



Theme Track: Shaping the Future of I-O through Multidisciplinary Approaches

Thursday, April 27, 2017
12:00-1:20pm
Southern Hemisphere 1
1.5 continuing education credits

Chair:

Valentina Bruk-Lee, Florida International University

Co-Chair:

Samantha Taylor, Amgen

Presenters:

Amy Grubb, Federal Bureau of Investigations
Leslie Hammer, Portland State University
Ben Hawkes, Shell International
Autumn Krauss, Sentis
Jerry Miller, Evolution Institute
Steven Poelmans, EADA Business School
Eduardo Salas, Rice University

Discussant:

Steven Rogelberg, University of North Carolina, Charlotte

Abstract:

Advances in science and practice are born from blending knowledge across disciplines. Discover the ways in which multidisciplinary efforts are advancing our knowledge of work, its design, and its impact. This Ignite session will present a vibrant future of I-O in which the integration of diverse disciplines is key to our success.

Full Description:

A growing movement exists to foster multidisciplinary science as a means of addressing the pressing questions of our time. The merging of disciplines to address scientific and practical questions has, in fact, resulted in imaginative solutions and inventions. I-O psychologists, too,

have made meaningful contributions to our knowledge of work, its design, and its impact by spanning across discipline boundaries. What opportunities and challenges lie ahead for organizational psychologists in an increasingly cross-boundary world? Find out why the future of I-O is multidisciplinary in this vibrant Ignite session from leaders in both academia and practice.

Learning Objectives:

- Identify opportunities and threats in multidisciplinary research/practice
- Explain the trends or external forces that promote multidisciplinary science
- Discuss major contributions to the psychology of work that have resulted from multidisciplinary work
- Define one's role as an organizational psychologist in an increasingly cross-boundary global environment

Presenter Biographies



Amy Grubb

Amy Grubb is the senior industrial/organizational psychologist for the FBI. In her 17 years at the FBI, she has worked in all forms of talent management and organizational development, building human capital processes and initiatives to maximize performance across all occupations and leadership levels. She built the first comprehensive leadership development program for the FBI that encompasses all occupations at all levels of leadership throughout the employee lifecycle. She also built the first organizational development function within the FBI. Amy led the design and validation of human capital systems such as selection systems, promotion systems and assessments, and performance management, and received the HR Impact Award in 2014 for one of the several promotion processes. The recipient of two FBI Director's Awards for Excellence, her work in building more effective organizations through people continues to be recognized and furthered through her executive coaching and serving as a trusted advisor for the highest levels of management at the FBI. Dr. Grubb holds a Ph.D. in Industrial-Organizational Psychology from the University of Houston.



Leslie B. Hammer

Dr. Leslie B. Hammer is a Professor of Psychology in the Department of Psychology at Portland State University and a Professor in the Oregon Institute of Occupational Health Sciences at Oregon Health & Science University. She received her Ph.D. in I/O Psychology from Bowling Green State University in 1991. She has studied work and family issues for over 25 years, and was part of the national Work, Family, and Health Network comprised of a multidisciplinary research team that recently completed a cluster randomized trial evaluating workplace policies and programs that impact worker health. Dr. Hammer is also the Director of the Occupational Health Psychology graduate training program at Portland State University that is funded through a training program grant from NIOSH and an Associate Director of the NIOSH-funded Oregon Healthy Workforce Center (OHWC), one of six centers of excellence in Total Worker Health.



Ben Hawkes

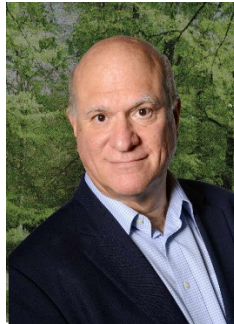
Ben Hawkes has over 15 years of experience in the field of assessment. He is Assessment Lead for Shell International, where he oversees the use of assessments, interviews and other selection techniques throughout Shell's global operations. Prior to this, Ben worked for over ten years for IBM Kenexa, initially within the assessment consulting practice before taking responsibility for the portfolio of online assessments. Ben's research interests include the application of new and emerging technologies to the practice of assessment, including simulation, gaming, text analytics, social media, mobile devices and computer adaptive testing. He has authored and co-authored several book chapters on psychological assessment, simulation technologies and the use of games as psychological assessments. Education: BSc (Hons) - University of Surrey and University of North Texas.



Autumn Krauss

Autumn Krauss is Chief Science Officer at Sentis, a Propulo Group company that partners with organizations to implement interventions to enhance employee safety, wellbeing, and engagement at work. In her role, she manages the global Research Team and directs the Sentis Academy, Sentis' division for academic and research partnerships. The Research Team is responsible for developing and implementing quantitative and qualitative assessments to evaluate an organization's safety and wellbeing cultures, ensuring that Sentis' interventions are evidenced-based, and conducting applied research to further the understanding of the factors that influence employees' experience at work. Autumn's applied research programs have been funded by the Centers for Disease Control and Prevention, the

National Institute for Occupational Safety and Health, and the Society for Human Resource Management. She holds both a Ph.D. and M.S. in Industrial and Organizational Psychology Colorado State University, and a Bachelors of Science from LaSalle University.



Jerry Miller

Jerry Miller, PhD, is an Industrial-Organizational Psychologist. He spent 18 years at the University of South Florida where he created, directed, researched, and managed organizations and projects that served communities and youth in economic and job creation activities, as well as school-based and out-of-school intervention programs. Programs he directed include the nationally recognized Prodigy Youth Cultural Arts Program, a juvenile justice court diversion program for at-risk and arrested youth that has among the lowest recidivism rate in the state. He founded the College Link program that served about 2000 high school youth annually with tutoring and mentoring. He has also created micro lending programs and job development centers. He has been awarded over 25 grants and contracts from federal, state, and local agencies and foundations and has presented his work both domestically and internationally. He is currently the Executive Director of the Evolution Institute, an international applied science think tank. Dr. Miller holds a PhD in Industrial-Organizational Psychology from University of South Florida.



Steven Poelmans

Dr. Steven Poelmans is professor at EADA Business School. He holds a Master in Organizational Psychology (Catholic University of Leuven, Belgium), a Master in Marketing Management (Vlerick Management School, Belgium), a Ph.D. in Management / O.B. (IESE Business School, Spain), and a Postgraduate in Neuroscience of Leadership (Middlesex University, UK). He is trained as a neuroscience-based coach by the NeuroLeadership Group Europe. His research, teaching and consulting mainly focuses on neuroleadership, employee wellbeing and flexible work arrangements, emotional and cultural intelligence, mostly with a cross-cultural perspective. He developed the NeuroTrainingLab™, a leadership development methodology using competencies assessment and neurophysiologic indicators. He has trained executives in Telefonica, SWIFT, WHO, Aga Khan Development Network, Nestlé, Pfizer, Henkel, Santander, Nike, Novartis, Deutsche Bank, ENEL/ENDESA, Japan Tobacco International, Roche Diagnostics, European Investment Bank, IMF, and BAT. He has coached over 250 executives of 30 different nationalities.



Eduardo Salas

Eduardo Salas, PhD, is the Professor and Allyn R. & Gladys M. Cline Chair of psychology at Rice University. Previously, he was Trustee Chair and Pegasus Professor of Psychology at the University of Central Florida (1999-2015) and a senior research psychologist and Head of the Training Technology Development Branch of NAVAIR-Orlando for 15 years. Dr. Salas has co-authored over 450 journal articles and book chapters, has co-edited 27 books, and is past president of the Society for Industrial and Organizational Psychology and the Human Factors and Ergonomics Society. Dr. Salas is also a recipient of the 2016 American Psychological Association Award for Outstanding Lifetime Contributions to Psychology. He is currently working on designing tools and techniques to minimize human errors in aviation and medical environments. Dr. Salas' research interests are in uncovering what facilitates teamwork and team effectiveness in organizations; how and why does team training work; how to optimize simulation-based training; how to design, implement and evaluate training & development systems and in generating evidence-based guidance for those in practice. Dr. Salas received his PhD in Personnel Psychology from Old Dominion University.



Steven Rogelberg

Steven Rogelberg holds the title of Chancellor's Professor at UNC Charlotte for distinguished national, international and interdisciplinary contributions. He is a Professor Management and Psychology at well as the Director of Organizational Science. He has over 100 publications addressing issues such as team effectiveness, leadership, engagement, health and employee well-being, meetings at work, and organizational research methods. His research was profiled on Public Television, Radio (e.g., NPR, CBC, CBS), Newspapers (e.g., Chicago Tribune; LA Times, Wall Street Journal, Washington Post, London Guardian) and Magazines (e.g., National Geographic, Scientific American Mind). Other awards and honors include receiving the Psi Chi Professor of the Year Award and the BGSU Master Teacher Award. He is the Editor of the Journal of Business and Psychology and the Talent Management Essentials book series. Key professional leadership roles have included elected Science and Research Officer (SIOP) and serving as Chair of the SIOP Education and Training committee. Dr. Rogelberg received his PhD in Industrial-Organizational Psychology from University of Connecticut.

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