

Society for Industrial and Organizational Psychology Conference Presentations

Asynchronous Sessions

(Available Wednesday April 14 – Friday May 7)

Tipping the Scales: Leveraging I-O Training to Learn and Apply Data Science.

Panel Discussion.

Semret Yibass, American Institutes for Research, Co-Chair/Moderator; Bharati Belwalker, American Institutes for Research, Co-Chair; Jennifer Green, HumRRO, Presenter; Scott Hines, Allstate, Presenter; Hannah Markell-Goldstein, Capital One, Presenter; Adam Meade, North Carolina State University, Presenter; Tilman Sheets, Louisiana Tech University, Presenter

Competency and Skill Gap Analysis: A Best Practice Incubator. Panel Discussion.

Philip Walmsley, U.S. Office of Personnel Management, Co-Chair; Hanna Pillion, U.S. Customs and Border Protection, Co-Chair; **Robert Calderón, American Institutes for Research, Presenter;** Tim McGonigle, HumRRO, Presenter; Peter Seely, Centers for Disease Control and Prevention, Presenter; Alix Autrey, U.S. Office of Personnel Management, Presenter

Personnel Selection in International Context: Current and Ongoing Challenges.

Panel Discussion.

Bharati Belwalker, American Institutes for Research, Chair/Moderator; Hennie Kriek, TTS-Top Talent Solutions Inc. and UNISA, Presenter; Rainer Kurz, Outstanding Achievements, Presenter; Keisha Phillips, Pearson, TalentLens, Presenter; Crystalynn Novotny, SAP, Presenter

Reframing Reskilling: Diverse Perspectives on Effective Reskilling Initiatives.

Panel Discussion.

Ruth Kanfer, Georgia Institute of Technology, Chair; **Sibley Lyndgaard, Georgia Institute of Technology/American Institutes for Research, Presenter;** Meghan Kathleen Davenport, Presenter; Margaret Beier, Rice University, Presenter; **Chelsi Campbell, North Carolina State University/American Institutes for Research, Presenter;** Muriel Clauson, University of Georgia, Presenter; Young-Jae Kim, University of Georgia, Presenter

Synchronous Sessions

Thursday April 15

4:30-5:50 EDT

Room 10

Session 051—Addressing Disparities in the Employment Cycle: 30 Years After the ADA. Panel Discussion.

Sara Trevino, American Institutes for Research, Chair/Moderator; Rosemary Cox, DCI Consulting, Presenter; Lance Anderson, HumRRO, Presenter; Dahlia Schaewitz, Institute for Educational Leadership, Presenter; Erika Robinson-Morrall, Indeed, Presenter; Meredith Burnett, American University, Presenter

Friday April 16

4:30-5:50 EDT

Room 8

Session 109—Is Career Pathing Dead? New Approaches to Workforce Readiness and Career Development. Panel Discussion.

Timothy Davis, Deloitte Consulting, Chair; Alok Bhupatkar, U.S. Secret Service, Presenter; Gary Burns, Florida Institute of Technology, Presenter; **Robert Calderón, American Institutes for Research, Presenter;** Scott Davies, PointLeader Predictive Analytics, Inc., Presenter; Michael Heil, Aon, Presenter

Friday April 16

6:00-6:50 EDT

Room 10

Session 121—Demystifying the Spousal Hiring Process: Perspectives From Seekers and Administrators. Panel Discussion.

Kimberly A. French, Georgia Institute of Technology, Co-Chair; **Soner Dumani, American Institutes for Research, Co-Chair;** Lauren Kuykendall, George Mason University, Co-Chair; Charles C. Calderwood, Virginia Tech University, Presenter; Eunae Cho, Taipei Medical University, Presenter; Julie B. Olson-Buchanan, California State University, Fresno, Presenter; Winny Shen, York University, Presenter; Kecia M. Thomas, University of Alabama at Birmingham, Presenter

Machine Learning Competition Entry

A Naïve Bayes Solution for Improving the Fairness and Utility of Hiring.

Semret Yibass, American Institutes for Research; Sarvothaman Madhavan, American Institutes for Research; Bharati Belwalker, American Institutes for Research