



# Open Science, Open Practice: Implications for Industrial-Organizational Psychology (and Beyond)

Friday, March 31<sup>st</sup>, 2017

12:00-1:00PM, WC 130



The open science movement, spurred on by the recent "replication crisis" in psychology, strives to improve research and publication practices. I-O psychology has a prime opportunity to contribute to this movement by building on ideas and advances from social and personality psychology. In particular, I-O psychology should weigh in on practical issues that organizations face when collecting, analyzing, and sharing data. Taking both science and practice perspectives, Dr. Oswald will reflect on current advances and conversations around open science; he will provide historical insights that lend support to today's open science movement; and then he will discuss applications, implications, and future directions of the open science movement in I-O psychology (and beyond).

Dr. Frederick L. Oswald is a Professor in the Department of Psychology at Rice University. As an organizational psychologist, his expertise, extensive publications, and large-scale grant-funded research addresses issues pertaining to personnel selection, college admission, military selection and classification, and school-to-work transition. He also publishes statistical and methodological research in the areas of big data, meta-analysis, measure development, and psychometrics. Currently, Fred is an Associate Editor of *Psychological Methods*, *Journal of Research in Personality*, and *Journal of Management*, and he also currently serves on 10 Editorial Boards. He is the President-Elect and Fellow of the Society for Industrial and Organizational Psychology (SIOP; APA Div. 14), a Fellow of Evaluation, Measurement, & Statistics (APA, Div. 5), the American Psychological Association, and the Association for Psychological Science.