program in Industrial Organizational (I/O) Psychology at the University of Houston (UH) has been preparing students for careers in academia, consulting, and industry since 1950. It is one of the oldest, largest and most respected programs in the country. The curriculum is designed to provide a solid foundation in I/O psychology, statistics, research methodology, and general psychology. Both theory and application is emphasized. The UH program subscribes to the scientist-practitioner model endorsed by the Society for Industrial and Organizational Psychology (SIOP) and Division 14 of the American Psychological Association. The graduate students are encouraged and actively involved in research with both their professors and fellow students. In addition, due to being located in the nation's fourth largest city, the I/O program offers students the opportunity to become involved in a variety of field research and training opportunities throughout their time in the program.

The Department of Management is nested within the C.T. Bauer College of Business, offering BBA, MBA, MS, and PhD degrees in a range of disciplines and developing future leaders with a high standard of performance in the business world. The C.T. Bauer College of Business was recently ranked #2 among the top six business schools in Texas. In addition, C.T. Bauer has been recognized as #1 in the Gulf Coast for published research, and in the top 5 percent nationwide. The Department of Management is one out of only five schools in the United States with multiple Academy of Management Journal Hall of Fame Members. Our excellent faculty publishes in high quality journals such as The Academy of Management Journal, Journal of Applied Psychology, Strategic Management Journal, and Academy of Management Review.



Acknowledgments

We thank all of the student attendees and presenters for making this year's IOOB conference a reality. Additionally, we thank all of the faculty members, professional researchers, and practitioners who have volunteered their time to visit our conference and share their knowledge and expertise. Also, we thank all of the organizations and sponsors who generously donated to make IOOB 2010 possible.

We send a special thank you to Dr. Leanne Atwater, chair of the Management Department in the Bauer College of Business, and Dr. Alan Witt, chair of the I/O Psychology program in the UH Department of Psychology for their continued support and help during the planning and executing process. Next, we would like to thank Dr. Cindy Stewart of the UH-Downtown campus for all of her help in finding the conference a home. We also thank our faculty for all of their involvement over the past year.

Finally, we would like to thank our fellow students in the I/O psychology program and the Management program for all of their help. Without all of the hard work, long hours, and continued effort of our colleagues this conference would not have happened. Thank you!

Sincerely,

Aleksandra Luksyte
Marina Sebastijanovic
Robert Stewart

Your 2010 IOOB Conference Executive Committee



Thank you!

(All names are in alphabetical order by first name)

IOOB Executive Committee:

Aleksandra Luksyte, Marina Sebastijanovic, Rob Stewart

IOOB Team Members:

Ari Malka – Gift Bag Coordinator

Cyrus Mirza, Dianhan Zheng, & Kenneth Sweet – Program

Daniel Nicely - Conference Venue

David Dubin, Prema Ratnasingham, & Ryan King – Fund Raising & Advertisement

Ian Wilson – Social Hour

Kuo-Yang Kao, Lennie Waite, Rachel Sturm, & Zhuxi Wang - Schedule

Kori Callison, Zahir Latheef - Jeopardy

Mindy Krischer - Website

Sabrina Volpone - Proposal Submissions

Sara Brothers – Entertainment

Reviewers:

Aleksandra Luksyte, University of Houston

Altovise Rogers, University of Houston

Ari Malka, University of Houston

Ashley McIntyre, Angelo State University

Brandon Jordan, University of Tulsa

Courtney Nelson, University of Tulsa

Craig Talmage, Minnesota State University

Cristina Rubino, University of Houston

Cyrus Mirza, University of Houston

Daniel Nicely, University of Houston

Daniel Gandara, Illinois Institute of Technology

David Dubin, University of Houston

Dianhan Zheng, University of Houston

Emily David, University of Houston

Erin Carroll, Radford University

Evan Weinberger, University of Houston

Ian Wilson, University of Houston

Jennifer Reeves, University of Houston

Jill May, Illinois Institute of Technology

Kenneth Sweet, University of Houston



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Kori Callison, University of Houston
Kuo Yang, University of Houston
Lauren Robertson, University of Tulsa
Lennie Waite, University of Houston
Luc Bourgeois, Saint Mary's University
Lynn Hartmann, Minnesota State University
Margaret Horner, Texas A&M University
Michael Taylor, Minnesota State University
Mindy Krischer, University of Houston
Nicole J. Thompson, Virginia Polytechnic & State University
Nicole M. Fugate, Northern Kentucky University
Prema Ratnasingham, University of Houston
Rachel Sturm, University of Houston
Renee Wilson, University of Houston
Rob Stewart, University of Houston
Ryan King, University of Houston
Sabrina Volpone, University of Houston
Sara Brothers, University of Houston
Steven Apodaca, Angelo State University
Zeenatroohi Kwon, Illinois Institute of Technology
Zhuxi Wang, University of Houston

Special Thanks:

Alan Witt, Cindy Stewart, and Leanne Atwater



Ph.D. Program in Management

Our Program

The Ph.D. Program in Management at the Bauer College of Business, University of Houston, is designed to provide students with the necessary training, experience, and analytical skills to carry out high quality teaching and research in management and strategy. Our program covers both micro areas of management — organizational behavior and human resources — and macro areas of management — strategy and organizational theory. Our emphases include corporate governance, human resource strategy, innovation, leadership, and the energy industry, as well as other management-related areas.

Our curriculum emphasizes solid research methods, theory, and applications in management. Students work closely with faculty, and are also given the opportunity to pursue their own research ideas. Faculty members in the department publish in the top journals in the field, and students are encouraged to participate in this work and generate original research. In addition to course work, students learn about the academic profession through invited guest lecturers and attendance at national conferences.

Our Faculty

The management faculty members are top scholars in the field, and their teaching is consistently rated by students as outstanding. Professors are collegial and very accessible to students.

Financial Aid

Accepted doctoral students are hired as Instructional Assistants for 20 hours a week for four years and receive generous year-round stipends (\$33,000, approximately). This includes a University of Houston fellowship that covers tuition for four years. The Department of Management provides laptop computers for new students and additional funding for students presenting papers at national conferences.

Ph.D. Spotlight



"The Ph.D. program has been a very enriching experience. I am a biologist and did not have any interest in business when I graduated from college. I started working and became curious about the things that happened in the lab that had nothing to do with biochemistry. Why were we pursuing this or that alliance? How were the companies we worked with choosing which projects to fund? How did the entrepreneurs I worked with decide to enter such risky ventures? Even the daily interactions with my bosses and co-workers mystified me. This is how I became interested in business, and the Bauer Ph.D. in management program has been an excellent match for this curiosity."

- Susana Velez-Castrillon

For more information, please visit <http://www.bauer.uh.edu/doctoral/management/> or contact Dr. Dusya Vera at 713-743-4677 or dvera@uh.edu

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Lamorinda Consulting LLC (Lamorinda) is a premier consulting firm specializing in the areas of job analysis, performance measurement, and organizational analysis. Lamorinda conducts objective, scientifically-sound job studies and provides expert advice regarding compliance with Federal and California employment and wage and hour laws. In particular, Lamorinda has over 10 years experience in the collection of data for the purpose of evaluating job classification and meal/rest break policy compliance. Lamorinda's reputation for conducting objective, scientifically sound studies and providing sound, empirically-based consulting advice has made it a leading expert firm in the wage and hour class actions and employment discrimination cases.

Founder and President of Lamorinda, **Dr. Cristina Banks**, is a noted expert in job analysis and work measurement, and has provided expert testimony through declarations, depositions and at trial in connection with wage and hour class action lawsuits. Lamorinda's wage and hour litigation support work began in 1997 when Dr. Banks developed a self-report questionnaire methodology for measuring the time spent performing exempt and non-exempt work in a specific job. Dr. Banks adapted well-established job analysis methods, yielding a scientifically-sound methodology for conducting job analysis studies customized for this purpose. Dr. Banks is recognized as one of the top experts in this field. She has published several articles and chapters on the subject of wage and hour litigation and compliance strategies. Over the last decade, Dr. Banks and her staff have conducted over 60 job studies using a variety of methodologies, including job questionnaires (surveys) and time and motion studies (observations). Results of these studies have helped clients to modify jobs and operations to improve compliance with the law and to decide how to proceed in class action lawsuits.



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The **American Institutes for Research's (AIR)** Education, Human Development and the Workforce Division (EHDW) works to enhance the performance of individuals and organizations. AIR, a not-for-profit organization, has focused on this critical need for 60 years since our founder, John Flanagan, began developing combat pilot selection procedures to identify candidates who were best suited for these high-stress jobs.

Today, AIR's EHDW Division is helping organizations to select and retain qualified staff for a variety of jobs. We focus on enhancing individual and organizational performance, productivity and the capacity to change while emphasizing fair employment practices. By merging our expertise in psychology and human-factors centered design and engineering, EHDW also helps organizations develop products that are easier to use.

Our recent accomplishments include important work in the following areas:

- High-performance team training
- Performance management
- Program evaluation
- High-stakes test development and validation
- Workforce research
- Employment equity and litigation support
- Human factors and usability testing

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We are seeking Master's and Ph.D. level I/O Psychologists for current positions. AIR offers an excellent compensation and benefits package, including a fully-funded retirement plan, generous paid time off, tuition assistance and more. EOE.



Friday March 12th Schedule (Please note that all events will end at 5 minutes to the hour)

12:00 PM	Registration / (12 PM – 6 PM) The White Oak Room
3:30 PM	Opening Session Wilhelmina Cullen Robertson Auditorium
4:00 PM	Dr. John Scott (Keynote 1) Wilhelmina Cullen Robertson Auditorium
5:00 PM	Break
6:00 PM	The 5 th Networking Social Event The White Oak Room

The 5th Networking Social Event

When: Friday March 12th 6:00 PM

Where: UHD One Main Building
One Main Street
Houston, TX 77002

Why: This event is a great opportunity for practitioners in the Houston area to meet graduate students who will be joining the field in the upcoming years. Additionally, the social hour provides a venue for you to learn about the type of work that practitioners in our field are doing. The 5th Networking Social event will include appetizers and an open bar as well as a live DJ.



Keynote 1:

A Recipe for Moving Forward After a Corporate Restructuring

Friday, March 12th, 4:00 PM - 5:00 PM

John Scott, Ph.D.

Applied Psychological Techniques Company (APT)

The fallout associated with a restructuring or downsizing can have a debilitating impact on an organization's ability to thrive once the dust settles. In fact, even two years later, the majority of downsized companies fail to cut costs, improve performance, produce profits or outpace their competitors. This presentation will focus on the key ingredients for transforming a structurally disrupted organization into a position of performance strength. We will cover essential strategies for fostering a culture of accountability, countering negative outcomes and facilitating employee engagement, growth and productivity.

Biography:

Dr. Scott received his Ph.D. in Industrial/Organizational Psychology from Illinois Institute of Technology. He is a co-founder and Chief Operating Officer of the Applied Psychological Techniques Company (APT). APT is a national full-service human resource consulting firm specializing in delivering flexible HR solutions based on sound measurement principles. APT offers Fortune® 100 organizations systems and services in the areas of: selection, litigation support, job analysis, multi-source feedback, staffing for organizational change, surveys, HR process audits, performance management, executive assessment/coaching, compensation, and career planning.

John Scott is co-editor of *The Human Resources Program Evaluation Handbook*, is co-author of *Evaluating Human Resources Programs: A 6-Phase Approach for Optimizing Performance* and is co-editor of the forthcoming *Handbook of Workplace Assessment: Selecting and Developing Organizational Talent*. He has also authored numerous chapters and articles in the areas of assessment, selection and organizational surveys.

John Scott was the 2009 SIOP conference program chair and serves on several Professional Practice Book Series editorial boards. In addition, he serves as SIOP's representative to the United Nations.



Saturday March 13th Schedule (Please note that all events will end at 5 minutes to the hour)

	The White Oak Room: (Posters)	The Houston Room: (Workshops)	The Buffalo Bayou Room: (Symposia)
8:00AM	Breakfast and Registration (8AM – 4PM) The White Oak Room		
9:00AM	Dr. Sheldon Zedeck (Keynote 2) Wilhelmina Cullen Robertson Auditorium		
10:00AM	<u>Poster 1:</u> Psychometrics	Dr. Christiane Spitzmueller (Workshop 1)	<u>Symposium 1:</u> Organizational Learning and Training
11:00AM	<u>Poster 2:</u> Performance	Dr. Steve Werner (Workshop 2)	<u>Symposium 2:</u> Organizational Culture/Climate
12:00PM	<u>Poster 3:</u> Training and Test Development	Dr. Michael Burke (Workshop 3)	<u>Symposium 3:</u> Diversity
1:00PM	Lunch Coffee Shop		
2:00PM			
3:00PM	<u>Poster 4:</u> Occupational Health and Diversity	Dr. Leanne Atwater and Dr. Derek Avery (Workshop 4)	<u>Symposium 4:</u> Motivation
4:00PM	<u>Panel Discussion:</u> The Socialization of Health and Safety Personnel and Its Influence on Fit (Auditorium)	Dr. Cristina Banks (Workshop 5)	<u>Symposium 5:</u> Psychometrics and Methodology
5:00PM	Dr. Robert Eisenberger (Keynote 3) Wilhelmina Cullen Robertson Auditorium		
6:00PM	Jeopardy Wilhelmina Cullen Robertson Auditorium		
8:00PM	Night Out (Optional)		



Keynote 2:

Predicting Lawyer Effectiveness: A New Assessment for Use in Law School Admission Decisions

Saturday, March 13th, 9:00 AM - 10:00 AM

Sheldon Zedeck, Ph.D.
University of California at Berkeley

The presentation focuses on a multi-year study that examined the validity of different test strategies (e.g., personality constructs, background information, situational judgment test [SJT], and emotion recognition) as complements to the Law School Admission Test [LSAT] for the prediction of both law school grades AND lawyer effectiveness. The initial step was identification and definition of, and scale development for 26 effectiveness factors to be used to evaluate the performance of practicing attorneys; approximately 2000 attorneys participated in this stage. Test data (tests identified/developed for the project, LSAT scores, UGPA and law school GPA) from approximately 1100 attorneys were correlated with lawyering performance evaluations (based on approximately 4000 self, peer and supervisor evaluations). Results showed that the LSAT predicts first year GPA in law school but few of the lawyering performance effectiveness factors. In contrast, combinations of the new tests (particularly the SJT, certain personality constructs, and background information) predicted lawyering effectiveness across the set of 26 factors. The implications of the results will be discussed.

Biography:

Dr. Zedeck is a Professor of Psychology at the University of California at Berkeley. He received his Ph.D. in Industrial/Organizational Psychology from Bowling Green State University. Dr. Zedeck has co-authored a number of books in the field and has written numerous journal articles on the topics of moderator variables, selection and validation, test fairness, banding, performance appraisal, assessment centers, stress, and work and family issues. He has served on the editorial boards of the *Journal of Applied Psychology*, *Contemporary Psychology*, and *Industrial Relations*. He has also served as Editor and Associate Editor of *Human Performance*, a journal that he and Frank Landy founded in 1988, as well as Associate Editor of *Applied Psychology: An International Review*. Dr. Zedeck was the editor of the *Journal of Applied Psychology* in 2004-2008. In addition, he was the editor of a research series of books that deals with People and Organizations published by Routledge (1986 to 1995) and the Frontiers Series Editor, sponsored by SIOP, from 1993 to 1998. Also, he is the editor of the Industrial and Organizational Psychology section for the *Encyclopedia of Applied Psychology* (published by Elsevier in 2004). Dr. Zedeck served as president of the SIOP during the 1986/1987 term. He has been on the Society's Educational and Training Committee; its Workshop Committee; a Member-at-Large; editor of the Society's newsletter, TIP; served on two ad hoc committees concerned with revising the Society's "Principles for the Validation and Use of Personnel Selection Procedures;" and represented the Society on the APA Council of Representatives. Dr. Zedeck has also served on the executive committees for the Academy of Management's Personnel/Human Resources Division and for the Society for Organizational Behavior. Finally, Dr. Zedeck has been quite active in consulting with private and public sector organizations and serving as an expert witness in employment discrimination cases.



POSTER SESSION 1: Psychometrics

Time: Saturday, March 13th, 10:00AM – 11:00AM

Poster 1.1:

The Development of a Scale to Assess the Dimensionality of Tempo: Is There a Construct of Personal Tempo?

Jeanne Donaghy, Clavette, M., Sharrer, D., Lytle, R., & Aamodt, M. G., Radford University

Abstract: This study developed a self-report survey to examine the dimensionality of tempo. Half the items related to cognitive tempo, time it takes for tasks such as solving problems and making decisions. The other half of the items related to personal tempo, the speed at which other, non-cognitive tasks were performed. Results were analyzed and approximately 6 dimensions of tempo were observed.

Poster 1.2:

Assessing Dimensionality of the Leadership Trait Measure: IRT and CTT Factor Analysis

Nicole J. Thompson, Virginia Polytechnic & State University

Abstract: The purpose of the study is to assess whether the factor structure of the Leadership Trait Measure replicates across measurement models. I conducted confirmatory factor analyses using SPSS and NOHARM, IRT analysis software. Results supported six leadership dimensions: Sensitivity, Dynamism, Intelligence, Dedication, Tyranny and Masculinity.

Poster 1.3:

Cultural Competency Scale: Development and Implications

Matt Dudash, Kristy Smith, Mario Rodriguez, Kim Meibers, & Philip Moberg, Northern Kentucky University

Abstract: The purpose of this study was to construct a scale that measures individuals' willingness to interact with people from unfamiliar cultures. An Exploratory Factor Analysis was conducted on this 30-item scale, which indicated factors to be developed. Significant relationships between subgroups, related scales, and the Cultural Competency scale were observed.



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Poster 1.4:

Ricci v. DeStefano: Would Different Test Weights Have Mattered?

Paul Park, Rosie Sherman, & Sarah Moore, Radford University

Abstract: After the initial Supreme Court ruling on the *Ricci v DeStefano* case determined that the original list of promotional candidates that must be used, African-American firefighter Michael Briscoe is now claiming the weights used for the test violate his Title VII civil rights. Specifically, he is claiming that that the 60% weight used by New Haven for the written test is unusually high, and that had a lower weight been used, he and other minorities would have been promoted. The purpose of this study is to use the actual test scores from the *Ricci* case to examine the potential effects of different weighting schemes.

Poster 1.5:

Ricci v. DeStefano: Was New Haven Wrong in their Weighting of Selection Tests?

Sarah Moore, Paul Park, & Rosemary Sherman, Radford University

Abstract: After initial Supreme Court rulings on the *Ricci v DeStefano* case determined the original list of promotional candidates must be used, African-American firefighter Michael Briscoe is claiming the weights used for the test violate his Title VII civil rights. Specifically, he is claiming that that the 60% weight used by New Haven for the written test is unusually high and that had a lower weight been used, he and other minorities would have been promoted. This study determined Briscoe's claim does not have ample evidence to be supported.

Poster 1.6:

The Development of an Ethical Career Success Measure

Garolyn Jergins, Angelo State University

Abstract: While the business ethics literature is expansive, one area remains unexplored, that of the impact that ethics has on career success. This discovery led to the development, piloting, and testing of an ethical career success measure. Results showed strong support for the measure, which indicates that it could be useful in future research.



Workshop 1:

Getting Access to Field Samples and Corporate Grants

Saturday, March 13th, 10:00 AM -11:00 AM

Christiane Spitzmueller, Ph.D.
University of Houston

To many students, getting access to organizational data seems very difficult. The task of applying for grant funding seems even more daunting. In this workshop, we discuss different options for getting access to organizations that may be interested in collaborating with students and faculty members on research projects. We discuss opportunities as well as potential pitfalls in designing studies in collaboration with real-world organizations based on the work the Center for Applied Psychological Research at the University of Houston has conducted with real world organizations such as Saudi Aramco, the Houston Fire Department, ExxonMobil and others.

Biography:

Dr. Spitzmueller completed a B.A. degree in Psychology at the University Koblenz-Landau (Germany) in 1999. After completion of her undergraduate degree, she received a Fulbright scholarship for graduate studies at Bowling Green State University (BGSU). At Bowling Green State University, Dr. Spitzmueller completed both her M.A. and Ph.D. degrees within four years. During her graduate studies, Dr. Spitzmueller gained applied experience working for A.T. Kearney and Roland Berger Management consultants doing strategy consulting projects. Dr. Spitzmueller's research interests during graduate school were centered on employee well-being, job satisfaction and monitoring technology. After Ph.D. completion in 2003, Dr. Spitzmueller accepted an academic appointment as an Assistant Professor at the University of Houston's doctoral program in Industrial and Organizational Psychology. At UH, Dr. Spitzmueller is conducting research with between three and six doctoral students, and several undergraduate students. Research generated in her lab has been published in the top international journals in I/O psychology, such as *Journal of Applied Psychology*, *Personnel Psychology*, and *Journal of Organizational Behavior*. Dr. Spitzmueller currently serves as a reviewer for several journals including the *Journal of Occupational and Organizational Psychology*, *Personnel Psychology*, and *Journal of Occupational Health Psychology* and is actively involved in the newly founded Society for Occupational Health Psychology (SOHP). Dr. Spitzmueller also currently collaborates with one of the premier job stress research groups in Europe: Prof. Dr. Dieter Zapf's group at the University of Frankfurt.

In order to contribute to the practice of I/O psychology, the students in Dr. Spitzmueller's lab conduct research pertaining to cross-cultural adjustment in training contexts and design of employee surveys for local and international organizations. Client organizations Dr. Spitzmueller and her students have collaborated with recently include ExxonMobil, the World Health Organization, the Global Fund to fight AIDS, Malaria and Tuberculosis, ADNOC (National Oil Company in the United Arab Emirates), and local organizations such as the Houston Fire Department and Child Advocates.



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SYMPOSIUM SESSION 1: Organizational Learning and Training

Time: Saturday, March 13th, 10:00AM-11:00AM

Presentation 1.1:

Improving the Efficiency of H-E-B Supermarkets Utilizing a Dynamic Training Program

Eric Boronow, Angelo State University

Abstract: Despite being Texas's largest retail company, H.E.B. Grocery (H-E-B) faces constant regional competition amongst Wal-Mart, Kroger, and CVS; particularly with the recent advent of technology-based self-service options. From a human resources perspective, the current proposal develops, employs and evaluates several bagger-employee training programs. This will assure the use of the most effective checkout method by improving employee bagging-efficiency and customer satisfaction with H-E-B.

Presentation 1.2:

Can Computer-Based Methods be used to Train Social Skills?

Rebecca Grossman, Marissa Shuffler, Elizabeth Lazzara, Olivia Riches, Shawn C. Burke, & Eduardo Salas, University of Central Florida

Abstract: Social skills are becoming increasingly important for the workplace and other domains. Research identifies several important principles for training such skills but does not specify the most effective medium (i.e., classroom versus computer-based). This paper highlights patterns in research that explores the use of computers in training social skills.

Presentation 1.3:

A Model for Student Adjustment Problems

Belinda Smith & Shannon Scielzo, University of Texas at Arlington

Abstract: A model for student adjustment problems leading to the desire for a good mentor is proposed. One proposed mediator of academic adjustment problems is also examined. A student who is experiencing adjustment problems will then experience academic problems and that will lead to their desire for a good mentor.



Presentation 1.4:

A Theoretical Model Specifying Individual and Contextual Factors that Pique High-Quality Employee Self-Development

Thivia Mogan & Karin A. Orvis, Old Dominion University

Abstract: Little research has investigated antecedents of employee participation in high-quality self-development activities. Drawing support from the extant self-development quantity literature, this research presents a theoretically-based model specifying both distal (e.g., learning goal orientation and supervisor support) and proximal influences (e.g., self-efficacy to self-develop) on the quality of employees' self-development choices.

Presentation 1.5:

Development of a Readiness for Training Scale

Lauren Benton, Elizabeth Combs, & Nosakhare C. Ekhaton, Northern Kentucky University

Abstract: This study explores the development of a new measure intended to assess an individual's readiness for training initiatives. The Readiness for Training scale includes three main factors: Goals, Performance, and Positive Affect. Implications for the scale's use in the workplace and recommended future directions are discussed.



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POSTER SESSION 2: Performance

Time: Saturday, March 13th, 11:00AM – 12:00PM

Poster 2.1:

Designing Effective Rating Forms for Self-Appraisal of Performance

Kelsey Parker, University of Tulsa

Abstract: This study combines research on rating scale formats to create a self-appraisal form that is accurate, encourages appropriate variability, and is easy to use. Two different self-appraisal forms were created using importance, evaluation, and improvability scales, and a within subjects study will be conducted to determine which scale design best fulfills the requirements.

Poster 2.2:

An Investigation between the Five Factor Model and Goal Setting Theory and Its Effect on Task Performance

Nital Patel, Saint Louis University

Abstract: This proposed study investigates whether personality and individual goal type impact level of performance. High conscientious individuals are hypothesized to perform highest with specific and difficult goals while high neurotic individuals are hypothesized to perform highest with specific and “do your best” goals.

Poster 2.3:

An Examination of Potential Correlates of Social Skill Meta-Accuracy

Jared A. LeDoux & Donald H. Kluemper, Louisiana State University

Abstract: This study examines social skill meta-accuracy, the degree to which an individual is accurate in judging others' impressions of his or her social skill. Several individual difference constructs were significantly related to individuals' degree of meta-accuracy, though meta-accuracy was not significantly related to ratings of job performance.



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Poster 2.4:

The Moderating Effects of Situation Strength of the Job Performance - Job Satisfaction Relationship

Steve Khazon & Nathan Bowling, Wright State University

Abstract: The current article briefly reviews the research literature surrounding the job satisfaction-job performance relationship and a developing model for situation strength. A model on how these constructs interact is put forward and a study examining it is proposed.

Poster 2.5:

Emotional Intelligence and Cognitive Ability as Predictors of Investigator Performance

Masakatsu Ono, Michael Taylor, & Daniel Sachau, Minnesota State University, Mankato

Abstract: This study investigated the degree to which cognitive ability and emotional intelligence were related to the job performance of Federal Criminal Investigators. Both cognitive ability and emotional intelligence were related to supervisors' ratings of investigator's performance. Emotional intelligence explained additional variance over cognitive ability.

Poster 2.6:

Clarifying the Role of Cognitive Resources in Leadership: A Theoretic Expansion of Cognitive Resource Theory

Kenneth Sweet, University of Houston

Abstract: I propose that Cognitive Resource Theory (Fiedler & Garcia, 1987) has advanced using primarily misspecified data, whereby perceived stress was inappropriately used as a proxy for environmental demands (stressors). I then offer a supplemental model of CRT as well as propositions for future study.

Poster 2.7:

An Examination of the Relationship between Test Completion Time and Performance

Lytle, R., Sharrer, D., Clavette, M., Donaghy, J., & Aamodt, M.G., Radford University

This study examined the relationship between the time taken to complete a test in an introductory psychology course and the score achieved on the test. Test scores and completion times were collected from four sections of introductory psychology courses on four examinations and were analyzed to determine whether there was a relationship between time taken to complete a test and test scores as well as the relationship between individual difference variables and time taken to complete the test. Race and gender differences were also analyzed. The results of these analyses are potentially important in the use of testing in employment selection as well as academic testing.



Workshop 2:

Compensation Research: What Does the Elephant Look Like?

Saturday, March 13th, 11:00 AM - 12:00 PM

Steve Werner, Ph.D.
University of Houston

An old parable goes like this: “six blind men were asked to determine what an elephant looked like by feeling different parts of the elephant's body. The blind man who feels a leg says the elephant is like a pillar; the one who feels the tail says the elephant is like a rope; the one who feels the trunk says the elephant is like a tree branch; the one who feels the ear says the elephant is like a hand fan; the one who feels the belly says the elephant is like a wall; and the one who feels the tusk says the elephant is like a solid pipe.” Compensation is much like the elephant in the parable. It has been studied by I/O psychologists, sociologists, legal scholars, labor economists, strategists, international business scholars, accounting scholars, finance scholars, industrial relations scholars, and organizational theorists among others. Using compensation as an example, this workshop will look how different disciplines view the same phenomenon and how cross-disciplinary research may help paint a more accurate picture of subject in question.

Biography:

Steve Werner is a Professor and Doctoral Coordinator of the Management Department. He received his Ph.D. in Human Resource Management from the University of Florida. His research focuses on compensation and international HRM. He has published in academic and practitioner publications such as *Academy of Management Journal*, *Journal of Applied Psychology*, *Journal of International Business Studies*, *Journal of Management*, *Journal of Business Research*, *Human Relations*, *Human Resource Management Review*, *Journal of International Management*, *British Journal of Management*, *International Business Review*, *Journal of Business Ethics*, *Journal of Applied Social Psychology*, *Worldatwork Journal*, *ACA Journal*, *Compensation and Benefits Review* and the *Columbia Journal of World Business*, among others. He is an elected member of the Executive Committee of the Human Resource Division of the Academy of Management. He is on the editorial boards of the *Journal of Management*, *Journal of Management Studies*, *Journal of Business Research*, *Human Resource Management Journal*, and *Human Resource Management Review*.

Dr. Werner has taught courses at the undergraduate, masters, or doctoral level in compensation administration, compensation system design, human resource management, organizational power and politics, international human resource management, industrial relations, research methods in management, and international management. Dr. Werner's comments have appeared in *The Wall Street Journal*, *the New York Times*, *Houston Chronicle*, *DBA Houston Magazine*, *Ann Arbor News*, *ESPN Magazine*, and in *the Houston Business Journal*, among others. He has been a consultant to a number of larger and smaller firms and organizations on various aspects of compensation and human resource management. His clients include KMPG, Conoco, and the State of Texas. He has also advised a number of compensation consulting firms, and has been an expert witness.



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SYMPOSIUM SESSION 2: Organizational Culture/Climate

Time: Saturday, March 13th, 11:00AM – 12:00PM

Presentation 2.1:

Green at HRM: A Relationship between Human Resource Management and Environmental Performances through the Attitude of Top Management, Social Interactions, and Organizational Climate

Youngsang Kim & Janghoon Seo, Rutgers University

Abstract: This paper examines the idea that top management's attitude toward environment (green attitude) can influence HR system's indigenizing of environmental concerns (Green HR System) through social interactions between HR managers and line-managers and climate toward environment (Climate for Green), which can lead to environmental performances.

Presentation 2.2:

Creation of a New Measure of Organizational Culture

Michael Taylor, Daniel Sachau, & Marquita Oleson, Minnesota State University, Mankato

Abstract: The purpose of the study is to create a new measure of organizational culture. In three studies, we tested the social desirability of the item pairs, the common profile of a large variety of organizations, and a detailed profile for a high tech manufacturing organization. Data are currently being examined.

Presentation 2.3:

The Affect of High Error Aversion Cultures on Performance and Self Reports of Errors

Michelle A. Mitchell, Angelo State University

Abstract: Errors are intrinsic to human behavior, both in and out of the workplace. There are benefits to errors including innovation and perhaps more successful business practices. It is hypothesized that participants in an error management culture will have greater performance increases compared to those in a high error aversion culture.

Presentation 2.4:

Assessing Ethical Climate in Undergraduate Project Teams: Adapting a Measure

Jill May & Daniel Gandara, Illinois Institute of Technology

Abstract: The following study outlines the adaptation and factor analysis of the Ethical Climate Questionnaire for undergraduate cross-disciplinary project teams. The measure included five subscales: laws and codes, institutional and team rules, instrumental, benefit to the team, and independence. Implications and future directions are discussed.



POSTER SESSION 3: Training and Test Development

Time: Saturday, March 13th, 12:00PM – 1:00PM

Poster 3.1:

The Effects of Training on Goal Orientation, Mentoring Relationship Processes, and Outcomes

Michael A. Neeper & Shannon A. Scielzo, University of Texas at Arlington

Abstract: This study examined the ability of preparatory mentoring relationship training to elicit states of goal orientation (i.e., high learning, low avoid), in addition to examining the effects of state goal orientation on coded mentoring relationship processes and outcomes. Participants consisted of 72 mentor/protégé volunteers for an academic mentoring program.

Poster 3.2:

An Effort to Comprehend the Inconsistencies between Mentoring Relationship Perceptions and Behaviors

Michael A. Neeper & Shannon A. Scielzo, University of Texas at Arlington

Abstract: The current study attempted to understand some of the discrepancies that exist between mentor and protégé reports of mentoring relationship success, in addition to examining actual mentoring relationship behaviors. Mentor and protégé preparatory training was manipulated and subjective and also coded measures were collected.

Poster 3.3:

The Bottom Line: Nine Things that Really Matter in the Transfer of Training

Rebecca Grossman & Eduardo Salas, University of Central Florida

Abstract: Although training is a primary issue in organizations, targeted KSAs often do not transfer to the workplace. In response, researchers have developed an extensive literature that is highly useful but sometimes obscures the bottom line. This paper outlines a review that will summarize key factors in the transfer of training.



Poster 3.4:

Using Differential Item Functioning in Test Development: Methods and Considerations

Maura Mills, Kansas State University

Abstract: Differential item functioning (DIF) is an important consideration for test items, as it can indicate unfairness in testing. This paper explores the benefits and disadvantages of the three most popular methods to detect DIF, and gives instances in which each method might be most appropriate.

Poster 3.5:

Energy: The Positive Side of Type A

Eric Garvey & Daniel Sachau, Minnesota State University, Mankato

Abstract: This study outlines the development of a new compound personality trait called Energy, which consists of achievement striving, time urgency, optimism, and hardiness. We will collect personality measures and performance measures for 300 college students. It is hypothesized that Energy will be positively related with academic performance, student satisfaction, and engagement. Data collection will be completed by March, 2010.



Workshop 3:

A Staff Ride of the Great Bear Wilderness Disaster

Saturday, March 13th, 12:00PM - 1:00 PM

Michael Burke, Ph.D.
Tulane University

Participants will discuss how learning and decision-making transpired for a U.S. Forestry work crew before and after a 2004 plane crash in the Great Bear Wilderness. Investigative documents and transcriptions of interviews will be used to identify key learning and decision points. Aided by a terrain model of the topography and a video-based recreation of the flight, participants will move through an interactive discussion of these decision points. The discussion will focus on how learning and decision-making can be viewed as fundamentally social activity that occurred as team members engaged in dialogue in an attempt to make sense of their experience.

Biography:

Michael J. Burke is the Lawrence Martin Chair in Business in Tulane University's Freeman School of Business and he holds adjunct appointments in the Department of Psychology and Department of Environmental Health Sciences in Tulane's School of Public Health and Tropical Medicine. Prior to coming to Tulane University, Professor Burke was a tenured Associate Professor of Management at New York University's Stern School of Business. He has held fulltime positions in management consulting, and was a Visiting Professor at the University of Sheffield's Institute of Work Psychology during 2004. Also, during 2003-2004, he served as President of the Society for Industrial and Organizational Psychology (SIOP).

Professor Burke continues programs of research on learning and the efficacy of worker safety and health training; the meaning of employee perceptions of work environment characteristics (psychological and organizational climate), the role of individual and situational factors as antecedents to individual and team performance, and the statistical properties and applications of meta-analytic procedures and procedures for estimating inter-rater agreement. He has authored numerous articles, book chapters and technical reports in these and related areas. He has also served on several editorial boards of top journals, such as *Academy of Management Review*, *Journal of Applied Psychology*, *Journal of Occupational Health Psychology*, *Journal of Organizational Behavior*, and *Personnel Psychology*; and he served as an Associate Editor of *Personnel Psychology*. Presently, he serves on the editorial board of *Industrial and Organizational Psychology: Perspectives on Science and Practice* and he is the Editor of *Personnel Psychology*. The U.S. Department of Energy and the U.S. Air Force Office of Scientific Research have funded his research. In addition, he has received teaching fellowships and course development grants from the Rudin Foundation, American Psychological Association/National Institute for Occupational Safety and Health, and the Louisiana Board of Regents Support Fund. In 2006, Professor Burke was awarded the Decade of Behavior Research Award for his research on safety from a federation of professional scientific associations, and he also was appointed to a three-year term on the Safety and Occupational Health Study Section of the National Institute for Occupational Safety and Health.



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SYMPOSIUM SESSION 3: Diversity

Time: Saturday, March 13th, 12PM – 1:00PM

Presentation 3.1:

The Effect of Gender Bias on Perceptions of Competence in a Selection Context

Marquita Oleson, Minnesota State University, Mankato

Abstract: This study investigates how gender bias influences ratings of applicant resumes in a personnel selection context. Participants will be given a job description and asked to evaluate applicant resumes. Female applicants are expected to be rated lower than male applicants with identical resumes.

Presentation 3.2:

The Effect of the Rater's Implicit Person Theory on the Performance Evaluations of Male and Female Managers

Namrita Bendapudi & Jane R. Williams, Indiana University & Purdue University, Indianapolis

Abstract: The current study will examine whether the clarity of information provided about male and female managers' performance will affect the performance evaluations and whether the Implicit Person theory (IPT) of the rater (i.e., whether they are entity or incremental theorists) has a moderating effect in this relationship.

Presentation 3.3:

Bridge Employment: Working During Retirement

Claire Frances Taylor, Louisiana State University

Abstract: While many retired adults choose to withdraw from the workforce, others continue to work and pursue bridge employment for numerous reasons, including additional income, social contact, and psychological fulfillment. A framework of bridge employment literature will be presented and future directions for research will be discussed.

Presentation 3.4:

The Relationship between Perceived Organizational Support and Espoused Safety Attitudes for Nurses in a Hospital Setting

Steven Apodaca & Duy Tran, Angelo State University

Abstract: This study outlines initial results for development of a mediated model of Safety Attitudes and Perceived Organizational Support (POS) in order to predict safety outcomes for Nurses within the health care setting. Preliminary results indicate significant correlations between SAQ and POS. Implications for future directions are discussed as well.



POSTER SESSION 4: Occupational Health and Diversity

Time: Saturday, March 13th, 3:00PM – 4:00PM

Poster 4.1:

The Shared Spousal-Model of Work-Family Conflict

Liam C. Ryan, Saint Louis University

Abstract: This proposal outlines a model of work-family conflict in which the attitudes of one's spouse directly affect one's attitudes. Levels of WFC, burnout, and satisfaction will be similar among partners, based on the strength of their cognitive interdependence. Methods for testing this model are offered.

Poster 4.2:

The effect of Work Locus of Control on Counterproductive Work Behaviors of Restaurant Employees

Marianne J. Glutz, Michael Hartman, & Amanda Marfisi, Angelo State University

Abstract: Research indicates that the locus of control of job incumbents contributes to an organization's effectiveness and can predict organizational behavior (e.g., Spector, 1988). Whereas past research has used predictors such as integrity tests, the current proposal is unique in that it assesses work locus of control as a predictor of counterproductive work behavior (CWB).

Poster 4.3:

Female Business Leaders: The Obstacles and Trials They Face Climbing the Corporate Ladder

Suzanne M. Booth, Louisiana State University

Abstract: As women continue to assume more significant corporate leadership positions, research examining their experiences continues to evolve. A historical approach is used in this paper to describe the progression and limitations of the literature, and offer suggestions for future research endeavors.



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Poster 4.4:

Leadership and Subordinate Stress: Development of a Model

Elizabeth Rupprecht, Saint Louis University

Abstract: This study outlines a model and proposes research regarding the influence of work-stress on perceptions of leadership. The model covers the following: lower stress levels correlate with preference for transactional leadership behaviors; higher levels correlate with preference for transformational leadership behaviors. Locus of control is hypothesized to moderate this relationship.

Poster 4.5:

Suggested Burnout Intervention Strategies

Kenneth J. Smith, Angelo State University

Abstract: Many burnout interventions do not consider individual differences of organizations and employees experiencing burnout resulting in ineffective interventions and fail to consider all possible facets of burnout. Instead developing blanket interventions, it can help to consider a framework, which highlights areas of concern and be altered to fit individual circumstance.

Poster 4.6:

The Anguish of Aiding: Secondary Traumatic Stress, Burnout, and Coping among Federal Law Enforcement Agents

Ben Divine, Lisa Perez, Michael Bourke, & Dan Sachau, Minnesota State University, Mankato

Abstract: This study examines the relationships between exposure to disturbing content, secondary traumatic stress (STS), burnout, coping strategies, and job satisfaction. Coping strategies (maladaptive/adaptive) are hypothesized to moderate the relationship between exposure to disturbing content and STS. Implications of burnout and STS effects on job satisfaction will also be discussed.



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Poster 4.7:

Effects of Adaptive and Maladaptive Perfectionism on Cognitive Appraisals

Matthew J. Keller, Wright State University

Abstract: We examined whether individuals high in adaptive or maladaptive dimensions of perfectionism would be more likely to perceive tasks as either challenging or threatening. Results showed that adaptive perfectionism is more likely to predict challenge appraisals whereas maladaptive perfectionism is more likely to predict threat appraisals.

Poster 4.8:

Examining the Effectiveness of Work-Life Balance Interventions on Perceptions of Work-to-Family and Family-to-Work Conflict

Sherine Kurian & Dan Sachau, Minnesota State University

Abstract: This is an examination of the effectiveness of work-life balance interventions in the United States Air Force Office of Special Investigations. Perceptions of work-life balance were obtained in 2008. We are currently measuring perceptions of the effectiveness of 15 initiatives and perceptions of the work-life balance in 2010.

Poster 4.9:

Diversity and Team Performance: A Meta-Analysis

Joon Hyung Park, University of Houston

Abstract: The impact of three types of diversity proposed by Harrison and Klein (2007) – separation, variety and disparity – on team performance (quantitative performance, innovation and general performance) was tested through meta-analysis. Results show that disparity diversity has a significant effect on motivation, while other types of diversity have no significant relationship with team performance.

Poster 4.10:

Vroom's Expectancy Model of Work Motivation: A Framework for Integration

Kenneth Sweet, University of Houston

Abstract: Vroom's (1964) Expectancy Theory of Motivation is one of the most accepted theories in the organizational sciences; so much so that it is rarely studied today. Recent calls for integration of the vast contemporary motivation literature lead the author back to Vroom's work for an integrative framework.



Workshop 4:

Recognizing and Avoiding the Pitfalls of the Publication Process

Saturday, March 13th, 3:00 PM - 4:00 PM

**Derek Avery, Ph.D.
Leanne Atwater, Ph.D.
University of Houston**

Though scholarly publications are one of the most widely used indicators of faculty productivity (e.g., Gomez-Mejia & Balkin, 1992; Podsakoff et al., 2008), few doctoral programs *explicitly* teach their students the in and outs of the publication process. Consequently, many students end up facing a sort of trial-by-fire introduction to scholarly publishing during the probationary period as junior faculty. In this workshop, we offer tips acquired both vicariously and via first-hand experience. We learned these lessons while occupying a variety of roles (e.g., author, editorial board member, peer reviewer, editor) and believe this discussion could help attendees to avoid many of the common pitfalls that prevent authors from publishing their work in the best possible outlets. The session is designed to be highly active and questions from participants are encouraged.

Biography (Dr. Avery):

Derek R. Avery, an Associate Professor in the Departments of Psychology and Management at the University of Houston, received his Ph.D. in Industrial/Organizational Psychology from Rice University in 2001. Dr. Avery joined the faculty at UH in August 2007. His primary research interests are in workforce diversity (including, but not limited to race/ethnicity, sex, age, experience, religion, and culture), diversity climate, and employee input mechanisms. Before arriving at UH, he spent four years in the Erivan K. Haub School of Business at Saint Joseph's University and two years on the faculty in the Rutgers School of Business. Dr. Avery research has been published in *Journal of Applied Psychology*, *Personnel Psychology*, *Journal of Management Inquiry*, *Educational & Psychological Measurement*, *Group & Organization Management*, among others.

Biography (Dr. Atwater):

Dr. Atwater currently serves as the chair for the Department of Management in Bauer College. She has published over 50 refereed publications in journals such as *Journal of Applied Psychology*, *Personnel Psychology*, *The Leadership Quarterly*, *Journal of Management*, *Journal of Vocational Behavior*, *Journal of Organizational and Occupational Psychology*, *Human Resource Management*, and the *Journal of Organizational Behavior*. She is the co-author of two scholarly books - "The Power of 360 Degree Feedback" and "Leadership, Feedback and the Open Communication Gap." She has published nine book chapters. She also has been a principal investigator on external grants to study leadership (totaling nearly \$900,000) from agencies such as the Army Research Institute (ARI) and The Society for Human Resource Management Foundation. She serves on the editorial board of *Leadership Quarterly* and has been associate editor for *Group and Organization Management*.



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SYMPOSIUM SESSION 4: Motivation

Time: Saturday, March 13th, 3:00PM – 4:00PM

Presentation 4.1:

The Relationship between Motivation and Applicant Withdrawal

Joseph M. Wolkittel & Andrea Lassiter, Minnesota State University, Mankato

Abstract: While previous research has examined factors related to an applicant's decision to remain in the selection process, little work has been done on the drivers of applicant withdrawal. The present study uses components of expectancy theory; valence, instrumentality, and expectancy, as predictors of an individual's intention to withdraw.

Presentation 4.2:

The Relationship between Motivation and Occupational Commitment: Unmasking Hidden Differences for Greater Predictive Power

Maura Mills, Kansas State University

Abstract: The present study sought to contribute to the research by further explicating the relationship between motivation and commitment and their various sub-dimensions. Results indicated that affective commitment was primarily driven by sub-dimensions of intrinsic motivation, whereas continuance and normative commitments were primarily driven by sub-dimensions of extrinsic motivation.

Presentation 4.3:

The Moderating Effects of Desirability of Control on Performance with either Assigned or Participative Goal Setting

Ashley McIntyre, Marianne J. Glutz, & Amanda E. Marfisi, Angelo State University

Abstract: This paper explores the effectiveness of participative goal setting and assigned goal setting on a person's task performance. The type of goal setting is proposed to be moderated by a person's degree of desirability of control. This study uses math and word games, both goal setting theories and a desirability of control survey measure to better understand levels of motivation and performance.

Presentation 4.4:

Impact of Cultural Values on Global Compensation Practices

Zahir Latheef, University of Houston

Abstract: Compensation strategies impact organizational performance and prior research suggests these strategies should be congruent with national cultures. This paper proposes an empirical study examining relationships between global compensation practices and cultural values. We posit that various aspects of compensation are related to Hofstede's cultural dimensions of individualism, power distance, masculinity, uncertainty avoidance, and long-term orientation.



Workshop 5:

Making a Difference in People's Lives: Wage and Hour Job Studies

Saturday, March 13th, 4:00 PM - 5:00 PM

Cristina Banks, Ph.D.
Lamorinda Consulting LLC
University of California at Berkeley

Job analysis is the next best thing since sliced bread—really! You don't realize the power that comes from knowing what work people actually do through a systematic study of the tasks and activities that people perform on the job. When you know what people actually do, you have the power to change what they do, how they do it, when they do it, and perhaps most important to some, what they are paid to do it. Because employees have rights under the law regarding compensation and benefits associated with the work they do, a denial of earned compensation and benefits can greatly impact how employees feel about their jobs and their perception of fairness. Job analysis is the correct way to determine whether a job is properly classified and to determine whether an employer's management of the job is compliant with the law. This workshop begins with a brief primer on relevant wage and hour laws and their impact on job design and compensation practices. The workshop then illustrates through several case studies how job analysis methodologies can be applied to resolve key questions in wage and hour class action lawsuits. And last, participants will learn a few of the key issues in this area of IOOB, which have both research and practice implications.

Biography:

Cristina Banks, 2009 recipient of the American Psychological Association Presidential Citation for Innovative Practice, is President and Founder of Lamorinda Consulting LLC, an organizational consulting firm specializing in employment law. Dr. Banks specializes in the areas of organizational strategy, performance improvement, human resource strategy, organizational and personnel assessment, and wage and hour laws.

Dr. Banks holds a Ph.D. in Industrial/Organizational Psychology from the University of Minnesota and a B.A. in Psychology from the University of California, Berkeley. Dr. Banks is also a Senior Lecturer at the University of California, Haas School of Business where she teaches courses in human resource management, organizational behavior and leadership. Prior to her appointment at Berkeley, Dr. Banks was an Assistant Professor at The University of Texas at Austin Graduate School of Business. Dr. Banks is a SIOP fellow and currently serves on the executive board of SIOP. She has oversight responsibility over practice issues for the Society. Dr. Banks has published several articles and book chapters on a variety of topics including performance management, wage and hour compliance, and consulting practice. She serves on the Advisory Board for HR Advisor and previously served on the Editorial Board of Human Performance. Dr. Banks has served on the Board of Directors for two publicly held companies, Whole Foods Market Inc. (WFMI), and Chalone Wine Group, Inc. (CHLN). She also serves on several Advisory Boards including Leadership California, a non-profit public charity, which educates women leaders in public policy issues, and UC Berkeley's Certificate Program in Human Resources Management.



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SYMPOSIUM SESSION 5: Psychometrics & Methodologies

Time: Saturday, March 13th, 4:00PM – 5:00PM

Presentation 5.1:

The Saint Mary's University Recovery Questionnaire: Developing and Validating a New Measure of Recovery Experiences

Luc Bourgeois, Brenden Sommerhalder, Patrick Horsman, & Arla Day, Saint Mary's University

Abstract: This study outlines the scale development of a revised stress recovery scale, employing discriminant and convergent validity techniques. The resulting measure consists of five sub-scales measured by five items each, in contrast to the original measure's four sub-scales of four items each. Results and implications are discussed.

Presentation 5.2:

Scale Development and Criterion Validity of a Service Performance Strategy Measure

Brandon Jordan & Bradley Brummel, University of Tulsa

Abstract: A scale was created to measure restaurant industry service performance strategies. Results indicate 4 subcomponents: adaptive performance, intuitive performance, altruistic performance, and organization directed performance. Analyses included principle components analysis, evaluating reliability, and performance criterion validity. These results will be discussed for each subscale.

Presentation 5.3:

The Effect of Quantitative and Qualitative Workload on Strain Outcomes and Attributions

Nicole M. Fugate & Kathleen Fuegen, Northern Kentucky University

Abstract: Karasek's (1979) job demand-control model was tested using an anagram task to simulate quantitative and/or qualitative overload. The effect of overload on affective and behavioral strain was assessed. Overload research was extended to include Weiner's (1972) attribution theory. Findings have implications for designing workload to minimize strain and dissatisfaction.

Presentation 5.4:

Development of an Emotional Labor Measure: An IRT Analysis

Marina Sebastijanovic, University of Houston

Abstract: The main goal of this study is to develop an emotional labor measure, which is aimed at evaluating the amount of effort that employees report exerting to manage their emotional expressions in their everyday work. The measure includes two subscales: expression of positive emotions and suppression of negative emotions.



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PANEL DISCUSSION:

The Socialization of Health and Safety Personnel and Its Influence on Fit

Time: Saturday, March 13th, 4:00PM – 5:00PM

Erin Carroll, Megan Poore, Deanna Caincross, & Caitlin Nugent, Radford University

Abstract: Effectively acculturating health and safety personnel (HSP) is imperative in order to ensure that members can be relied on to maintain public safety. The panel will discuss the socialization process of HSP personnel (fire, EMS, police and nursing) and its influence on various types of fit, teamwork, stress and burnout. Audience participation will be encouraged throughout the discussion.





Keynote 3:

Perceived Organizational Support: How Organizations Can Do Well By Doing Good

Saturday, March 13th, 5:00 PM - 6:00 PM

Robert Eisenberger, Ph.D.
University of Houston

Managers of enlightened work organizations such as Google, Southwest Airlines, and Costco treat their employees as “human capital,” taking an interest in their welfare and professional development. Founders who establish such organizational cultures have an intuitive understanding that treating employees favorably makes a notable contribution to the organization’s success. The study of organizational behavior is beginning to provide a systematic understanding of how treating employees well benefits employees and organizations alike. One central factor in employee-employer relationships, discovered by Dr. Eisenberger, involves employees’ perception that the organization values their contributions and cares about their well-being (*perceived organizational support, or POS*). Dr. Eisenberger’s organizational support theory holds that employees develop POS in order to meet socio-emotional needs (e.g., achievement, esteem) and to judge the benefits of increased organizational involvement. Employees with high POS have been found to be more satisfied with their jobs, more innovative, more likely to engage in non-required activities that aid the organization, and more likely to remain employed with the organization. POS has been the subject of over 350 research studies and 600,000 citations on Google. For more information see the POS website at: <http://pos.psych.udel.edu>.

Biography:

Dr. Eisenberger received his Ph.D. in Psychology from the University of California (Riverside). Dr. Eisenberger is a professor of psychology at the University of Houston. He is the author of more than 60 publications on motivation and organizational behavior that have appeared in such journals as the *Psychological Review*, *Psychological Bulletin*, *American Psychologist*, *Journal of Applied Psychology*, and the *Journal of Personality and Social Psychology*. Dr. Eisenberger’s construct of perceived organizational support (POS) has spurred more than 225 empirical studies. His research on creativity and perceived organizational support have been focal topics of symposia at the annual meetings of the Society for Experimental Social Psychology, the Society for Industrial Organizational Psychology, and the Academy of Management. Dr. Eisenberger’s research on learned industriousness was recognized with the Psi Chi Distinguished Lectureship, and he is a fellow of the Association for Psychological Science and Divisions 1, 6, 14, and 25 of the American Psychological Association. Two special reports focusing on his research were carried nationally on National Public Radio, and reports on his research have appeared in the *American Psychological Association Monitor*, *Encyclopedia Britannica Science* and the *Future Yearbook*, *Science News*, *Report on Educational Research*, and *School Board Notes*. Dr. Eisenberger’s research has been supported by grants from the National Institutes of Health and the National Park Service.



JEOPARDY!

Saturday, March 13th

6:00PM

Wilhelmina Cullen Robertson Auditorium

Test your knowledge in a friendly competition among other graduate students. Schools select representatives to compete as a team. Teams will answer questions representing a broad range of topics in I/O Psychology and Organizational Behavior. Have your team **sign-up at the registration table!**

*** Hybrid teams composed of members from different schools will also be accepted**



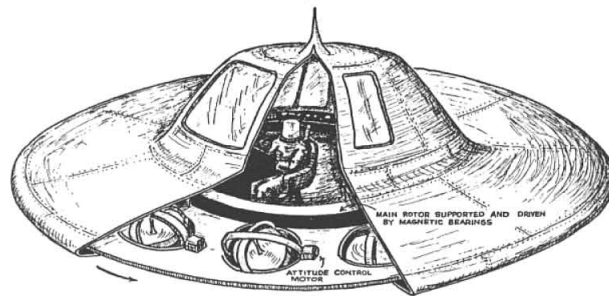
"Alex, I'd like 'Precipitation' for \$800."



A great time guaranteed with 85 beers on tap, 130 different bottled beers, and a great selection of food!

THE 2010 IOOB HOUSTON NIGHT OUT

IOOB SATURDAY NIGHT OUT!



MARK II FLYING SAUCER

ELECTRONIC CENTRIFUGES BASED ON THE VORTEX DRIVE, ARE MOUNTED IN GIMBALS TO TURN IN SYNC WITH THE REVOLUTIONS OF THE MAIN ROTOR DISC. THE TUNED ELECTROMAGNETIC FIELD GENERATED BY THE VORTEX DRIVE CAUSES THE VEHICLE TO BE CARRIED BY THE EARTH'S ELECTROMAGNETIC FIELD LIKE A DIRIGIBLE ELECTRON. CONTROLLED GEOMAGNETIC PROPULSION IMPROVES THE DESIGN EFFICIENCY TO THE MARK III STAGE.

Join us for a great night out at the Flying Saucer. It's a local favorite, great for hanging out and having a good time with good company (not to mention sampling the many fantastic beers from nearby breweries). This spot is perfect for watching Houstonians hang out after the rodeo in all our Texan splendor! We'll be upstairs in the party room and will be providing some light snacks.

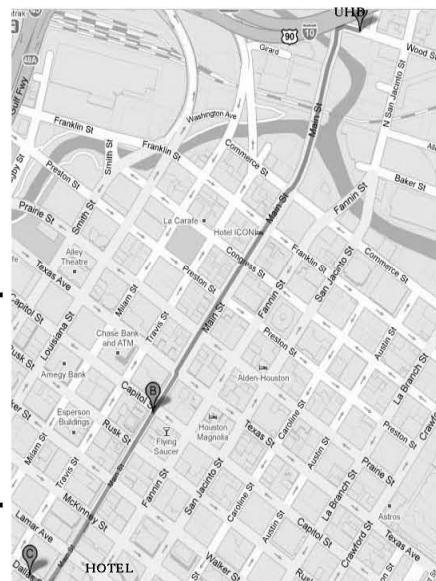
March 13

7:30 PM

The Flying Saucer

705 Main St.
(@ Capitol)
Houston, Texas
77002

Phone: 713-228-PINT
713-228-7468





Sunday March 14th Schedule (Please note that all events will end at 5 minutes to the hour)

		The Houston Room: (Workshops)	The Buffalo Bayou Room: (Symposia)
9:00AM		Breakfast Coffee Shop	
10:00AM		Dr. Bradley Brummel (Workshop 6)	Symposium 6: Positive Organizational Attitudes
11:00AM		Dr. Lisa Penney (Workshop 7)	Symposium 7: Selection/Retention/Recruitment
12:00PM		Dr. Lorin Mueller (AIR) (Workshop 8)	Symposium 8: Ethics & Adverse Impact
1:00PM			Symposium 9: Psychometrics
2:00PM		Conference Conclusion	



Workshop 6:

Constructing Organization-Specific Job Attitude Surveys

Sunday, March 14th, 10:00 AM - 11:00 AM

Bradley Brummel, Ph.D.
University of Tulsa

This workshop will describe the process of deciding if creating job attitude surveys is the right option for a specific organization. The workshop will then discuss the appropriate quantitative methods for constructing, evaluating, and effectively using an organization-specific attitude survey. This will include examining scale dimensionality, functioning, and utility.

Biography:

Dr. Brummel is an assistant professor of Psychology at the University of Tulsa. He received his Ph.D. in Industrial/Organizational Psychology from the University of Illinois at Urbana-Champaign. His research interests revolve around personality, job attitudes, responsible conduct of research training, and psychological measurement. Dr. Brummel's research on personality focuses on the effects of individual differences in obligation and entitlement on prosocial behavior and citizenship performance. Dr. Brummel's research on job attitudes focuses on the measurement and structure of employee engagement and other job attitudes. Dr. Brummel is conducting research investigating the effectiveness of using Role Play techniques to teach aspects of Responsible Conduct of Research. He also is interested in a variety of issues in psychological measurement. Some of these topics include equating behavioral simulations and assessment centers, detecting history effects in survey data, and weighting in structural equations modeling. His research has been published in such journals as *Applied Multivariate Research*, *Personnel Psychology*, and *Industrial and Organizational Psychology: Perspectives on Research and Practice*.



SYMPOSIUM SESSION 6: Positive Organizational Attitudes

Time: Sunday, March 14th, 10:00AM – 11:00AM

Presentation 6.1:

Situational Constraints and Employee Well-Being Outcomes: A Meta-Analysis

Margaret T. Horner, Allison L. Cook, Jennifer M. Rodriguez, & Rebecca J. Thompson, Texas A&M University

Abstract: Meta-analytic methods were used to clarify the relationship between situational constraints and various outcomes related to employee physical and psychological well-being. Results replicated and extended previous meta-analytic findings. Additionally, new meta-analyses mostly supported expected relationships and various moderators were explored. Findings and limitations are discussed.

Presentation 6.2:

Organizational Citizenship Behavior and Job Satisfaction

Amanda Marfisi & Marianne Glutz, Angelo State University

Abstract: This paper proposes the examination of information about organizational citizenship behavior and job satisfaction. The three proposed hypothesis are: Relationships between OCB and job satisfaction; their individual relationship with dimensions of altruism and general compliance; and the implications OCB and job satisfaction has within team based and individual-based compensation.

Presentation 6.3:

A Theoretical Review of Established and Emerging Positive Worker States

John P. Steele, Maura J. Mills, Disha D. Rupayana, Michael R. Smith, & Andrew J. Wefald, Kansas State University

Abstract: This theoretical review offers a model of positive worker states, in which relevant antecedents and consequences of positive worker attitudes were identified. Review suggested that these attitudinal constructs may be redundant and could be predicted by individual differences and work characteristics, and result in contextual performance, well-being, and turnover attitudes.

Presentation 6.4:

The Role of Selection, Optimization, and Compensation in Managing Job Stress, Family Stress and Work-Family Conflict

Madhura Chakrabarti, Wayne State University

Abstract: Job stress, family stress and work-family conflict are common outcomes in times of economic hardships. The present study uses a longitudinal design to investigate the role of using life management strategies to effectively deal with these outcomes.



Workshop 7:

I/O Internships: Perils, Pitfalls and Possibilities

Sunday, March 14th, 11:00 AM-12:00 PM

Lisa Penney, Ph.D.
University of Houston

Internships are an important part of the graduate student experience. In this workshop, a panel of advanced I-O grad students and I-O PhDs will discuss what you should look for in an internship, what to be wary of when accepting an internship, and how to get the most out of your internship experience. This session will be interactive and questions from participants will be encouraged.

Biography:

Lisa M. Penney, an Assistant Professor in the Department of Psychology at the University of Houston, received her Ph.D. in Industrial/Organizational Psychology from the University of South Florida in 2003. Dr. Penney joined the faculty at UH in August 2004. Her primary research interests are in job stress, counterproductive work behavior, work-life balance, the role of emotions in the workplace, and emotional labor. Before coming to UH, Dr. Penney spent five years working at Personnel Decisions Research Institutes (PDRI), the premier I/O research firm in the U.S., initially as an intern and later as a research associate. While at PDRI, she was involved in a number of projects including the development of training, selection, and performance management systems for government, public and private sector clients. Dr. Penney is an author of several book chapters on emotions and counterproductive work behaviors. Dr. Penney research has been published in *Journal of Organizational Behavior*, *Journal of Occupational Health Psychology*, *Journal of Vocational Behavior*, and *International Journal of Selection and Assessment*.



31st Annual IOOB Conference

SYMPOSIUM 7: Selection / Retention / Recruitment

Time: Sunday, March 14th, 11:00AM – 12:00PM

Presentation 7.1:

Personality Traits as Virtues

Courtney A. Nelson & Bradley Brummel, University of Tulsa

Abstract: This study examines the similarities and differences between which personality attributes individuals consider important and desirable (virtuous) when making idealized decisions about employment relationships and long term romantic relationships. The current study is in the process of collecting data.

Presentation 7.2:

Predicting Cheating in Unproctored Personnel Selection Testing: An Application of Rest's Component Model of Morality and the Theory of Planned Behavior

Lynn Hartmann & Kristie Campana, Minnesota State University

Abstract: The theory of planned behavior states intention to cheat influences actual cheating behavior. Using this theory, this study examines morality as a predictor of intentions to cheat on unproctored selection testing. Morality is defined in terms of Rest's Component Model, sensitivity, judgment, and motivation.

Presentation 7.3:

How Do We Make Web Recruitment Successful? An In-Depth Look at Source Differences and the Best Predictors of Pre-Hire Outcomes

Craig Talmage, Emily Stark, Andrea Lassiter, & Kevin Elliott, Minnesota State University, Mankato

Abstract: Few have assessed differences between internet and traditional recruitment sources or why they are successful. Two studies were undertaken. One collected organizational data, while the other collected data from undergraduates; collection is still in progress. Results showed word-of-mouth sources yielded the highest perceived applicant quality followed by an organization's website.

Presentation 7.4:

Personality Assessment and Undergraduate University Student Retention

Lauren Robertson¹ & Ashley Johnson², ¹University of Tulsa & ²Hogan Assessment Systems

Abstract: This study examined the relationship between university student retention and personality. The results from two universities are compared. Support was found for some personality scales in relation to second, third, and fourth year retention. From the results, suggestions are provided for university interventions that may increase student retention.



Workshop 8:

I/O Psychology in the US Government: An Overview for Graduate Students

Sunday, March 14th, 12:00 PM-1:00 PM

Lorin Mueller, Ph.D.
American Institute for Research

I/O psychology is at the forefront of some of the major challenges the US government faces over the coming years. This presentation will cover some of the major I/O initiatives within the federal government. Topics include the Office of Personnel Management's End-to-End Hiring Initiative and push for online testing, the Social Security Administration's desire for a new occupational information system, and pay-for-performance initiatives within the Departments of Education and Defense. The presentation will be useful to graduate students considering careers in government, government consulting, or seeking research topics that may be useful in resolving public policy issues.

Biography:

Lorin Mueller received his PhD in Industrial and Organizational Psychology from the University of Houston in 2002, where he specialized in statistics and measurement. In 2000, he joined the American Institutes for Research (AIR; www.air.org) in Washington, DC, where he currently works as Principal Research Scientist. Since joining AIR, he has worked in such diverse areas as employment litigation, measurement of persons with disabilities, program evaluation, high-stakes testing, and educational measurement. He has presented and published work in the areas of the assessment of individuals with disabilities, alternative methods for setting cut scores, and statistical issues in employment discrimination analyses. He is a member of the Society for Industrial and Organizational Psychology, the American Psychological Association, Society for Human Resources Management, and an Associate Member of American Bar Association. In 2009 he received his Senior Professional in Human Resources (SPHR) certification. He serves as an adjunct faculty member at George Mason University, where he has taught graduate level multivariate statistics.



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SYMPOSIUM 8: Ethics & Adverse Impact

Time: Sunday, March 14th, 12:00PM – 1:00PM

Presentation 8.1:

Understanding the Factors Related to Ethical Decision-Making

Adalberto R. Araiza II, Alysia Bransford, Justin D. McCloskey, Ajal B. Patel, Caroline E. Wolters, Shannon A. Scielzo, & Nicolette P. Lopez, University of Texas at Arlington

Abstract: The impact of unethical behaviors on organizations has been well-documented. However, there is little understanding of the factors that predict such unethical decision-making. The current study, sought to understand both the contextual and dispositional factors that relate to individuals displaying various types of unethical behaviors.

Presentation 8.2:

Adverse Impact in the Courts: a Review of the Trends

Jill L. May, Jessica Sergeant, Jonas Neuhengen, & Zeenatroohi Kwon, Illinois Institute of Technology

Abstract: Adverse Impact has been in the forefront recently for a landmark Supreme Court Decision, *Ricci v. DeStefano* (2009), in which courts concluded that there was no evidence for disparate impact. This paper will review Adverse Impact, the history, and discuss the recent court cases that influence selection procedures and decisions.

Presentation 8.3:

Methods of Aggregating Adverse Impact Data: A Review

Zeenatroohi Kwon, Jill May, Jonas Neuhengen, & Jessica Sergeant, Illinois Institute of Technology

Abstract: Evaluating the adverse impact statistic can be problematic when dealing with cases in which the data need to be aggregated. The following paper reviews the complexities behind evaluating adverse impact. It also proposes methods of evaluating aggregated adverse impact statistics: the Breslow-Day test and the Mantel-Haenszel test.

Presentation 8.4:

Developing a Situational Judgment Test to Measure Applicant Integrity

Whitney L. Smith, Minnesota State University, Mankato

Abstract: Both situational judgment tests (SJTs) and integrity tests enjoy popularity in the field of personnel selection. However, using an SJT format for integrity tests has not been well explored in the literature. The goal of this study is to validate an SJT to measure the integrity of job applicants.



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SYMPOSIUM 9: Psychometrics

Time: Sunday, March 14th, 1:00PM – 2:00PM

Presentation 9.1:

Mentoring Functions: Support for Three Principal Components

Stefanie Pugliese, Illinois Institute of Technology

Abstract: A principal component analysis was conducted to determine the number of components of one mentoring scale administered to a sample of union employees. The results support a three component model of mentoring (psychosocial, career-related, and protection and assistance functions) and disconfirm the proposition that mentoring is a global construct.

Presentation 9.2:

Cross-Functional Teamwork: Creating a Measure for Assessing Effectiveness

Daniel Gandara, Jill L. May, & Angela Ghandi, Illinois Institute of Technology

Abstract: As organizations are turning to cross-disciplinary teams, consultants need to understand how to measure team effectiveness. This study outlines how a group of researchers used job-analysis to create a measure of cross-disciplinary team functioning, the CDFS, and validated it through factor-analysis. Reliability estimates and implications for its use are discussed.

Presentation 9.3:

Strategic thinking: Evidence at a cortical level from fMRI and EEG studies

Rachel Sturm, University of Houston

Abstract: This study will evaluate the extent to which stimulation of the frontal insula region of the brain, as recorded by standard fMRI and EEG devices, occurs during a specific strategic thinking task. Four groups of individuals (top-performing strategic consultants, white-collared workers, blue-collared workers, and college students) will be utilized in order to assess whether or not profession has an effect on cognition in terms of strategy.



31st Annual IOOB Conference

Thank you again for your participation!

We sincerely hope you will have a good time in Houston!

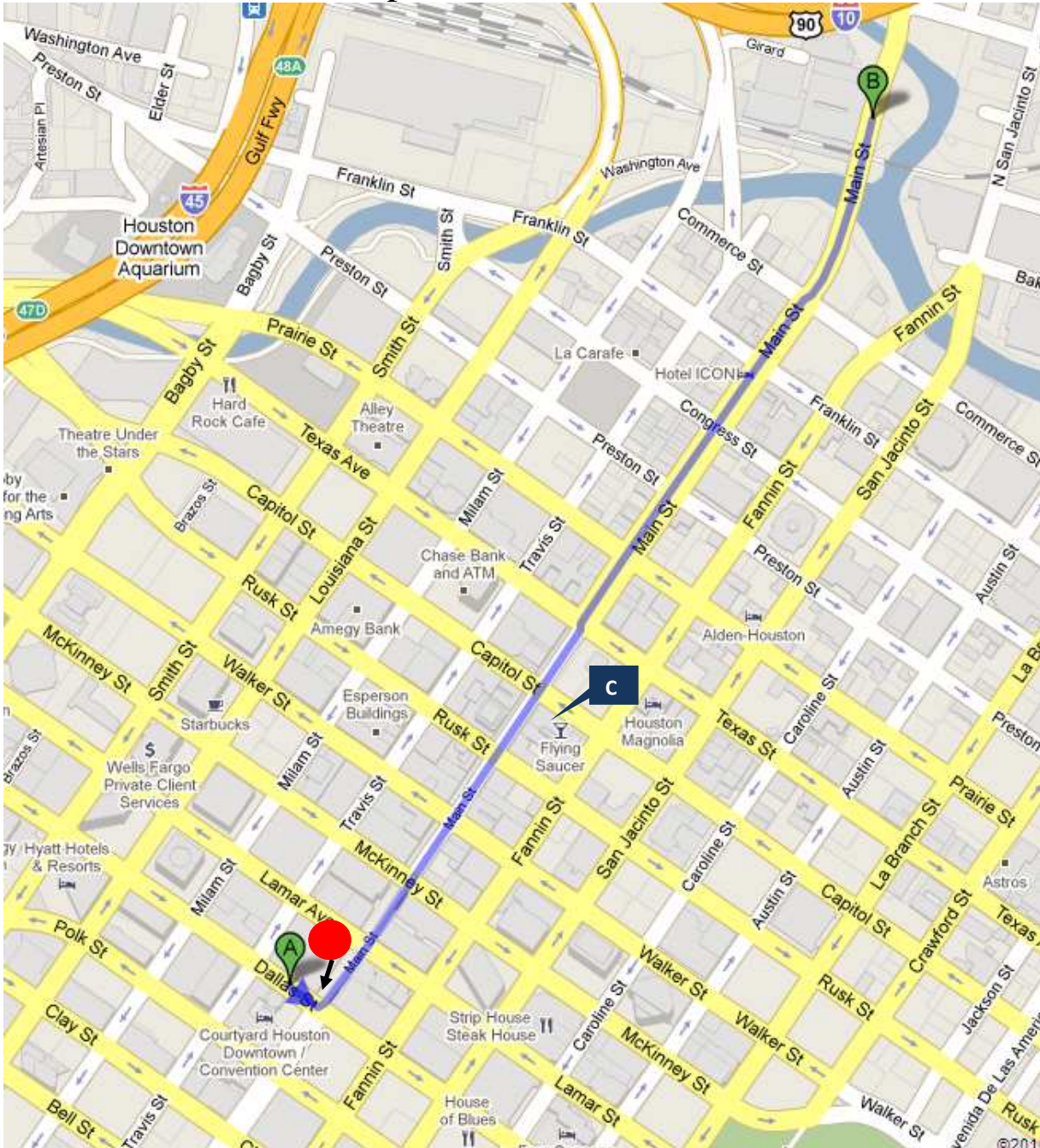
Please let any of the IOOB organizers or volunteers know if you have any questions!





31st Annual IOOB Conference

Houston Downtown Map



A	Conference Hotel	Residence Inn	904 Dallas Street
B	Conference Location	UH-Downtown	One Main Street
C	Saturday Night Out	Flying Saucer	705 Main Street
D	Light Rail Station		



31st Annual IOOB Conference

Transportation to Residence Inn Houston Downtown / Convention Center:

Parking

- Valet parking, fee: \$22.00 daily
- Overnight Su-Th \$22.00 / Fr-Sa \$17.00 / Event 0-4 hours \$10.00

Area Airports

Houston/William P Hobby - HOU

- Hotel direction: 12 miles N
- Driving Directions: Northbound I-45 (Hobby Airport): Exit towards Scott St. /Downtown #45. Keep right at the fork going into downtown. Stay on Pease 1/2 mile. Turn right on Travis St. Turn right on Dallas St. This hotel does not provide shuttle service.
- Alternate transportation: Texan Super Shuttle 713-781-6660; terminal a, b, c; fee: \$25.00 (one way); on request
- Estimated taxi fare: \$25.00 (one way)

George Bush Intercontinental/Houston Airport - IAH

- Hotel direction: 22 miles S
- Driving Directions: Travel Southbound I-59 for approximately 12 miles. Merge onto I-10 towards San Antonio. Merge onto I-45 South, exit number 768b - on the left. Take the McKinney Street Exit. Stay straight to go onto McKinney. Turn right onto Milam. Turn left onto Dallas. This hotel does not provide shuttle service.
- Alternate transportation: Texan Super Shuttle 713-781-6660; fee: \$23 (one way); on request
- Estimated taxi fare: \$45.00 (one way)

Other Transportation

Bus Station

Greyhound Terminal (1.2 miles S)

Train Station

- Amtrak Station (0.8 miles N)

Car Rentals

- Hertz, 1-713-652-0436
- Enterprise, 1-800-736-8227



31st Annual IOOB Conference

Transportation from Residence Inn to UH-Downtown:

Light Rail: the nearest pickup is marked on the map of Houston downtown. The light rail stops every 12-15 minutes and takes only 3 minutes to arrive at the UH-Downtown Campus. The light rail stop at UH-Downtown is right in front of the IOOB Conference building (One Main Street).

	METRORail Service / Servicio METRORail	Approximate Frequency / Frecuencia Aproximada
Weekdays/ Entre Semana:	4:30 a.m. – 7:30 p.m.	6 Minutes / minutos
	7:30 p.m. – 9 p.m.	12 Minutes / minutos
	Monday - Thursday / lunes - jueves	
	9 p.m. – 11:40 p.m.	20 Minutes / minutos
	Last Northbound train from Fannin South	11:00 p.m.
	Last Southbound train from U of H Downtown	11:40 p.m.
Weekends/ Fines de Semana:	Friday - Saturday / viernes - sábado	
	9 p.m. – 2:20 a.m.	20 Minutes / minutos
	Last Northbound train from Fannin South	1:40 a.m.
	Last Southbound train from U of H Downtown	2:20 a.m.
	5:30 a.m. – 10 a.m.	15 Minutes / minutos
	10 a.m. – 9 p.m.	12 Minutes / minutos
Travel Time End to End/ Duración de Viaje de Principio a Fin:	Saturday / sábado	
	9 p.m. – 2:20 a.m.	20 Minutes / minutos
	Last Northbound train from Fannin South	1:40 a.m.
	Last Southbound train from U of H Downtown	2:20 a.m.
	Sunday / domingo	
	9 p.m. – 11:40 p.m.	20 Minutes / minutos
	Last Northbound train from Fannin South	11:00 p.m.
	Last Southbound train from U of H Downtown	11:40 p.m.
	30 Minutes / Minutos	

1. Yellow Cab: (713) 236-1111. Fare to the conference center is approximately \$6.



31st Annual IOOB Conference

MAP OF UH-DOWNTOWN



University of Houston-Downtown
One Main Street
Houston, TX 77002



Houston ATTRACTIONS

The conference dates coincide with the Spring Break of many universities with I/O or OB programs. Thus, conference participants can extend their stay and take advantage of the warm, sunny weather in Houston with a visit to NASA's world famous Johnson Space Center, the breezy beaches of Galveston, or the historic landmarks of the Texas Revolution such as the San Jacinto Battleground.

Downtown Houston is well-known for its grand Theatre District, the largest theatre district in Texas and second largest in the nation, second only to New York's Broadway. The Theatre District houses Houston's award-winning performance organizations including the symphony, opera, theatre, and ballet companies. This area also houses Houston's Bayou Place, an area featuring the Downtown Aquarium, Slick Willie's Family Pool Hall, the Hard Rock Café, the Mingalone Bar & Grill, the Angelika Film Center, and a concert venue. On the southeast side of downtown you will find the home of the Houston Astros in Minute Maid Park. Additionally, Houston's Downtown is famous for its underground tunnels filled with a maze of shops, restaurants and corridors below street level. Finally, Houston's Museum District is home to eighteen museums ranging from art and photography to history, medicine, and even an outdoor zoo.

The Galleria is only seven miles from downtown Houston, and has many restaurants and shopping areas. Conference participants can rent a car and visit these magnificent places either before or after the conference.

The major nightlife areas in Houston are the Theater District (Hard Rock Café, House of Blues, etc.), Midtown (Pub Fiction, Howl at the Moon, Little Woodrow's, etc.), and Washington Ave. (Taps, Sawyer Park Sports Bar, Club Eight, etc.). The best places for Mexican food (for out-of-towners) are Café Adobe, Chuy's, and Cadillac Bar. Everything recommended here is within a 5-10 min cab ride of the hotel.





Things to Do In Houston:

Downtown Aquarium

410 Bagby Street, Houston, TX 77002; Tel. 713.223.FISH

Sea creatures of every shape and size are on view at the Downtown Aquarium.

Houston Livestock Show and Rodeo

Family fun at its finest invaded the annual Houston Rodeo! Each night of the Houston Rodeo features livestock competitions, rodeo events such as the Calf Scramble, and a nightly concert by a top-notch recording artist including Black Eyed Peas, Jonas Brothers, Kenny Chesney, Keith Urban, Tim McGraw, and many others! Visit their website at www.rodeohouston.com or call 832-667-1000.

Downtown Houston Tunnel System

Set about twenty feet below Houston's downtown street system, today's seven-mile Tunnel is a series of underground passageways which, with above-ground skywalks, link office towers to hotels, banks, corporate and government offices, restaurants, retail stores, and the Theater District. Only one building, Wells Fargo Plaza, offers direct access from the street to the Tunnel; otherwise, you must enter the Tunnel from street-level stairs, escalators, or elevators located inside a building connected to the Tunnel.

Market Square Historic District

Bounded by Travis, Milam, Congress and Preston streets, Market Square has remained a geographic centerpiece of downtown Houston since the arrival of the Allen Brothers (the city's "founders") more than 150 years ago.

Houston Theater District

The Houston Theater District is ranked second in the nation for the number of theater seats in a concentrated downtown area and is one of only five cities with permanent professional resident companies in all of the major performing arts disciplines of opera, ballet, music, and theater.

It is the home to Houston's nine world-class performing arts organizations, the 130,000 square foot Bayou Place entertainment complex, restaurants, movies, plazas, and parks.

31st Annual IOOB Conference



Memorial Park

6501 Memorial, Houston, TX 77098

Spread over more than 1400 acres, Memorial Park offers a variety of activities and excursions including six miles of recreational trails along the bayou (perfect for biking or jogging) and the behemoth Memorial Park Golf Course.

Museum of Fine Arts, Houston

1001 Bissonnet Street, Houston, TX 77005; Tel. 713.639.7300 or 713.639.7310

With a collection of more than 45,000 works housed in a family of buildings that boast 300,000 square feet of space, the Museum of Fine Arts, Houston, is the fifth largest museum in the country.

Rice Village

Just two blocks from the Rice University campus, the area is known for its wide variety of restaurants, nightlife venues, and shopping.

The Galleria

5085 Westheimer Rd., Suite 4850, Houston, TX 77056; Tel. 713.622.0663

One of the largest shopping malls in the nation, The Houston Galleria houses an indoor skating rink, two hotels and 2.4 million square feet of shops, in addition to office buildings, theaters and restaurants.

Space Center Houston

1601 NASA Road 1, Houston, TX 77058; Tel. 281.244.2100

Space Center Houston is about as close as you can get to the moon without actually going there. Through a combination of live presentations, film and a large collection of artifacts, visitors to the Houston Space Center learn everything there is to know about the history of human space travel.

Galveston Island

Galveston offers 32 miles of relaxing beaches, superb restaurants, top resort hotels, marvelous downtown shopping, numerous antique stores, incredible art galleries, fabulous entertainment and one of the largest and well-preserved concentrations of Victorian architecture in the country.