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*Keynote Speakers:*

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cuits. In addition to his judicial duties, Judge Thomas is an adjunct professor at the University of Tennessee at Chattanooga. He is or has been a member of the Board of Directors of the Chattanooga Chamber of Commerce, a Trustee of the Baylor School, Chairman of the Hamilton County Republican Party, a Board Member of the Friends of Moccasin Bend National Park and a Board Member of the Friends of Chickamauga and Chattanooga National Military Park. Judge Thomas is a member of the American Bar Association, the Tennessee Bar Association, the Ray L. Brock, Jr. and Robert E. Cooper American Inns of Court and the Chattanooga Bar Association. Judge Thomas was instrumental in establishing The Alliance, a cooperative effort between physicians and attorneys. The Alliance put in place several initiatives that build on common ground shared by the two professions and that seek to foster stronger relationships between physicians and lawyers. In addition, the malpractice project was formulated by The Alliance to address contentious issues regarding medical malpractice litigation. The two professions agreed that one way to address unfounded lawsuits and defenses would be to devise a fair method for the evaluation of the admissibility of expert testimony (both plaintiffs' and defendants' experts) well in advance of trial. The discussions on this point led to the consideration of the use of Rule 706 of the Tennessee Rules of Evidence, which permits trial judges to appoint an independent expert to assist the Court in certain situations.



### **Participating Universities**

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Middle Tennessee State University

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Northern Kentucky University

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The University of Georgia

The University of Memphis

The Univ. of Tennessee at Chattanooga

Univ. of North Carolina at Greensboro

### **Participating Organizations**

Circuit Court of Tennessee

HumRRO

MBG Organizing Solutions

St. Jude Children's Research Hospital



# Conference Overview

**7:30 AM**

## **Registration Opens**

- UTC I-O Students. *UC Information Booth - Main Floor*

**8:30 - 8:50 AM**

## **Welcome & Introduction to the Conference**

- UTC I-O Program Faculty. *UC Auditorium - Main Floor*

**9:00 - 9:50 AM**

## **Session One**

- Dr. Rod McCloy: Unproctored Internet Testing: Issues and an Applied Example. *Lookout Mountain Room - Main Floor*
- Dr. Chris Cunningham: Overview of Occupational Health Psychology. *Raccoon Mountain Room - Main Floor*
- Dr. David Ross & Judge Neil Thomas: Overview of Psychology and Law. *Signal Mountain Room - Upper Floor*

**10:00 - 10:50 AM**

## **Poster Session I**

- Numbers 1 through 19. *Chattanooga Room - Main Floor*

**11:00 - 11:50 AM**

## **Session Two**

- Dr. Bill Attenweiler: Employee Wellness Survey. *Lookout Mountain Room - Main Floor*
- Dr. Melissa Gratiyas: Working with Executives: Why Organization Pays. *Raccoon Mountain Room - Main Floor*
- Dr. Mark Anshel: Overview of Sport Psychology. *Signal Mountain Room - Upper Floor*

**12:00 - 1:20 PM**

## **Lunch and Conversation Hour**

- Dr. Paul Muchinsky, UNC-Greensboro. *Tennessee Room - Main Floor*

**1:30 - 2:20 PM**

## **Poster Session II**

- Numbers 20 through 38. *Chattanooga Room - Main Floor*

**2:30 - 3:20 PM**

## **Session Three**

- Dr. Beverly Burke: Corporate Social Responsibility. *Lookout Mountain Room - Main Floor*
- Dr. Lisa Burke: Transfer of Training. *Raccoon Mountain Room - Main Floor*
- Dr. Michael Aamodt: Conducting Salary Equity Analyses in Organizations. *Signal Mountain Room - Upper Floor*

**3:30 - 4:30 PM**

## **Wrap-Up Session**

- Panel of all presenters. *Raccoon Mountain Room - Main Floor*

and Cannon Inc., an architecture and engineering firm in Nashville. Lyndi is a member of multiple chapters of the Society for Human Resource Management (SHRM) and is the current President of the MTSU chapter of SHRM. Lyndi's research interests include generational issues in the workplace, the Family and Medical Leave Act, corporate social responsibility, and emotional labor.

**David F. Ross, Ph.D.**, is a UC Foundation Professor of Psychology at the University of Tennessee at Chattanooga. Dr. Ross received his Ph.D. in Developmental and Social Psychology from Cornell University. Over the last 23 years he has conducted research on factors that influence the accuracy of eyewitness testimony in children and adults, and the psychology of jury behavior. He has published five scientific volumes on psycholegal issues including *Children's Eyewitness Memory* (Ceci, Ross, & Toglia, Eds.); *Perspectives on Children's Testimony* (Ceci, Toglia, & Ross, Eds.); *Adult Eyewitness Testimony: Current Trends and Developments* (Ross, Reed, and Toglia, Eds.); *Handbook of Psychology: Memory for People* (Lindsay, Ross, Toglia, and Read, Eds., in press); *Handbook of Psychology Volume 2: Memory for Events* (Toglia, Read, Ross, and Toglia, Eds., in press). Dr. Ross has published numerous articles in top-tier scientific journals; he was invited on two occasions to present his work at NATO conferences on eyewitness memory in children and adults and jury behavior; and he received funding from the National Institute of Justice and from the National Science Foundation for his psycholegal research that subsequently resulted in an award from the American Psychology and Law Society. Dr. Ross is also a member of the editorial board for *Law and Human Behavior*; and he served as a guest editor for a volume on hearsay testimony and the child witness that appeared in *Psychology, Public Policy, and Law*, a journal published by the University of Arizona College of Law and the University of Miami School of Law. Most recently Dr. Ross published an invited article on child witnesses that appeared in *Law and Contemporary Problems* a journal that is published by the Duke University School of Law. Additionally, Dr. Ross has provided numerous educational seminars to legal and mental health professionals on how to interview the child witness, the accuracy of adult eyewitness testimony, the psychology of jury behavior and jury selection, and techniques for jury persuasion. Dr. Ross has also served as a consultant to lawyers on trial strategy, conducting mock trials, designing opening and closing statements, evaluating eyewitness testimony in children and adults, witness preparation, and jury selection. Dr. Ross also has a specialization in serving as a mitigation expert in death penalty cases. Finally, Dr. Ross has testified as an expert witness on the accuracy of eyewitness testimony in state and federal courts.

**Judge W. Neil Thomas, III**, is a Hamilton County, Tennessee Circuit Court Judge. He has been on the bench for the past 11 years. Judge Thomas attended the University of North Carolina at Chapel Hill where he obtained a B.A. in English with honors. He was also a John Motley Morehead Scholar, the recipient of the Algernon Sidney Sullivan Award and a member of the Phi Beta Kappa. He obtained his law degree from the University of Michigan School of Law. He has licenses in the State of New York, State of Tennessee, United States Supreme Court and United States Court of Appeals, Second, Third, Sixth and Tenth Cir-

Kelley School of Business in HR/OB and is a certified SPHR. Lisa has published more than 50 refereed journal articles in outlets such as: *Academy of Mgmt Learning and Education*, *Business Communication Quarterly*, *Journal of Human Resource Costing and Accounting*, *Human Resource Development Quarterly*, *Human Resource Mgmt Review*, *International Training and Development Journal*, and *HR Advisor: Legal and Practical Guidance*. In 2008 Lisa was named the UTC Student Government Professor of the Year and in 2005 the Southwest HR Educator of the Year.

**Christopher J.L. Cunningham, Ph.D.**, is an Assistant Professor in the department of psychology at The University of TN at Chattanooga. He teaches organizational and occupational health psychology, organizational development and change, and qualitative research methods as a graduate faculty member for the university's Master's of Science program in I-O Psychology. Chris earned his B.A. in psychology from Lehigh University, and his M.A. and Ph.D. in I-O psychology from Bowling Green State University, specializing in Occupational Health Psychology. Chris is an active member of the numerous professional societies and has published several articles and book chapters. He is also a regular presenter at national and international conferences.

**Melissa Gratias, Ph.D.**, earned her doctorate in I-O Psychology while pregnant with her first child. She will forever assert that a bulging belly is a great tool when defending your dissertation. Even more than her 10 years of corporate management experience, being a mother has taught her the importance of being organized, setting priorities, and balancing work and life. Dr. Gratias is now the proud Owner and Principal Consultant of MBG Organizing Solutions, which offers professional organizing services to business clients in the Chattanooga, Tennessee area. She can be reached online at [www.mbgorganizing.com](http://www.mbgorganizing.com), via email at [mbg\\_organizing@comcast.net](mailto:mbg_organizing@comcast.net).

**Rodney A. McCloy, Ph.D.**, is a Principal Staff Scientist at the Human Resources Research Organization (HumRRO). He received his Ph.D. in I-O psychology from the University of Minnesota in 1990, specializing in statistics and psychometrics. His experience with assessment and testing has spanned both cognitive and non-cognitive domains, and he has substantial experience with several large-scale assessment programs (e.g., ASVAB, GATB, NAEP). His recent research efforts include (a) unproctored, internet-based computer-adaptive tests; (b) methods for estimating interrater reliability in ill-structured measurement designs; (c) development of recruit quality indices for the U.S. Air Force; and (d) a meta-analysis of the predictive validity of clerical tests for job performance, with emphasis on computer-administered measures.

**Lyndi Porter** is a second year Master's student in the I-O psychology program at Middle Tennessee State University. She currently works as a part time Project Associate at the Center for Organizational Human Resource Effectiveness, and is developing a comprehensive on-boarding program for a multinational organization. Additionally, she is a Human Resource Intern at Barge, Waggoner, Sumner,



## Welcome & Introduction

8:30 - 8:50 am

*Auditorium - Main Floor*



## Session One

9:00 - 9:50 am

**Unproctored Internet Testing: Issues and an Applied Example**

**Dr. Rod McCloy, HumRRO**

*Lookout Mountain Room - Main Floor*

Unproctored Internet Testing (UIT) enjoys high visibility as a controversial topic these days. During this presentation, Dr. McCloy will address some of the issues and concerns surrounding UIT. He will also discuss development of Procter and Gamble's (P&G) new Reasoning Test, with particular attention paid to the Reasoning Screen—an unproctored, computer-adaptive test of cognitive ability that is administered online and on demand. The Reasoning Screen is one part of P&G's extensive multiple-hurdle selection procedure. Each of the hundreds of thousands of applicants to P&G's management, research, and administrative positions must complete and pass the Reasoning Screen as part of the selection process.

**Overview of Occupational Health Psychology**

**Dr. Chris Cunningham**

*Raccoon Mountain Room - Main Floor*

Occupational Health Psychology (OHP) is a rapidly developing and exciting field of research and practice linked with I-O and other applied areas of psychology. This presentation will introduce audience members to this interdisciplinary field and discuss strategies that students and newly interested folks can use to get involved. Current trends in research and practice within OHP will be discussed and there will be time for a full group discussion.

**Eyewitness Testimony: The Good, Bad, and Ugly**  
**Dr. David F. Ross, UTC, Judge Neil Thomas, Dr. Richard Metzger, UTC**  
**& Justin Sullivan, UTC**  
*Signal Mountain Room - Upper Floor*

Research has demonstrated that since the early 1930's errors in police lineup identification is the leading cause of wrongful imprisonment in the U. S. There are numerous legal obstacles that prohibit the admissibility of experts in eyewitness identification, one for example, is that knowledge about eyewitness memory among jurors is "commonsense" and therefore expert testimony on the topic is not needed. We will present data showing that this assumption is wrong. Our survey findings show that knowledge among jurors, judges, and police of eyewitness identification processes is limited at best. The ability to apply eyewitness testimony research in an attempt to increase the accuracy of the judicial process and reduce wrongful imprisonment will be discussed.



## Poster Session I

**10:00 - 10:50 am**

*Chattanooga Room - Main Floor*

### **(1) Equity Sensitivity: A Terror Management Explanation**

Andrew M. Naber & Thomas Brinthaup, Middle Tennessee State University  
andrewmnaber@gmail.com

This experiment hopes to apply the social psychology paradigm of Terror Management Theory (TMT) to the construct of Equity Sensitivity. TMT states that humans have a constant fear of death that they seek to transcend through belief in their worldview, grounded in their self esteem and the symbolic immortality of their worldview. Past research shows that contemplating one's own mortality will prompt outsider hostility, world-view defense, and an increase in self esteem striving. Equity Sensitivity is a response to issues of fairness and equity within the workplace. Some people are more likely to notice and attempt to rectify inequity, through reducing their inputs, increasing their outcomes, or re-evaluating the situation. Equity sensitivity should not be influenced by any individual social comparisons, but may be affected by the underlying dynamic of worldview defense. Following this TMT approach, we hypothesize that a mortality salient stimulus should thereby elicit increased sensitivity to fairness in the workplace. We are also curious as to the possibly amplifying or moderating effect of social comparison with a good and bad coworker. As this may provoke outsider hostility, we hypothesize that the death prime combined with the poor coworker prime will interact to increase equity sensitivity. Two measurements of equity sensitivity (including relevant factors) will be used. TMT is a broad and applicable theory of social psychology yet to be applied to the domain of I-O psychology. With this



## Presenter Biographies

**Mike Aamodt, Ph.D.**, is a professor of I-O psychology at Radford University, where he has taught for 26 years. Dr. Aamodt received his B.A. from Pepperdine University in Malibu, CA and his Ph.D. from the University of Arkansas. In spite of going to school in Malibu, he claims to have spent more time studying than surfing. At Radford, Mike teaches a variety of courses in the areas of forensic psychology and industrial-organizational psychology, including a graduate course on employee compensation. Dr. Aamodt has authored five books, including *Industrial-Organizational Psychology: An Applied Approach*, now in its 5<sup>th</sup> edition, *Research in Law Enforcement Selection*. Mike is the associate editor for the *Assessment Council News* and on the editorial boards for the *Journal of Police and Criminal Psychology*, *Applied H.R.M. Research*, *Criminal Justice and Behavior*, and *Journal of Business and Psychology*. In 25 years as a trainer and consultant, Mike has helped a wide variety of organizations deal with such issues as employee selection, performance evaluation, and compensation. He is considered one of the nation's experts in salary equity and has helped many organizations survive OFCCP audits. Mike's fast-paced and humorous presentation style makes him a frequently requested speaker.

**Bill Attenweiler, Ph.D.**, is an associate professor in Northern Kentucky University's Master of Science in I-O psychology program. Dr. Attenweiler earned his bachelors degree from the University of Maine at Orono, in 1975 and his doctorate from Clemson University in 2002, between degrees he worked primarily in human resources and call center management careers. His research interests revolve around survey work and attitude measurement. He is very interested in on-line teaching, at this time.

**Beverly Burke, Ph.D.**, is an Associate Professor of Psychology at Middle Tennessee State University (MTSU). She received her Ph.D. in I-O psychology from Auburn University in 1994, and she holds SPHR (Senior Professional in Human Resources) certification from the Human Resource Certification Institute. She has over 20 years of experience teaching, conducting research, and consulting in the field of I-O psychology. She has held both applied and academic positions and has served on the faculty of MTSU for 17 years. At MTSU she has taught numerous courses, particularly related to testing, organizational surveys, personnel selection, motivation and work attitudes, and ethics. She has presented and published research and has supervised much student research. Her applied work has been related to organizational surveys, personnel selection, job analysis and performance appraisal, training needs assessment and evaluation, training development, and recruiting and retention.

**Lisa Burke, Ph.D.**, is an Associate Professor in the Department of Management at the University of Tennessee at Chattanooga where she teaches Human Resource Management courses. Dr. Burke earned her Ph.D. from Indiana University

### **Synthesis of Findings from a Training Transfer Research Agenda**

**Dr. Lisa Burke, The Univ. of Tennessee at Chattanooga**

*Raccoon Mountain Room - Main Floor*

For more than a decade, Dr. Burke has been involved in training transfer research, including the generation of theoretical, empirical, and practical contributions. In this presentation, brief highlights of numerous studies' findings will be summarized and implications for practice and future research will be advanced.

### **Conducting Salary Equity Studies in Organizations**

**Dr. Michael G. Aamodt, Radford University and DCI Consulting**

*Signal Mountain Room - Upper Floor*

Organizations with federal contracts in excess of \$50,000 are required to annually conduct salary equity analyses to ensure that their compensation practices are not discriminating on the basis of gender or race. Conducting such analyses is an ideal fit for industrial-organizational psychologists. In this seminar you will learn the process for grouping similar jobs, selecting variables to include in the analysis, conducting the analyses for small or large groups, and then making decisions regarding potential salary corrections.



## **Wrap-Up & Closing**

**3:30 - 4:30 pm**

**All presenters as a panel**

*Raccoon Mountain Room - Main Floor*

crossover of so many related constructs, TMT offers the potential to view organizational culture and behavior in an entirely new light.

### **(2) Defining Roles in the Online Classroom to Assure Learning**

**Chris Ponder II, Louisiana State University in Shreveport**

*cponderii@gmail.com*

The emergence of the internet has provided the opportunity for universities to begin offering online courses. As more students seek flexibility in education delivery, the greater the need becomes for online learning and which may result in develop courses that do not promote assurance of learning. This poster will explore how assurance of learning can take place in the online courseroom by evaluating student, instructor, and instructional design readiness for online learning. As well as defining the role of how each can promote assurance of learning utilizing reflective questions.

### **(3) A Holistic Approach to Student Well-being: Effects of a Nutrition, Exercise, and Attitude Intervention on Work Performance**

**Christina Fleck & Robert Brill, Moravian College**

*crfleck4@yahoo.com*

A health trend is apparent in the North American culture today with substantive literature suggesting the benefits of maintaining nutrition, adequate amount of exercise, and being mentally well. This study sampled 33 students at Moravian College to investigate the relation of nutrition, exercise, and positive attitude with school performance, and if a workshop intervention could promote an increase in healthy lifestyle habits. Over an 11 week longitudinal study, students from two psychology courses served as the control group ( $n = 11$ ) and experimental group ( $n = 22$ ). As expected increased positive attitude was associated with fewer absences, but unexpectedly greater exercise and positive attitude were negatively correlated with produced writing. Further analyses demonstrated positive correlations between healthy lifestyle variables with reading demand and reading efficiency. Despite positive self-report feedback, there was no strong discernable improvement in the targeted healthy lifestyle variables after the workshop intervention. Additional investigation found stability in healthy lifestyle variables among those who said they met their goals. Overall, the study brought insight to the topic and ideas for future studies.

### **(4) The Conflicting Demands of Work, School, and Family as Predictors of Satisfaction among Graduate Students**

**Julia Limanowski & William J. Attenweiler, Northern Kentucky University**

*limanowskj1@nku.edu*

The number of college students who are employed is growing. Consequently, there is a need to understand how the demands of work, school, and family affect the quality of life of these students. The objective of the proposed study is to examine the relationship between the conflicting demands of work, school, and

family and their effect on satisfaction with job, school, family, and life in general among graduate students. This study proposes to measure 12 types of inter-role conflict (time-based and strain-based work-family, family-work, work-school, school-work, school-family, family-school) and 4 types of satisfaction (work, family, school, and life in general). The study will examine the following research questions: 1) Does work have an effect on academic achievement? 2) What factors predict work-school-family conflict in graduate students? 3) How do the conflicting demands of work, school, and family affect the students' satisfaction with each domain (work, school, family)? and 4) How do the conflicting demands of work, school, and family affect the students' satisfaction with life in general? The poster covers previous research in the area, proposed hypotheses, methodology, and planned analyses. The importance of expected results will also be discussed.

#### **(5) Absenteeism in undergraduate education: A proposed study**

Lisa A. Burke, The University of Tennessee at Chattanooga  
lisa-burke@utc.edu

A common problem in undergraduate education that remains under-examined is the creation and perpetuation of an absenteeism culture. Skipping class is an every day occurrence that instructors grapple with and increasingly acceptable and common in the undergraduate classroom. In this paper, the concept of absenteeism culture in undergraduate education is introduced along with established and proposed reasons for its existence. Initial data from a sample of undergraduate management students are examined and practical implications for faculty, students and administrators are discussed.

#### **(6) What Makes People Stay? Examining the Relationships among Self-Efficacy, Attachment to Supervisor, Organizational Commitment and Intent to Turnover**

Christie Cunningham & Bart L. Weathington,  
The Univ. of Tennessee at Chattanooga  
lmupsych04@gmail.com

This study will investigate the relationships among self-efficacy, organizational commitment, attachment to supervisor, and intent to turnover. A proposed model showing these relationships will be tested using structural equation modeling. One hundred current full-time UTC faculty/employees and working students will complete measures on self-efficacy, loyalty to supervisor, organizational commitment, and intent to turnover. It is hypothesized that self-efficacy is positively related to intent to turnover (H1); that the relationship between self-efficacy and intent to turnover will be mediated by organizational commitment (H2); that organizational commitment is negatively related to intent to turnover (H3); and that attachment to supervisor moderates the relationship between organizational commitment and intent to turnover (H4). Regression analyses will be used to examine the relationships among variables.



## Session Three

2:30 - 3:20 pm

**Corporate Social Responsibility**  
**Beverly Burke and Lyndi Porter**  
*Lookout Mountain Room - Main Floor*

Corporate social responsibility (CSR) is a term used to describe how some organizations have adopted practices designed to take into account and to have a positive impact on society, including all stakeholders (employees, customers, communities, etc.) and the environment. It has been justified for moral and/or business reasons, although others have criticized the idea as detrimental to the primary purpose of business, and some have dismissed it as a passing fad. Some have said that voluntary CSR is not likely and that the enforcement of governments is necessary. While there is much ongoing discussion and debate about CSR, the concepts have become very mainstream, and components of CSR have been widely adopted and are quite visible in public relations and marketing. Business and news publications have focused on good and poor examples of CSR in many well-known organizations. The United Nations Global Compact—with principles in the areas of human rights, labor, environment, and anti-corruption—is becoming increasingly recognized internationally. Also, the Global Reporting Initiative, based in Amsterdam, has a sustainability framework for reporting economic, environmental, and social performance. Globalization expands the potential for wealthy and powerful developed nations to exploit developing nations, thus raising numerous ethical questions regarding the obligation of multinational corporations versus governments to protect the interests of the nations. How does all this relate to I-O psychology? Many components of CSR are either the responsibility of human resources or dependent on human resources for implementation. It should not be surprising that I-O psychology practitioners and HR professionals are and will be involved in CSR programs since they are the ones responsible for the human side of the organization. Much of CSR directly involves labor practices, for example compensation, safety, collective bargaining, unfair discrimination, compulsory labor, and child labor. CSR also requires actions of organizational members at all levels to support responsible environmental practices, positive impacts on communities, and prohibition of corruption. CSR requires motivation and creativity, not just policies and procedures. A successful CSR program is likely to be maintained through a strong CSR culture rather than just a compliance program to enforce the policies, so I-O psychology can have a powerful role in developing, implementing, and maintaining CSR. If CSR is a passing fad or a cycle that will soon pass, it will ultimately have little effect on I-O psychology. However, with current business trends, economic trends, and globalization, CSR is likely to be an increasing influence on our field.

### **(37) The Relationship Between Judgment, Motivation, and Athletic Performance**

M. Erik Smallwood & Bart L. Weathington,  
The Univ. of Tennessee at Chattanooga  
bigesmall@hotmail.com

The purpose of this study is to better predict athletic performance based on an individual's judgment capacity as well as their motivation to perform. Past research in the field of athletic performance has failed to look at the relationship between judgment and one's performance. One aspect, which has been studied in great detail, is the relationship between athletic performance and motivation. Therefore, it has been decided that motivation should be measured in this study as well. Many studies have been done on the relationship between internal/external motivation and performance, but there is a lack of research done in the realm of judgment capacity and performance. It is believed by the current researchers that judgment and motivation are two integral moderators between the relationship of athletic ability and athletic performance.

### **(38) Emotion Regulation in the Workplace: Costs Beyond the Bottom Line**

Julianne Pierce & Chanda Murphy, The University of Memphis  
pierce.julianne@gmail.com

In the workplace employees manage emotions and emotion expressions according to organizational guidelines or requirements, a process referred to as emotion regulation. While organizations hope to benefit from appropriate manipulation of employee emotion (i.e. stone-faced judges or smiling store greeters), the effort required by employees to regulate emotion may come at a cost. If an employer expects workers to maintain appearances or utilize regulation techniques on a day-to-day basis, it is important that these potential costs, including decreased cognitive capacity, exhaustion, and physical symptoms are understood. Building on previous research, the current study will attempt to measure the lasting effects of emotion regulation. Based on the idea that emotion regulation consumes resources and weakens efforts on subsequent tasks, this study will focus on an emotion recovery period or "break" and a test of persistence following an emotional episode. Groups will be divided by regulation method (reappraisal or suppression), "break" condition (break or no-break), and emotion stimulus (negative or positive). A handgrip task will be used to measure strength and stamina before and after the emotion invoking stimulus in order to determine any change in persistence, or available resources. It is hypothesized that groups instructed to suppress emotion in the positive and negative film stimulus groups will show a significant decrease in persistence while those in the reappraisal group will not show a significant change. In addition, groups given an emotion "break" will not show a significant decrease in persistence, while groups in the "non-break" condition will show a significant decrease.

### **(7) Racial Bias in Mock Juror Decisions Involving Sexual Harassment of African Americans and Latinas**

Bryan L. Dawson, The University of Georgia  
bryan.dawson@gmail.com

The recent increases in the Latino/a working population in the United States has increased the need to study job-related experiences and legal decision-making related to the Latina workforce. Similar to Black women, Latina women represent an ethnic minority who are subject to experiencing harassment due to their multiple devalued group memberships, especially in terms of sexual harassment. The present study will present participants with one of three manipulations wherein a man (Black) is accused of sexual harassing a woman (Black, White, or Latina) in a trial setting. We will collect measures of guilty verdicts, certainty of guilt, severity of harassment and recommended monetary award. We will supply the participants with an unrelated filler task, and then collect measures of personality variables that may moderate the proposed defendant race and plaintiff race relationship (e.g. social dominance; Kimmelmeier, 2005). This one of the first studies to examine the perceptions of inter-minority sexual harassment by mock-jurors.

### **(8) Changing Affirmative Action Beliefs: Examining Behavioral outcomes in a hiring context**

Brian J. Hoffman, Kecia M. Thomas, & Bryan L. Dawson,  
The University of Georgia  
bryan.dawson@gmail.com

It has been shown that when affirmative action policies (AAPs) are framed as remedying historical injustice or increasing cultural diversity (macro-level justification) they are generally more accepted than when providing no justification (Murrell, Dietz-Uhler, Dovidio, Gaertner, Drout, 1994). Although several studies have investigated the effects of changing attitudes towards AAPs presenting AAPs in a positive, neutral or negative manner, few studies have included a behavioral component to test the effects of negative attitudes towards AAPs. The present study will present participants with one of two manipulations wherein they will read an Affirmative Action Statement that uses either macro-level justification (e. g., remedying historical injustice or increasing cultural diversity) or no justification. Subjects will then view a lecture video wherein the lecturer will be either Black or White. We will collect measures of teaching effectiveness, and willingness to nominate for hire.

### **(9) Adventure Training, Self-Efficacy, and Proactive Work Behaviors**

Jennifer Hopkins & Christopher J. L. Cunningham,  
The Univ. of Tennessee at Chattanooga  
jenhopkins81@gmail.com

The modern work environment is one that is characterized by mergers, acquisitions, downsizing, and organizational restructuring. To persevere in this context, an employee's role is now characterized by being proactive in the management of

his or her career success. Although proactive work behaviors have shown to be a determinate of career and organizational achievement, little research has been done to examine the underlying processes of fostering such behaviors in employees. Understanding the motivational process of increasing self-efficacy will help employers to better manage and foster proactive behaviors in the workplace. One potential source for increasing self-efficacy is through the use of outdoor adventure programs. Through these programs, employees have the opportunity to gain perceptions of self-efficacy and generalize them to the workplace. An increased perception of self-efficacy is predicted to also mediate the process of increased proactive work behavior. This paper seeks to expand current research by showing that adventure training programs promote self-efficacy and increased self-efficacy enables employees to engage in proactive work behaviors.

**(10) The Effects of Implementing a Web-Based Realistic Job Preview on Applicant Attraction, Intentions to Pursue, and Job Acceptance Rates.**

Laure Rodebaugh & Bart L. Weathington,  
The Univ. of Tennessee at Chattanooga  
Laure-Rodebaugh@utc.edu

A recent trend in organizational selection is the use of web-based job search engines to post current employment opportunities. Accordingly, this study will examine the effects of implementing a realistic job preview during recruitment resembling those currently in use on the web. Four different RJP conditions will be employed: presentation of standard/general job and company information, a written RJP with more detailed company information, a written RJP with no background information on the company, and a video-formatted RJP with no background information on the company. Corresponding scales to measure the participant's attraction to the organization and intentions to pursue resulting in a job acceptance outcome will be administered after the presentation of each RJP condition. This study will utilize a sample of senior level undergraduate students expected to be actively searching for permanent employment within the next year.

**(11) Organizational Justice, Equity Sensitivity, and Workplace Attitudes**

Tatiana B. Trevor & Brian J. O'Leary, The Univ. of Tennessee at Chattanooga  
Tatiana-Trevor@utc.edu

Organizational justice is a multifaceted construct used to measure perceptions of equity within any organization. Utilizing regression analysis, this study will test how equity sensitivity moderates the relationship between organizational justice and workplace attitudes, including job satisfaction and organizational commitment. A sample of employees at one small and one medium southeastern university will be utilized to indicate that equity sensitivity influences perceptions of justice resulting in an increase or decrease in individual and organizational workplace attitudes. Implications and directions for future research will be discussed.

and large corporations throughout the United States. In both studies, participants will rate the manager on several dimensions of performance including analysis, decisiveness, leadership, confrontation and sensitivity; they will also complete a measure of ambivalent sexism. Anticipated results include differences in ratings based on sexuality on a global dimension of performance as well as on specific dimension levels of performance. In general, gay managers should be rated lower than straight managers will be. Further, the sex-type of the job is expected to moderate the performance evaluation relationship, additional moderators include the participant's gender and ambivalent sexist attitudes. The results of the current study will provide a framework to understand the real world consequences of stereotypes against gay managers in the workplace and direct future research.

**(36) The Differential Role of Candidates' Ethnicity on Reactions to Black Applicants**

Bryan Dawson, Brian D. Roote, Carlton Lewis, Matthew Harrison, Ny Mia Tran,  
Pablo Gora, & Tiwirai Marira, The University of Georgia  
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In recent years, collegiate undergraduate institutions have witnessed a growth in the number of Black students admitted. This trend, while modest by some standards, has been viewed as encouraging nonetheless. However, more recent studies, most notable the National Longitudinal Survey of Freshmen, have expressed concern regarding the apparent trend of undergraduate institutions to admit greater numbers of foreign Blacks compared to native African Americans. At Ivy League schools, the discrepancy is greatest, having Black immigrants account for 41% of the Black student body (Massey, Mooney, Torres, & Charles, 2007). Researchers studying this trend have not been able to conclusively isolate the cause, but all have mentioned that the comfort level of the dominant group has been greater with black immigrants than native-born blacks in America (Foner, 2001; Foner & Fredrickson, 2004; Waters, 2001). To them, black immigrants seem more polite, less hostile, more solicitous, and "easier to get along with." The upcoming study seeks to analyze the preference of undergraduate students in admitting Blacks to a university institution, willingness to collaborate or mentor them, and overall likeability based on their national origin. Subcategories for the Black population will include (a) foreign Blacks and (b) native African Americans. The method utilized to conduct this research will be a between-subjects design. It is hypothesized that the undergraduate students will look at foreign Blacks more favorably in all facets than native African Americans, and thus prefers them for college admissions.

person's perception of barriers to exercise and self-efficacy will mediate the relationship between barriers and participation.

**(34) Online Recruitment: The effects of navigational structures on an applicant's willingness to apply**

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Throughout the past few decades, researchers have been studying the recruiting efforts of organizations through many different elements including the effect of online recruitment on the job market. The present study will examine the relationship between web page navigational design and recruitment sites and applicants willingness to apply to the company. The proposed study will consist of two predictor variables with one being location of navigation bar and the other predictor being the listing of the jobs. The location of the navigation bar will make up four different conditions (top, left, right, bottom) and be a between subjects design. The listing of jobs will be made up of two conditions (flat design and categorical design) and be a within subjects design. Participants will be asked to search for multiple jobs on a job search site on a custom-built mock company webpage. Before each condition the participants will fill out a survey, which will include questions concerning difficulties with navigation, user satisfaction and preferences. At the conclusion of the study the participants will be asked their likelihood of applying to the mock company. The accuracy and time will be recorded by a screen-capturing program in order to assess performance. The overall implication of this proposed study is that companies that rely on their hiring through job search engines want to ensure a possible job candidate can find the jobs they are looking for and are a correct match. By applying navigation best practices to job search engines, companies can ensure job candidates can find their jobs faster and more effectively.

**(35) Heterosexism in Subjective Work Performance Evaluations: Antecedents and Outcomes**

Brian D. Roote & Kecia M. Thomas, The University of Georgia  
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There is currently a gap in academic literature analyzing the performance assessments of gay managers empirically. Adopting tenets of heterosexism as well as gender-role approach perspectives, this proposed study seeks to examine the potential for systematic variations in performance ratings attributable to sexual orientation. Study participants will view a ten-minute video clip of a manager, presented as either gay or straight, engaged in several performance behaviors related to the sales industry. In addition to sexuality, the sex type of the job will also be manipulated: either a highly feminized skill set (e.g., cooperative, interpersonal, and communication skills) or a highly masculine skill set (e.g., mathematical, analytical, and self-reliant skills) will be described, both in an ostensibly identical finance and sales position. Study 1 will include a sample of students from a large Southeastern university and study 2 will include a sample of employees from small

**(12) Personality and Leader Emergence in Groups**

Rhett Smith & Bart L. Weathington, The Univ. of Tennessee at Chattanooga  
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Trait-based approaches to leadership have been around for a long time. Starting out as one of the original theories of leadership, research in the area of trait-based perspectives begin to slow and give way to other, different domains of predicting leadership in the 1950s. Only recently has there been a revived interest in the trait approaches to leadership. The current study aims to use a multi-variable approach by correlating a peer questionnaire on leader emergence with three of the Big Five personality traits (Extraversion, Agreeableness, and Conscientiousness), using the same treatment for each group. Each group will consist of 6-8 participants selected from an undergraduate institution. In addition, proposed hypotheses of personality traits correlating with leader emergence are presented.

**(13) Equity Sensitivity in "Fringe" Benefit Valuation and Satisfaction**

Craig Reddock & Bart L. Weathington, The Univ. of Tennessee at Chattanooga  
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This study explores Equity Sensitivity (ES) as an explanation for individual differences in fringe benefits preferences, valuation and satisfaction, as well as testing both the Equity Sensitivity Instrument and Equity Preference as psychometrically sound measures of ES. ES places individuals into one of three categories: entitleds, sensitives, and benevolents. As predicted, equity entitleds more accurately estimated employer contributions toward benefits and also preferred extrinsic benefits, while benevolents preferred intrinsic benefits. Also, the ESI was shown to be a better measure of ES than the EPQ.

**(14) Analyzing the Impact of Frame-of-Reference Instructions on Personality Measurement**

Craig Reddock & Michael D. Biderman, The Univ. of Tennessee at Chattanooga  
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This study explores the effects of frame-of-reference (FOR) instructions on the International Personality Item Pool (IPIP) measure of the Big 5 personality traits. Giving participants additional, criterion-related instructions is thought to increase the validity of personality tests by providing a uniform cognitive setting in which to envision answers. 200 undergraduate students completed a questionnaire packet containing a 50-item Big 5 measure with FOR instructions, several filler surveys, and finally a 50-item Big 5 measure with standard instructions, with the order of the Big 5 measures counterbalanced. Results indicate that providing a FOR does significantly increase the criterion-related validity of personality tests.

**(15) Mental Fatigue: How does it affect performance during a work break?**

Courtney Keim & Adriane Fertitta, The University of Memphis  
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The proposed study will investigate how engaging in high and low mentally fatiguing tasks during a work break affects worker performance on a work break task. Participants will be randomly assigned to engage in a high mentally fatiguing work break task or a low mentally fatiguing work break task. Performance on the work break task will be measured and compared between the two groups. The results from the analysis can help organizations determine in which work break tasks they should encourage their workers to partake.

**(16) Religious Discrimination in Selection Systems**

Pablo Gora, The University of Georgia  
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The proposed study will examine the effects that an applicant's religious affiliation will have on selection systems within workplace settings. Participants will review one of three personnel files (each containing one résumé and one personnel sheet) that imply the applicants' religious affiliation (Christian, Jewish, or Muslim) and will complete a questionnaire designed to assess the participants' level of nationalism. It is expected that Christian applicants will be rated the highest, Jewish applicants will be rated less highly, and Muslim applicants the lowest. The participants' level of nationalism is expected to moderate the relationship between religious affiliation and selection ratings

**(17) The Interaction between Autonomy, Clarity, and Management Style**

Jeff R. Bentley, New York University  
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The present study examined the relationship between workgroup's perceptions of their organizational climate and their manager's managerial style. To expand upon modern research, differences in management style were correlated between climate conditions consisting of opposing, or "polar", levels of clarity and autonomy. Climate and style were examined among 472 new managers in a large technology firm in the Northeast United States. General non-polar results replicated past research finding authoritative, affiliative, democratic, and coaching styles significantly positively related to both climate conditions, coercive negatively related, and pacesetting positively related to autonomy yet negatively related to clarity. However, coercive, authoritative, coaching, and pacesetting styles varied when compared across polar conditions of climate. These correlation-based findings are discussed, along with causal propositions of climate as a determinant of management inspired by this study and past research.

pants assigned to the experimental (efficacy-enhancing) group will have an increased sense of perceived self-efficacy, organizational attraction, and perceived likelihood of promotion within the organizational context. In addition, it is hypothesized that participants assigned to the control (efficacy-suppressing) group will have a constant or decreased sense of perceived self-efficacy, organizational attraction, and perceived likelihood of promotion within the organizational context. The foreseeable implications of this study are pertinent to both the academic and applied settings.

**(32) Personality Examined as a Moderator of Perceived Job-Stress and the Quality and Frequency of Job-Stress Recovery/Coping Practices**

Jonathan Burlison, David Earnest, & Amanda Drescher,  
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Job stress and low levels of job satisfaction have been established as moderators of problematic issues such as: turnover, absenteeism, illness, etc. Positive coping practices aid in recovery from a highly demanding occupation, therefore the training and promoting of these practices yields practical benefit to industry. The research we propose intends to fill certain gaps in the literature in the area of job stress, recovery/coping practices and possible interaction of personality variables. Use of personality measures for selection and performance prediction are attractive to organizations because of their potential power of prediction and their historical lack of racial biases and adverse impact. The discovery of a solid relationship between one's personality aspects and one's ability to cope and recover from job stress could raise the value-add of these measures in the workplace. We propose that a measure of one's job stress will relate to the quality of their recovery/coping practices as well as frequency. In addition, we predict that by taking big-five personality measurements of our participants, a relationship between these measures and the recovery/coping measures will emerge as well.

**(33) Personality Variables, Self-Efficacy, and Barriers to Participation in a Health Promotion Program**

Eliza C. Hegwood & Christopher J. L. Cunningham,  
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Organizations are increasingly becoming aware of the importance of fostering a healthy workforce. Health promotion programs, wellness programs that address a range of health-related behaviors, can be very beneficial for both employees and organizations, but only if the employees use them. Although corporations are offering such programs to employees, many are choosing not to participate. The reasons for this non-participation are not yet fully understood, especially from a psychological perspective. The purpose of the present research will be to examine the relationship between reported barriers, participation or non-participation in a health promotion program, self-efficacy, and personality variables, specifically, the Big 5. It is proposed that personality variables will have a moderating effect on a

### **(30) Framing effects on selection decisions**

Tiffany R. Ripley & Kathleen Fuegen, Northern Kentucky University  
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Selection decisions often result in one of two ways of making decisions: eliminating a job candidate from a pool of applicants (exclusion mindset) or including a particular person in a final choice set (inclusion mindset). The way these tasks are framed can elicit different information processing as well as different responses. Past research has shown that framing techniques typically affect the size of final choice sets. Although it is not certain why these differences exist, one possibility is that individuals in the exclusion mindset spend less time deliberating over decisions, which lead to poorer quality decisions. That is, these individuals may be more likely to base decisions on their own previous beliefs which would make them more likely to stereotype. Stereotypes may be manifested in the standards a decision maker sets for job applicants. Previous research distinguishes minimum standards (surpassing an initial threshold; e.g., making the short list) and confirmatory standards (surviving scrutiny; e.g., getting hired). We intend to examine whether stereotyping is more likely under an exclusion mindset. Participants will be introductory psychology students at Northern Kentucky University. Participants will be randomly assigned to either an inclusion or exclusion mindset. We will create a job applicant pool in which half the applicants are female and half are male. Participants will review the applicant pool be instructed to indicate either whom they would place on the short list or hire (inclusion) or whom they would not consider placing on the short list or hiring (exclusion). We predict a) final choice sets will be larger under an exclusion mindset, b) the exclusion pool will include fewer negatively stereotyped persons, and c) stereotyping and different minimum and confirmatory standards will be more likely in the exclusion mindset.

### **(31) Impact of recruitment messages on minority applicant self-efficacy and organizational attraction**

DeMarcus A. Pegues & Christopher J. L. Cunningham,  
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This study will observe the influence of organizational recruitment materials on prospective minority job applicants, and applying Bandura's Social Cognitive Theory aims to discover methods of enhancing the perceived self-efficacy of minority applicants within the work organization context. Undergraduate African-American business students from a southern university will be recruited to participate in this study with the instructors' consent. Once recruited, participants will be randomly assigned to one of two groups—the experimental group with efficacy-enhancing recruitment materials, and the control group with efficacy-suppressing recruitment materials. The efficacy-enhancing and -suppressing recruitment materials will be manipulated by Bandura's four proposed levers of self-efficacy respectively: (1) mastery experiences, (2) vicarious experiences, (3) social persuasion, and (4) physical and emotional states. It is hypothesized that partici-

### **(18) Work-Family Balance and Religion: A Resource Based Perspective**

Shivani Patel & Christopher J. L. Cunningham,  
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Current work-family balance theories explore the concept using only the two domains of work and family. This type of narrow focus fails to recognize that individuals engage in many different social roles on a daily basis. One such important role is involvement in an organized religion. The many roles that individuals engage in can lead to either a gain or loss of resources. The present study is designed to expand our thinking about work-nonwork role balance by suggesting that religious involvement will lead to either a gain or loss of particular resources in one's life. This gain or loss of particular resources is believed to then lead to coping strategies, which will then lead to work-family balance.

### **(19) Examining the Relationship between Proactive Personality and Career Success**

Jeremy J. Owens & Christopher J. L. Cunningham  
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With increasing levels of employee autonomy and responsibility in today's workforce, proactive behavior and the performance of discretionary, extra-role work behaviors are becoming vital to effective organizational functioning. This study examined how proactive personality relates to career success through extra-role behaviors including innovation, contextual performance, and organizational citizenship behavior by surveying 302 employees from a large manufacturing organization. Hierarchical regression and multiple mediation analyses showed that the relationship between proactive personality and career success is at least partially influenced by indirect effects via extra-role behaviors, even after controlling for demographic and personality variables (age, sex, and FFM traits).



## **Session Two**

**11:00 - 11:50 am**

**Employee Wellness Culture/Climate Survey**  
**Dr. Bill Attenweiler, Northern Kentucky University**  
*Lookout Mountain Room - Main Floor*

In the fall semester 2007 a graduate class in Occupational Health Psychology took on an applied project to develop a short (25-items) survey to assess the university's culture and climate concerning employee wellness. The class broke the literature review down into parts, each contributing an element to the total review. Based on the literature review we developed a three dimensional taxonomy for

the survey. The dimensions included norms vs support; values vs practices; and three levels of the organization. Two specific items were developed for each of the twelve cells in the taxonomy, and the remaining item assesses overall satisfaction. The proposed survey was presented to NKU's wellness director and accepted with the intent to administer on a campus-wide basis. The survey did not make progress during the spring 2008 semester, but work on item wording continued through the summer. Focus groups were held to pilot the survey as soon as the fall 2008 semester began. Administration is tentatively scheduled for October, with the planned analysis in November. I will present the progress of this project, and its early analyses during this session. Analysis will include confirmatory factor analysis of the three dimensional taxonomy, average scores by survey dimension for the entire university, and functional areas within the university. Single-sample t-tests will be used to identify areas with significant differences.

### **Working with Executives: Ten Ways that Being Organized Leads to Success**

**Dr. Melissa Gratias, MBG Organizing Solutions**

*Raccoon Mountain Room - Main Floor*

Information overload is common in almost every businessperson's life. Information enters our work as a barrage of emails, a stack of papers, a calendar packed with meetings, or an endlessly ringing phone. To effectively navigate this information jungle, managers and executives need to learn and apply organizational skills in their work. Dr. Melissa Gratias will describe ten key objectives of successful businesspeople and will offer practical tips on how to attain these goals through organization, time management, and leadership. Success in these ten areas is firmly rooted in the theories and practices of I-O psychology and Human Resources Management.

### **Sport and Exercise Psychology: From Theory to Practice**

**Dr. Mark H. Anshel, Middle Tennessee State University**

*Signal Mountain Room - Upper Floor*

The field of sport and exercise psychology is gained widespread popularity and relevance in the areas of scholarly research and professional practice. There are now over 85 graduate programs in this field in the U.S., represented by over a dozen scholarly journals that publish both theoretical and applied sport and exercise psychology research. Sport psychology concepts are applied in all aspects of human performance, including exercise, rehabilitation from injury, leadership, work, acting, music, clinical issues (psychopathology), and of course, sport, including the disabled, children, and elite levels. The purpose of this presentation is to review eight recognized dimensions of this field, to briefly review its theoretical links to general psychology, and to review how each area has been studied and applied to promote human performance.

1) assessing the current safety climate; 2) refining the system and preparing the staff for program implementation; and 3) assembling a response team to assess reports and identify ways to prevent future errors. This project will apply multiple areas of Industrial-Organizational Psychology, including training, communication, health and safety, motivation, and human factors. Using applied techniques, the goal of study is to improve a new reporting system in order to easily and accurately capture information regarding errors in patient care.

### **(29) If "We Do" Then "I Can't": Career Mobility and Employment Discrimination of Interracially Married Applicants**

Mia Tran, The University of Georgia

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Since the legalization of interracial marriages in 1967, significant amounts of research have explored the nature and quality of interracial couples but there has been a paucity of interracial marriage research that addresses the possible career barriers that these individuals may face in the workforce. Interracially married employees may fear stigmatization and discrimination in organizational settings. For instance, White individuals who are married to members of stigmatized groups (i.e. African Americans) are possibly denigrated themselves. Subsequently, interracially married employees may encounter forms of employment discrimination that may hinder their career mobility. The present study will experimentally explore the likelihood of promotion and mentoring of interracially married applicants. In addition, the study will also examine the effects of type of job visibility (Low/High) on interracially married applicant's career outcomes. The study uses Tajfel & Turner (1987) social identity theory and the black sheep effect (Marques, Yzerbyt, & Leyens, 1988) to support proposed hypotheses. According to social identity theory (SIT), an individual's self-concept is derived from one's knowledge of their membership in social groups along with the value and emotional components attached to that membership (Tajfel & Turner, 1979). The theory further explains that each group is governed by norms and expectations about appropriate in-group attitudes and behaviors which members of the group are assumed to abide by these "codes of conduct that bind them together as a group" (Brewer, 2007; Kramer, Brewer, & Hanna, 1996). When White individuals in interracial marriages encounter discriminatory behaviors toward themselves or their spouse it forces them to reevaluate their own racial identity (Childs, 2005). The black sheep effect elaborates on how social identity theory applies to interracial marriages and work outcomes. Marques and colleagues (1988) described the black sheep effect as when individuals support their in-group members who enhance their in-group identity, and derogate in-group members who behave outside the norms of the in-group as a mechanism to protect the image of the group. Based on this model, White individuals in an interracial marriage may be perceived negatively by their in-group members and ultimately titled as the deviant (i.e. negative, unfavorable) in-group member. We expect to shed some light on the possible hidden career barriers of the interracially married workforce.

University of Tennessee at Chattanooga. A 30-item questionnaire including demographic information and a slightly revised version of Jurgensen's (1978) job preferences survey will be administered to 138 newly hired (within the past 12 months), non faculty, regular wage (budgeted with benefits) employees of UTC. The collected information will be analyzed in an attempt to strategize a new recruitment plan for all future employees and increase the diversity of the University's applicant pool by effectively tailoring job advertisement messages.

**(26) Applying and testing group stage theory in managing undergraduate student teams**

Rich Allen & Lisa A. Burke, The Univ. of Tennessee at Chattanooga  
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Advancing the student teams literature, group stage theory (Tuckman, 1965) is used as the basis for a proposed method of forming and managing student teams in undergraduate management courses. Based on a review of the literature, exercises and activities based on support from the extant management literature are identified and created to buttress each stage of our proposed instructional intervention. Ultimately a study is proposed to examine the utility of our proposed instructional intervention to facilitate student teams' development, and data are examined.

**(27) Refining Workplace Assessments: Building a Comprehensive Environmental Assessment Tool**

Sarah Petschonek, Adriane Fertitta, David Earnest, Courtney Keim, & Chanda Murphy, The University of Memphis  
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The researchers created a survey-based assessment tool to evaluate the safety and efficiency of an architecture design studio. The purpose of the current project is to propose several ways to analyze and refine the assessment tool. The authors propose using two methods for this process: reliability analysis and factor analysis. The results from these analyses would be used to refine the survey – eliminating unreliable or unnecessary items and identifying underlying subscales. The long-term goal for this project is to make the survey concise, but comprehensive so that it can be applied in a wide range of work environments.

**(28) Improving Patient Safety Culture: Launching an Incident Reporting System**

Sarah Petschonek & Julianne Pierce, The University of Memphis  
James M. Hoffman, St. Jude Children's Research Hospital  
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This project is designed to help improve patient safety at an academic hospital. More specifically, the hospital will be launching a new incident reporting system and this study will assess the implementation and impact of the new system on the organization and its workers. The project will be carried out in three phases:



## Lunch & Conversation

12:00 - 1:20 pm

**Dr. Paul Muchinsky, UNC-Greensboro**

*Tennessee Room - Main Floor*



## Poster Session II

1:30 - 2:20 pm

*Chattanooga Room - Main Floor*

**(20) Are they or not?**

**Exploring strategies women use to negate gender stereotypes as a function of their own stigma consciousness when evaluator's prejudices are unknown**

Rachel M. Reed & Leslie Ashburn-Nardo,  
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Most of the characteristics that are stereotypically male, such as assertiveness and aggressiveness, are also associated with leaders (Eagly, 1987). This “think manager, think male” mentality has serious implications for the workplace. Since women are not seen as possessing leadership qualities they are often assigned less prestigious tasks, get paid less, and have a harder time earning promotions than men. Therefore, this research will explore the strategies that women, who are high and low in stigma consciousness, use when they are confronted with male and female interaction partners whose gender stereotypes are unknown.

**(21) A Behavior Based Approach to Improving Safety in a Manufacturing Facility**

Laura G. Kreager, The University of Memphis  
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Before 1970, few regulations mandated that organizations offer a safe and hazard free work environment. However, it soon became apparent that standards must be set to ensure that organizations offer employees a safe working environment, free from recognized harm. As a result, a set of standards was established by the federal government with the passage of the Occupational Safety and Health Act of 1970. The act provided organizations with certain standards to uphold to ensure employee safety. Nevertheless, despite the presence of the Occupational

Safety and Health Administration (OSHA), and its various stipulations, occupational accidents still frequently occur, impacting an organization's bottom line. In an effort to reduce both accidents and their direct costs, companies have begun to take a more active role in recognizing and minimizing the number of risky behaviors engaged in by employees that may lead to occupational injuries. Safety professionals are supporting and implementing behavioral safety programs to target at risk behaviors, and developing behavioral interventions to reduce the frequency of their occurrence. The current study aimed to determine the impact a behavioral safety approach had on the number of accidents occurring at a steel manufacturing facility. An intervention comprised of four components was implemented, aimed at reducing the number of accidents occurring within the facility by increasing employee knowledge of safe behaviors, providing feedback, training employees on the application of safe work behaviors and rewarding employees for their safe work practices. A time series analysis was utilized to determine the impact and magnitude of the intervention on the organization's accident frequency. Results indicated a 75.6% ( $p < .05$ ) decrease in accidents following the implementation of the behavioral intervention.

**(22) Role of Perceived Organizational Image in Relationships among Perceived Selection Procedure Characteristics, Applicant Reactions and Organizational Attraction**

Nivedita Khandkar, Indiana University Purdue University – Indianapolis  
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This poster looks at organizational image literature and presents a model integrating the findings from these two literatures: the relationship between applicant reactions to perceived selection procedure characteristics and organizational attraction; and the relationship between perceived organizational image and organizational attraction. Applicants' attraction towards an organization is reflected in various ways, conceptualized in this study as the applicants' behavioral intentions to pursue further contact with the organization, specifically, Offer acceptance, Recommendation, and Reapplication/ retesting. These behavioral intentions are related to both their reactions to the selection procedures (Bauer et al., 2001; Truxillo, Bauer, Campion, & Paronto, 2002) as well as to their perceived image of the organization. The perceived characteristics of the three commonly used selection procedures (i.e., cognitive ability tests, personality tests and interview) will be measured within the current study. Research has investigated which tools are perceived more favorably or as the more acceptable selection instruments. Interactions between early recruitment practices and perceived organizational image have also been analyzed (e.g. Collins & Han, 2004). In terms of attracting applicants, analyzing the reactions of the applicants at a later stage in the process of hiring i.e., when the selection measures are in fact administered to them is also pertinent. The current study thus, looks at the organizational image both in the context of how it may directly influence applicant reactions as well as organizational attraction. Organizational image also moderates the relationships among perceived characteristics of the selection procedures, applicant reactions and applicant attraction. The study will be carried out using experimental methodology. Under-

graduate students at an urban university will undergo task of retrieval of existing organizational image and participate in selection procedures and then their reactions to these selection procedures will be collected. Structural equations modeling (SEM) will be used to analyze this model.

**(23) Same, but Different: Asians' Attitudes Toward Affirmative Action**

Luisa Maun & Brian J. O'Leary, The Univ. of Tennessee at Chattanooga  
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Organizations often use affirmative action plans to increase demographic diversity, however, the success of these plans depends on employee attitudes. Attitudes toward affirmative action differ among racial groups, with Blacks having more favorable attitudes than Hispanics, Asians, and Whites (e.g., Bell, Harrison, & McLaughlin, 1997). However, there is a paucity of literature that includes a large Asian sample. Asian participants ( $N = 181$ ) completed affirmative action attitudes, collectivism/individualism, and ethnic identity. There were positive relationships between the horizontal dimension of the collectivism/individualism construct, collectivism, ethnic identity, and positive attitudes toward affirmative action. Implications and suggestions for future research are discussed.

**(24) Black Female Career Aspirations: Individual and Institutional Characteristics that Affect Minority Women's Career Perspectives**

Lindsay Johnson, The University of Georgia  
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Black women hold a unique and often invisible place in higher education, especially graduate education. Despite growing attention to fostering gender and racial diversity in higher education, efforts likely attend to the needs and realities of White women and Black men, thus leaving the unique experiences of Black female graduate students misunderstood or totally ignored. The proposed study will quantitatively examine the individual (e.g. cultural mistrust, identity development, and prior token/solo experience) and institutional characteristics (e.g. demographics, availability of mentors, peer to peer interaction) that shape Black women's earliest professional experiences and their subsequent influence on these women's later career aspirations and expectations.

**(25) Employee job preferences and perceptions of recruiting and selection efforts**

Laure Rodebaugh & Bart L. Weathington,  
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There has been research interest in the area of individual job preferences since the early 1930's. Accurate information on job preferences can be a powerful tool in developing or revising personnel processes such as recruitment. The purpose of this research is to collect information pertaining to the perceptions that employees have of the current recruiting, application, and hiring processes here at the