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Awards & Recognition

Michael M. Harris received the Thomas Jefferson Award in 2007, which recognizes individuals who rise above excellence and demonstrate clear distinction in teaching, research, writing, creative activities, and service to the University of Missouri and humankind. The award is given every other year, and the winner is selected from all four campuses in the University of Missouri system.

Patrick F. McKay (Rutgers University), **Derek A. Avery** (University of Houston), and **Mark A. Morris** (J.C. Penney, Inc.) were awarded the 2007 Dorothy Harlow Distinguished Paper Award from the Gender and Diversity in Organizations division of Academy of Management for the conference paper titled, "The Interaction of Subordinates' and Managers' Diversity Climates on Store Unit Sales Performance."

Sylvia Hysong, health services researcher at the Houston Center for Quality of Care and Utilization Studies and faculty member at Baylor College of Medicine, has been awarded a 5-year career development award from the Department of Veterans Affairs, Health Services Research and Development Service. She has also been recently awarded an NIH minority supplement to expand ongoing research investigating physician-level financial incentives to improve the care of hypertensive patients. Hysong's research will examine organizational moderators and mediators of the effectiveness of financial incentives on quality of health care delivered to patients with hypertension.

Aon Consulting would like to recognize **Seymour Adler**, Senior Vice President in the Talent Solutions Consulting practice. Adler was awarded Fellow status in the Association for Psychological Science (APS) this month for his sustained outstanding contributions to the advancement of psychological science.

The American Society for Training & Development (ASTD) presented **Tacy M. Byham** with the Dissertation Award at its 2007 International Conference & Exposition in Atlanta, Georgia. The ASTD also presented the academic team of **Tammy D. Allen**, **Lillian T. Eby**, and **Elizabeth Lentz** with the Research Article Award at the conference. Both awards recognize an outstanding dissertation and outstanding research that is published in a refereed journal, respectively, that holds major implications for workplace learning and performance practitioners.

CONGRATULATIONS!

Transitions, Appointments, and New Affiliations

As noted above, Patrick F. McKay has joined the School of Management and Labor Relations at Rutgers University. Previously he worked in the management area of the Sheldon B. Lubar School of Business at the University of Wisconsin-Milwaukee.

Joyce Bono and **Lisa Leslie** have joined the faculty of the Department of Human Resources and Industrial Relations at the University of Minnesota. They will join SIOP members **Michelle Duffy**, **Theresa Glomb**, and **Connie Wanberg**.

Derek R. Avery has joined the I-O faculty at the University of Houston. There he will join **Jim Campion**, **Lisa Penney**, **Christiane Spitzmüller**, and **Alan Witt**.

After 34 years, **David Campbell** retired from active service with the Center for Creative Leadership (CCL) at the end of June. Campbell will continue to have a presence at CCL for the next several months and will maintain his office in Colorado Springs as he transitions several projects.

Robert F. Goldsmith has recently become Senior Project Director for AlignMark. AlignMark is a human capital consulting company that deals with a wide variety of issues in I-O psychology. Goldsmith will be particularly involved in computer-based assessment and development solutions, as well as traditional assessment centers.

Eric Dunleavy, formerly a senior research scientist at the American Institutes for Research (AIR), has joined DCI Consulting as a senior human resources consultant. Dunleavy will be involved in all phases of the equal employment opportunity and affirmative action regulatory compliance practices provided by DCI, particularly in the areas of pay equity analysis, employee selection and test validation, and OFCCP audit and litigation support.

Aon Consulting is pleased to announce several new team members have joined the Talent Solutions Consulting practice. **Mitchell Gold** has joined the Kansas City office as assistant vice-president. Prior to joining Aon, Gold spent 11 years with Sprint and its spin-off, EMBARQ. **Pat M. Caputo** has joined the New York City office and **Anthony S. Boyce** has joined the Houston office both as consultants.

The psychology department at Old Dominion University is pleased to welcome assistant professor **Karin Orvis**. She joins colleagues **Debra Major**, **Don Davis**, and Jim Bliss in the I-O doctoral program.

BEST OF LUCK!

Keep your colleagues at SIOP up to date. Send items for **IOTAS** to **Wendy Becker** at WBecker@siop.org.