**A Cross-Cultural Research Incubator on applicant Reactions: Expanding the Cross-Cultural Frontier**

**Description and Purpose** The proposed research incubator is designed to get new culturally relevant ideas to make sure that individuals feel fully invested, and to provide a forum as an active exchange between researchers in this field. During the session, participants will share their interests in the topic, explore major issues and trends in the area, narrow their focus to specific research questions and hypotheses, and organize specific research projects that have the potential to produce publications in top-flight Work, Industrial, and Organizational Psychology and Management journals. Attendees will also follow up on previous contacts, projects, and collaborative efforts that are on-going. An international team of experts on the topic will serve as facilitators for the session, with the aim of building research ideas and collaborations among participants. In this capacity, facilitators will identify key areas that require attention in the field, provide feedback and editorial suggestion on research ideas, and provide any other help that motivates international collaborations. Anyone who is interested in participating in research on this topic cross-culturally is welcome to attend. The session will therefore provide the ideal form for partnerships to be made among (1) established and newly emerging researchers, (2) researchers interested in tackling questions in different substantive areas (e.g., stress, culture, attitudes, selection, leadership), (3) academics and practitioners, and (4) researchers from different geographical locations.

**Facilitator:** Sally Carless, Monash University, Australia. Associate Professor Sally Carless has undertaken a number of longitudinal studies on applicant reactions and is part of an international consortium of researchers who discuss research ideas regarding applicant reactions. She is currently involved in a research project which is examining whether cultural background (English-speaking background compared to non- English-speaking background) affects applicant reactions to psychological testing.